



Legislation Details (With Text)

**File #:** 71040      **Version:** 1      **Name:** IAFF Labor Agreement  
**Type:** Resolution      **Status:** Passed  
**File created:** 4/14/2022      **In control:** Attorney's Office  
**On agenda:** 5/10/2022      **Final action:** 5/10/2022  
**Enactment date:** 5/13/2022      **Enactment #:** RES-22-00358

**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, 2022 through December 31, 2024.

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

**Indexes:**

**Code sections:**

**Attachments:** 1. IAFF Local 311 Report.pdf

Date	Ver.	Action By	Action	Result
5/10/2022	1	COMMON COUNCIL	Adopt	Pass
4/25/2022	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
4/19/2022	1	COMMON COUNCIL	Refer	Pass
4/14/2022	1	Attorney's Office	Referred for Introduction	

**Fiscal Note**

The proposed resolution 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, 2022 through December 31, 2024. The total cost for the proposed wage increase in the agreement, over the life of the contract, is \$3.1 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.

	2022 cost	2023 Cost	2024 Cost	Cumulative
Permanent Wages	531,504	719,302	1,100,532	2,351,337
Overtime	39,900	53,998	82,617	176,515
Premium Pay	20,106	27,210	41,631	88,946
Benefits	<u>106,590</u>	<u>144,252</u>	<u>220,705</u>	<u>471,547</u>
<b>TOTAL</b>	<b><u>\$ 698,099</u></b>	<b><u>\$ 944,761</u></b>	<b><u>\$ 1,445,484</u></b>	<b><u>\$ 3,088,345</u></b>

In 2022, the anticipated cost of the proposed wage increase is \$700,000.

The contract includes several other changes with fiscal implications including premium pay for Juneteenth (\$55,000), a 1% longevity pay increase for employees with 25 or more years of service giving Local 311 employees the same longevity schedule as other City employees (\$51,000), peer support training (\$10,000), and changes to tiller pay (\$9,000).

Resolution RES-21-00638 (Legistar 66091) effective September 24, 2021, provided a plan for wage increase

parity for general municipal employees (GME). This resolution requires that wage increases for GME be increased if Police and/ or Fire commissioned staff receive a larger percentage increase through collective bargaining than the percentage increases for GME. GME employees received a 1% wage increase effective January 2022. Through the terms of the wage parity resolution, GME should receive an additional 0.5% wage increase for 2022. The cost for GME in the General, Library and Fleet funds is \$421,000. The cost for all funds is \$920,000.

No additional appropriation is needed at this time to fund the proposed changes. The 2022 adopted budget includes \$550,000 or 0.5% of Police and Fire commissioned wages and benefits for potential labor negotiated wage increases. City expenses are monitored throughout the year and if necessary, a budget amendment may be offered through the mid-year or year-end appropriation. The current balance of the Contingent Reserve is \$1,815,000. These funds could be used to cover the cost of the wage increase.

#### **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, 2022 through December 31, 2024.

#### **Body**

DRAFTER'S ANALYSIS: This resolution 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, 2022 through December 31, 2024.

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, 2022 through December 31, 2024 is hereby adopted in its entirety and conformed in all respects and the Mayor and City Clerk are authorized to sign the Agreement.