

Employee/Labor Relations Managers Report

The Agreement

between

City of Madison

and

IAFF Local 311

1. Duration- January 1, 2022 to December 31, 2024.

2. ARTICLE XI, Pay Policy, B- 1,new g- Longevity

“An additional 1% (total of 12%) of base pay at the beginning of the 25th year of continuous employment.” Cost for 2022 \$51,000

3. ARTICLE XXI G- Post Employment Health plan cost neutral

Change 1.25% to 1.5% and delete \$15.00 monthly contribution,

4. ARTICLE X Section A, paragraph 4-Vacation sell back Change 3 days per employee and 99 for the entire bargaining unit to 5 and 135.

Add Juneteenth day as a Paid Holiday and Ho-Chunk as a paid leave day.

5. ARTICLE IX XI Pay policy, J, New 1 a 3- (New Cost less than \$10,000.00 a year)

Peer Support:

a. The Chief of the Department, or their designated representative, in conjunction with the Local 311 President, shall select twelve (12) qualified employees as Peer Support members. One of which shall be selected as a lead peer support coordinator.

b. (Insert any training required)

c. The base rate will be increase by 2% for the coordinator and 1.5% for the other peer support members.

d. Minimum Team training requirements must be met and maintained for all members, including successful completion of the IAFF Peer Support Training Program and the City of Madison EAP Peer Support Training Program.

Tiller premium- For Firefighters who drive the Tiller on an engine 2.5% (Cost \$8,760.00 a year)

5. Wages-

1.5% First pay period of January of 2022 (Cost \$696,000)

2% First pay period of January of 2023

3% First pay period of January of 2024

Additional changes were made in scheduling language that will allow for better control of overtime.

Other cost changes are of a de-Minimis nature.