

Labor Relations Manager's Report for
International Association of Fire Fighters, Local 311

SUMMARY OF MAJOR CHANGES

1. Wages:

- a. 0.00% increase effective the pay period that includes January 1, 2010. Cost 2010: \$0
- b. 3.0% increase effective the last pay period of 2011. Cost 2011: \$32,067

2. Effective January 1, 2011, if the health insurance premium exceeds ten percent (10%) then .1% of salary increase would be reduced for every percent increase above ten percent (10%). The increase in health insurance shall be calculated by comparing the cost of a family plan from the lowest bidder among the health care providers offered in the Wisconsin Public Employers Group Health program. In no case will the salary increase in 2011 be less than 2.5%. Cost: 2010 - No Cost. Cost: 2011 - Unknown at this time.

3. Increased the City's contribution toward employee health and hospital coverage maintaining the status quo. Cost 2010: Unknown at this time. Cost 2011: Unknown at this time.

4. Agreed to deposit \$5,000 in the Fire Education Training Fund and shall increase this amount by the annual wage increase each year. Cost 2010: \$5,000 Cost 2011: \$150.

5. Agreed to increase the differential pay for paramedics that maintain their paramedic license for twelve (12) consecutive years to two (2) per cent above range 3. Cost 2010: \$5,272 Cost 2011: No additional cost.

6. Increased premium pay for eight (8) Rapid Intervention Team members from one-half (1/2) percent to one (1) percent on days when assigned to the RIT. Cost 2010: \$7,095 Cost 2011: No additional cost.

7. Increased premium pay for Heavy Rescue Regional Response Team by one-half (1/2) percent effective the pay period that includes January 1, 2010, and by another one-half (1/2) percent effective the pay period that includes January 1, 2011. Cost 2010: \$34,175 Cost 2011: \$34,175

8. Increased maximum yearly uniform allowance accumulation to \$625.00. Cost 2010: \$0 Cost 2011: \$0

9. Increased amount of unused uniform allowance which may be converted to cash upon retirement to 100%. Cost 2010: \$0 Cost 2011: \$0

10. Altered Post-Employment Health Plan language to provide for individual PEHP accounts rather than lump sum. Cost 2010: \$0 Cost 2011: \$0