

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT
Presented to City of Madison Common Council
On
January 3, 2023

Re: The Labor Agreement between the City of Madison and the Association of Madison Fire Supervisors (AMFS), tentatively agreed to on Wednesday, November 9, 2022.

The following is a summary of the modifications to the City of Madison and Association of Madison Fire Supervisors Collective Bargaining Agreement, effective January 1, 2022 through December 31, 2024.

1. Wages:

- A. 1.5% increase effective the pay period including January 1, 2022.
- B. 2.0% increase effective the pay period including January 1, 2023.
- C. 3.0% increase effective the pay period including January 1, 2024.
- D. \$1,000 one-time payment effective in February, 2023.

2. Contract Term:

- a. January 1, 2022 through December 31, 2024.

3. Additional Modifications:

- a. Deleted residency penalty language in alignment with all other supervisory groups.
- b. Increased Standby Duty Pay for 40/48 hour employees from two dollars to three dollars per hour. Anticipated cost: \$6,000 annually.
- c. Modified the vacation language to use units of hours instead of weeks or days. No anticipated cost.
- d. For employees scheduled to work Car 31 on a holiday, holiday pay shall only be in effect from 7am on the holiday until 7am the day after the holiday. No anticipated cost.
 - a. Add Juneteenth to the list of holidays
 - b. Rename Ho-Chunk Day
- e. Create a searchable MOU to be available online. No anticipated cost.
- f. Clothing allowance will provide increases with respective wage increases for each year of the MOU. Anticipated cost: \$1,289 annually.
- g. Deleted last three years before retirement language and and changed the conversion of vacation hours to 108 hours. Anticipated Cost: \$5,140 annually.