

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT

Presented to City of Madison Common Council
on
July 3, 2019

Re: The Labor Agreement between the City of Madison and the Association of Madison Fire Supervisors tentatively agreed to on June 5, 2019.

The following is a summary of the modifications to the City of Madison and Association of Madison Fire Supervisors Memorandum of Understanding, effective January 1, 2018 through December 31, 2021.

1. Wages:

- A. 2.0% increase effective the last pay period of 2018.
- B. 2.5% increase effective the first pay period of July, 2019.
- C. 3.25% increase effective the first pay period of January, 2020.
- D. 3.75% increase effective the first pay period of January, 2021.

* See fiscal note for wage increase costs.

2. Health Insurance:

The City shall pay 100% of the lowest cost provider. Effective with the premium payment for December 2021 (for coverage beginning January 1, 2022), and moving forward, the City shall pay 88% of the average for Dane County Tier 1 service providers. If the City, during the term of the agreement, selects a single provider for health care coverage, the City will pay 100% of the cost of the monthly premium.

3. Contract Term:

January 1, 2018 through December 31, 2021

4. Additional Modifications:

- A. Change in bereavement language to allow usage if a family member has entered hospice. No Cost.
- B. Special Duty Pay: This language will mirror language in the Police Supervisors MOU that allows for Special Duty

Pay for Mifflin Street Block Party, Shake the Lake and FREAKFEST. See fiscal note.

- C. Increase the City's contribution to the Retiree Health Savings Plan (RHS) from \$13.85 to \$20.00 dollars a pay period by adding an exist \$6.00 a pay period premium that was paid to employees on their pay checks to the City's contribution. No cost.
- D. Increase the RHS maximum contributions upon the employee's retirement from \$55,000.00 to \$70,000.00. This is funded by the sick leave payout at retirement. No cost.
- E. Increase vacation schedule to match the Local 311 labor agreement increase. This increases vacation to 5 weeks 3 days (12 hour increase), for those employees with 25 years or more (at maximum accrual). While this does not create actual parity with the Local 311 vacation schedule (Local 311 has more total vacation/holiday hours even given the same 48 hour workweek), it does match the increase in hours provided to Local 311. No Cost.