

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT  
For  
The Memorandum of Understanding  
Between  
The City of Madison  
And  
Association of Madison Fire Supervisors

1) **Wage Settlement (Same as Local 311):**

- Last pay period of December 2016 = 1%;
- First pay period of July 2017 = 2%;
- First pay period of December 2017 = 1%.

2) **Healthcare Contribution:**

City will contribute 100% of the lowest cost provider in the Dane County Service area effective for the January 2017 health care contribution. Currently at 88% of the Tier 1 average.

3) **Vacation sell-back:** (same as Local 311) new

Employees that have identified a retirement year, and are in their last three years, will be given priority to convert vacation days up to a maximum of eighty-four (84) hours to straight time compensation.

4) **ARTICLE XXIII (CLOTHING ALLOWANCE):**

- A. The City shall contribute \$79.01 per month towards uniform and clothing expenses to ensure the professional appearance of Association members.
- B. Beginning with the pay period that includes July 1, 2007, and annually thereafter, the clothing allowance will be increased by the percentage of wage increase negotiated in the respective succeeding agreement. Therefore, the clothing allowance will be increased to \$79.80 in the last pay period of December 2016, \$81.40 in the second pay period of July 2017 and to \$82.21 in the First pay period of December 2017.

5) **ARTICLE XXIV (SUNDAY PREMIUM AND DUTY PAY):** new

Employees assigned as the Duty Chief, who are dispatched, shall be granted a minimum of three (3) hours of pay unless the two (2) hours of work overlaps with the employee's normal workday.

6) **ARTICLE XXII (LEGAL PROTECTION):** addition to existing language in the MOU

Attorney Fees:

- A. In the event an employee is proceeded against or is the defendant in an action or special proceeding in his/her official capacity, or arising out of his/her employment by the City, the City agrees to pay all reasonable attorneys' fees required by the provisions of Sec. 62.115, 895.46 and/or 895.35 of the Wisconsin Statutes governing the obligations by the City to such employee, except in the event the action or special proceeding is brought by the City against the employee, and provided, however, in any event, the City Attorney

shall determine whether legal counsel shall be furnished to such employee by the City Attorney or his/her designee.

- B. In the event an action or special proceeding is prosecuted by a third party before the Police and Fire Commission, the City agrees to pay reasonable attorneys' fees provided the employee was acting within the scope of his/her employment and the employee is exonerated by the Police and Fire Commission of all charges or the charges are otherwise dismissed or withdrawn

7) **ARTICLE XXXIV (DURATION OF AGREEMENT):**

This Memorandum of Understanding shall be effective as of January 1, 2016 and shall remain in full force and in effect until its expiration date, December 31, 2017.