



Legislation Details (With Text)

**File #:** 56586      **Version:** 1      **Name:** AMFS Labor Agreement  
**Type:** Ordinance      **Status:** Passed  
**File created:** 7/3/2019      **In control:** Attorney's Office/Approval Group  
**On agenda:** 8/6/2019      **Final action:** 8/6/2019  
**Enactment date:** 8/17/2019      **Enactment #:** ORD-19-00058

**Title:** Adopting and confirming the Labor Agreement between the City of Madison and the Association of Madison Fire Supervisors (AMFS) for the period January 1, 2018 through December 31, 2021.

**Sponsors:** Satya V. Rhodes-Conway

**Indexes:**

**Code sections:**

**Attachments:** 1. Employee/Labor Relations Manager's Report

Date	Ver.	Action By	Action	Result
8/6/2019	1	COMMON COUNCIL	Adopt	Pass
7/22/2019	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
7/16/2019	1	COMMON COUNCIL	Refer	Pass
7/3/2019	1	Attorney's Office/Approval Group	Referred for Introduction	

**Fiscal Note**

**Wages**

The total cost for the proposed wage increase, over the life of the contract, is \$150,106. This calculation includes permanent wages and benefits. The table below shows the cost by year and by expenditure type.

	2019 Cost	2020 Cost	2021 Cost	Cumulative
Permanent Wages	39,343	40,820	48,056	128,219
Benefits	6,716	6,968	8,203	21,887
<b>TOTAL</b>	<b>\$46,059</b>	<b>\$47,787</b>	<b>\$56,259</b>	<b>\$150,106</b>

In 2019, the anticipated cost of the proposed wage increase is \$46,059 (including benefits). The 2019 Adopted Budget included an assumed pay increase for all Fire Supervisors. No additional appropriation is needed to fund the proposed wage increase.

**Health Insurance**

The 2019 Adopted Budget assumed savings from shifting Fire Supervisors from health insurance plans where the City pays 100% of the lowest cost provider to plans where the City will pay 88% of the average for Dane County Tier 1 service providers. The assumed health insurance rates will be updated to reflect current plans as part of the 2020 operating budget.

**Title**

Adopting and confirming the Labor Agreement between the City of Madison and the Association of Madison Fire Supervisors (AMFS) for the period January 1, 2018 through December 31, 2021.

**Body**

DRAFTER'S ANALYSIS: This ordinance adopts and confirms the Agreement between the City of Madison and the Association of Madison Fire Supervisors (AMFS) for the period January 1, 2018 to December 31, 2021 addressing a 2% wage increase in 2018, 2.5% wage increase in July, 2019, a 3.5% wage increase in January 2020 and a 3.75% wage increase in January 2021, healthcare contribution, bereavement modification, special duty pay, retiree health savings plan, and vacation.

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The Common Council of the City of Madison do hereby ordain as follows:

The Agreement between the City of Madison and the Association of Madison Fire Supervisors (AMFS) for the period January 1, 2018 to December 31, 2021 is hereby adopted in its entirety and confirmed in all respects, and the Mayor and City Clerk are authorized to sign the Agreement.