

**City of Racine  
And  
International Association of Firefighters Local 321  
Proposed Successor Collective Bargaining Agreement  
January 1, 2015 – December 31, 2017**

**Summary**

**Bargaining Unit:** All regular uniformed employees of the City Fire Department, exclusive of the Chief and Battalion/Division Chiefs

**Pay Adjustment** Wage Adjustment – 2015: 0%; 2016 and 2017 subject to wage reopener provisions as follows:

The parties agree to reopen the provisions of the agreement regarding base wages for calendar year 2016 during 2015, and for calendar year 2017 during 2016.

In addition the Union may present proposed cost savings to be derived from changes in contractual provisions in this Agreement and/or from provisions in the Racine Fire Department unrelated to contractual provisions in this Agreement. If the parties agree to the proposed cost savings to be derived from changes in contractual provisions in this Agreement, such savings shall be directly applied to across the board wage increases for Association members. Cost savings to be derived from changes in provisions in the Racine Fire Department unrelated to contractual provisions in this Agreement may, but are not required to be applied to wage increases for Union members.

In the event that the parties are unable to reach an agreement, Section 111.77 shall control the interest arbitration procedures.

**Benefits:** Health Insurance: Employees shall be required to contribute 10% of the monthly health care premium as a premium share for Plan 06A or 5 % of premium share for Plan 07A, as approved by the Racine Common Council. (All language regarding health care plan design, being a prohibited subject of collective bargaining, shall be deleted from the agreement.)

Pension: Each employee shall pay 100% of the employees' his or her state mandated employee Wisconsin Retirement System contribution.

All other contract language remains.

**Fiscal Note:** 2015: There will be a net reduction in cost. The exact amount is pending.  
2016 and 2017 will be dependent upon wage reopener negotiations.