

## Fire Fighters Local 311 - Labor Manager's Report

The following report represents the conclusion of negotiations between the City of Madison and the International Association of Fire Fighters Local 311 for a two (2) year contract term 2004 – 2005.

### SUMMARY OF MAJOR CHANGES

1. Wages:
  - 2.5% effective the pay period that includes January 1, 2004 - Cost: \$498,129.29
  - 2.5% effective the pay period that includes January 1, 2005 - Cost: \$510,834.70
2. Increased City contribution toward employee health and hospital coverage maintaining status quo - Cost: 2004 - \$394,782.72, 2005 - \$123,666.24.
3. Agreed to allow up to three (3) of the “forty-hour employees” to convert one (1) week of vacation to pay each calendar year.
4. Agreed to reimburse employees, upon retirement, for the three (3) month premium payment that is required when an employee joins the City health insurance program after the employee's original hire date.