

**City of Racine  
And  
Staff Officers' Association of the Racine Fire Department  
Proposed Successor Collective Bargaining Agreement  
January 1, 2015 – December 31, 2017**

**Summary**

**Bargaining Unit:** All Battalion Chiefs and Division Chiefs employed by the Racine Fire Department.

**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. Association wages shall be adjusted to maintain a minimum of a 10% base pay differential for RFD SOA Battalion Chief position, 7.5% base pay differential for Division Chief 1 position, and 5% base pay differential for Division Chief 2 position, all above the IAFF Local 321 Captain Firefighter/Paramedic highest base pay (i.e., end of 11th year) per Appendix 'A' of the Local 321 collective bargaining agreement.

**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.