



## Legislation Details (With Text)

**File #:** 44919      **Version:** 1      **Name:** Fire Fighters Local 311 Labor Agreement  
**Type:** Ordinance      **Status:** Passed  
**File created:** 10/25/2016      **In control:** BOARD OF ESTIMATES (ended 4/2017)  
**On agenda:** 11/22/2016      **Final action:** 11/22/2016  
**Enactment date:** 12/3/2016      **Enactment #:** ORD-16-00103  
**Title:** Adopting and confirming the Labor Agreement between the City of Madison and the International Association of Fire Fighters Local 311 (IAFF Local 311) for the period January 1, 2016 to December 31, 2017.  
**Sponsors:** Paul R. Soglin

### Indexes:

### Code sections:

**Attachments:** 1. Employee-Labor Relations Manager Report

| Date       | Ver. | Action By                         | Action                    | Result |
|------------|------|-----------------------------------|---------------------------|--------|
| 11/22/2016 | 1    | COMMON COUNCIL                    | Adopt                     | Pass   |
| 11/7/2016  | 1    | BOARD OF ESTIMATES (ended 4/2017) |                           |        |
| 11/1/2016  | 1    | COMMON COUNCIL                    | Refer                     | Pass   |
| 10/25/2016 | 1    | Attorney's Office/Approval Group  | Referred for Introduction |        |

### Fiscal Note

The proposed labor agreement, spanning from January 2016 through December 2017, includes planned pay increases, modifications to health insurance, and considerations for staffing on Special Teams and the peer fitness training program. Under the proposed agreement employees will receive a 1% pay increase in the final pay period of 2016, a 2% increase in the first pay period of July 2017, and 1% in the final pay period of 2017. The annualized impact of the proposed pay increase, including benefits, is \$1,482,061. The 2017 impact is \$655,418; the projected impact in 2018 over 2017 is \$497,303.

The proposed contract will reduce the City's contribution for health insurance from 105% of the low cost premium to 100% of the lowest cost premium beginning in January 2017. Currently 68.9% of the 311 membership is enrolled in a health insurance plan below the average. Savings resulting from plan design change will only be realized for those members in plans that are above the average and is expected to be minimal. No savings have been assumed in the 2017 Executive Operating budget.

Adjustments to Special Teams and the peer fitness training program will not have a fiscal implication.

### Title

Adopting and confirming the Labor Agreement between the City of Madison and the International Association of Fire Fighters Local 311 (IAFF Local 311) for the period January 1, 2016 to December 31, 2017.

### Body

DRAFTER'S ANALYSIS: This ordinance adopts and confirms the Labor Agreement between the City of Madison and the International Association of Fire Fighters Local 311 (IAFF 311) for the period January 1, 2016 to December 31, 2017.

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

The Common Council of the City of Madison do hereby ordain as follows: The Labor Agreement between the City of Madison and the International Association of Fire Fighters Local 311 (IAFF Local 311) for the period January 1, 2016 to December 31, 2017 is hereby adopted in its entirety and confirmed in all respects and the Mayor and City Clerk are authorized to sign the Agreement.