

LABOR RELATIONS MANAGER'S REPORT
for
Local 311, I.A.F.F.

SUMMARY OF MAJOR CHANGES

1. WAGES

2.25% increase effective the pay period that includes January 1, 2006.

.75% increase effective the pay period that includes July 1, 2006. Total cost for 2006: \$550,059

3.0% increase effective the pay period that includes January 1, 2007. Cost: \$645,529.

The 2007 wage increase shall be reduced by .1% for every 1% increase in the health insurance premiums beyond eleven percent (11%) in that calendar year. The increase in health insurance premiums shall be calculated by comparing the cost of a family plan from the low bidder among the health care providers offered in the Wisconsin Public Employer's Group health programs.

2. Increased the City's contribution toward employee health and hospital coverage maintaining the status quo – cost: 2006 - \$224,180; 2007 – Unknown at this time.
3. Increased number of Scuba Team Dive Masters from one to three. 2006 Cost: \$720.00; 2007 Cost: \$1440.00
4. Increased number of Rapid Intervention Team (RIT) from four to eight. 2006 Cost: \$1440.00; 2007 Cost: \$2880.00
5. Developed a Heavy Equipment Rescue Team (HERT) consisting of 76 employees. Additional 1% pay goes into effect upon completion of training and certification estimated to be completed in April of 2007. Estimated 2007 Cost: \$41,055.
6. Developed a Peer Fitness Trainers Team consisting of 10 employees. Additional 1% pay goes into effect upon completion of training and certification estimated to be completed in April of 2007. Estimated Cost: \$5,401.
7. Developed a Tactical Emergency Medical Support Team (TEMS) consisting of 10 employees. Additional 1% pay goes into effect upon completion of training and certification estimated to be completed in April of 2007. Estimated Cost: \$5,401.
8. Increased amount employees may cash in for unused uniform allowance at retirement from 50% to 60% in 2006 and from 60% to 75% in 2007. 2006 estimated cost: \$400; 2007 estimated cost: \$750
9. Increased car allowance for use of employee's personal vehicle to the IRS mileage rate. 2006 estimated cost: \$300