



## Legislation Details (With Text)

<b>File #:</b>	48110	<b>Version:</b>	1	<b>Name:</b>	Fire Supervisors Agreement
<b>Type:</b>	Ordinance	<b>Status:</b>	Passed		
<b>File created:</b>	7/19/2017	<b>In control:</b>	FINANCE COMMITTEE		
<b>On agenda:</b>	9/5/2017	<b>Final action:</b>	9/5/2017		
<b>Enactment date:</b>	9/14/2017	<b>Enactment #:</b>	ORD-17-00092		
<b>Title:</b>	Adopting and confirming the Agreement between the City of Madison and the Association of Madison Fire Supervisors (AMFS) for the period January 1, 2016 to December 31, 2017.				
<b>Sponsors:</b>	Paul R. Soglin				
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>	1. Labor/Management Report				

Date	Ver.	Action By	Action	Result
9/5/2017	1	COMMON COUNCIL	Adopt	Pass
8/7/2017	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
8/1/2017	1	COMMON COUNCIL	Refer	Pass
7/19/2017	1	Attorney's Office/Approval Group	Referred for Introduction	

### Fiscal Note

The proposed agreement, spanning from January 2016 through December 2017, includes the following components: (1) planned pay increases, (2) modifications to health insurance, (3) changes to the vacation sell-back program and allowance for clothing assistance, (4) changes to premium pay for work performed on Sundays, and (5) legal protections for members.

### Wages

Under the proposed contract AMPS members will receive a 1% pay increase in the final pay period of 2016, a 2% increase in the first pay period of July 2017, and 1% in the final pay period of 2017. The projected impact in 2018 over 2017 is \$40,455, this increase has been reflected in the Fire Department's 2018 base budget.

### Health Insurance

The proposed contract will reduce the City's contribution for health insurance from 105% of the low cost premium to 100% of the lowest cost premium beginning in January 2017. Currently the majority of AMPS membership is enrolled in a health insurance plan below the average. Savings resulting from plan design change will only be realized for those members in plans that are above the average and is expected to be minimal. No savings from this change has been reflected in the budget.

### Vacation Sell Back & Clothing Allowance

The proposed agreement formalizes the process and amount of vacation that can be sold back by members. Upon announcing a retirement year, members can sell backup to 84 hours of vacation to straight time compensation while in the last 3 years of service. Allowing for vacation sell back increases the City's exposure for leave payouts at the time of retirement.

The new contract also includes an escalator in the clothing allowance amounts provided to members. Under the proposed contract the amount members receive will increase at the same rate of wages. The projected

impact of this change is minimal and will be absorbed within the Fire Department's base budget.

**Legal Protections**

The new contract also provides legal protections for members involved in legal action resulting from their official capacity. Should membership have to secure outside legal representation and if they are successful in their case all legal fees will be reimbursed.

**Title**

Adopting and confirming the Agreement between the City of Madison and the Association of Madison Fire Supervisors (AMFS) for the period January 1, 2016 to December 31, 2017.

**Body**

DRAFTER'S ANALYSIS: This ordinance adopts and confirms the Agreement between the City of Madison and the Association of Madison Fire Supervisors (AMFS) for the period January 1, 2016 to December 31, 2017 addressing a 1% wage increase in 2016, 2% wage increase in July, 2017 and 1% wage increase in December 2017, healthcare contribution, vacation sell-back, clothing allowance, Sunday premium and duty pay and legal protection.

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The Common Council of the City of Madison do hereby ordain as follows:

The Agreement between the City of Madison and the Association of Madison Fire Supervisors (AMFS) for the period January 1, 2016 to December 31, 2017 is hereby adopted in its entirety and confirmed in all respects, and the Mayor and City Clerk are authorized to sign the Agreement.