



## Legislation Details (With Text)

**File #:** 54443      **Version:** 1      **Name:** IAFF Local 311 Labor Agreement  
**Type:** Ordinance      **Status:** Passed  
**File created:** 1/17/2019      **In control:** Attorney's Office/Approval Group  
**On agenda:** 2/26/2019      **Final action:** 2/26/2019  
**Enactment date:** 3/7/2019      **Enactment #:** ORD-19-00013  
**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, 2018 to December 31, 2021.  
**Sponsors:** Paul R. Soglin

**Indexes:**

**Code sections:**

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

Date	Ver.	Action By	Action	Result
2/26/2019	1	COMMON COUNCIL	Adopt	Pass
2/11/2019	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
2/5/2019	1	COMMON COUNCIL	Referred	
1/17/2019	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 \$3.5 million. This calculation includes permanent wages, overtime (including compensated absences), premium pay, and benefits. The table below shows the cost by year and by expenditure type.

	2019 COST	2020 COST	2021 COST	CUMULATIVE
Permanent Wages	941,973	965,396	1,150,121	3,057,489
Overtime	72,899	76,407	91,028	240,334
Premium Pay	48,731	51,077	60,850	160,658
Benefits	166,135	170,708	203,372	540,215
<b>TOTAL</b>	<b>\$1,229,738</b>	<b>\$1,263,588</b>	<b>\$1,505,371</b>	<b>\$3,458,482</b>

In 2019, the anticipated cost of the proposed wage increase is \$1.2 million. The 2019 Adopted Budget included an assumed pay increase for all IAFF employees. No additional appropriation is needed to fund the proposed wage increase.

#### Health Insurance

The 2019 Adopted Budget assumed savings from shifting IAFF employees 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 total assumed savings in both Police and Fire was \$165,000. The Fire Department's benefit budget will be monitored through 2019, additional appropriation may be necessary based on actual expenditures.

#### 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, 2018 to December 31, 2021.

**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, 2018 to December 31, 2021.

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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, 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.