

**City of Racine
and
Racine Fire Staff Officers' Association**

Successor Collective Bargaining Agreement

Tentative Agreement – April 6, 2026 – Effective January 1, 2025


The City of Racine and Racine Fire Staff Officers' Association, tentatively agree that the following changes shall be made to the parties' collective bargaining agreement, effective January 1, 2025, subject to ratification by the membership of Racine Fire Staff Officers' Association, and approval of the City of Racine Common Council:


NOTE: Stricken-through language is deleted. Underlined language is added. All other language remains.

The Racine Fire Staff Officers' Association's Executive Board will advocate for ratification of the changes described in this tentative agreement by the membership of the Racine Fire Staff Officers' Association.

The City Administrator and other bargaining representatives for the City of Racine will advocate for approval of the changes described in this tentative agreement by the City of Racine Common Council.

The changes described in this tentative agreement, including but not limited to wage and benefit modifications, shall not take effect until after ratification by Racine Fire Staff Officers' Association, approval of the City of Racine Common Council, and the execution of a final successor collective bargaining agreement by the appropriate representatives of the Racine Fire Staff Officers' Association, and of the City of Racine, which actions shall not be unreasonably delayed or withheld. Notwithstanding the foregoing, additional time off benefits do not take effect until January 1, 2026, unless noted otherwise herein.

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APPENDIX "A" – WAGES

- Based on the wage tables in the Local 321 CBA for 2025-2028, revise Appendix "A" to reflect a rate of 15% above Paramedic Captain F 5.85, as follows:

**APPENDIX "A"
FIRE STAFF OFFICERS
20215-20248
Non-Resident Members***

Division Chief and Battalion Chief:

≥ 6 Months: Wages adjusted to maintain a 15 % base pay differential above the Local 321 highest paid Paramedic Captain base pay F 5.85 ~~4~~End of 6th year.

< 6 Months: 93.5177% of ≥ 6 Months Wages

*** Beginning January 1, 2023, members who are residents of the City of Racine will be eligible for a 3% pay increase above and beyond what is agreed upon for non-resident members.**

~~Additionally, within 30 days of Common Council approval of the parties' Tentative Agreement at the April 17, 2023 Common Council meeting, the City will pay a \$2,000.00 non-base building retention bonus to all Local 321 members who remain employed by the City as of the date said payment is issued.~~

ARTICLE II – DURATION OF AGREEMENT AND SCHEDULE FOR CONFERENCES

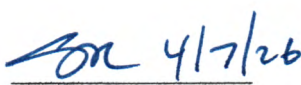
- Page 1. Update the term of the agreement to reflect a 4-year contract:

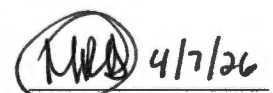
This Agreement shall become effective January 1, 20215, and remain in effect until December 31, 20248.

ARTICLE V - WAGES

- Page 3. Revise as follows:

A. The Rate schedule marked Exhibit 'A' is hereby made a part of this Agreement and shall govern the wages to be paid employees covered by this Agreement. ~~The City further agrees to pay four (4) hours of overtime at straight time each pay period at the base hourly rate of the highest paid Association member. The City further agrees to compensate the Association for six (6) hours of non-FLSA~~


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overtime at straight time each pay period at the base hourly rate of the highest-paid Association member. This compensation shall cover off-duty time spent attending meetings, coordinating and preparing department-related training including special teams training and performing other off-duty administrative or department-related duties that are not directly associated with operational overtime assignments. The City shall compensate association members at their normal hourly rate for Hazardous Materials responses until state grant funding ends. Each year, Association wages shall be adjusted to maintain a 15% base pay differential for RFD SOA Battalion Chief and Division Chief positions, above the IAFF Local 321 Highest paid Paramedic Captain base pay ~~F5.85~~ End of 6th year.

~~B. Paramedics promoted to Staff Officer Association positions shall be paid one and one-half percent greater than their base pay. Members attaining paramedic certification after promotion to a Staff Officer Association position shall not be entitled to such additional pay.~~

~~EB. The Chief of the Department, at his/her sole discretion, shall determine both the eligibility and form of reimbursement for work outside of normally scheduled work hours.~~

ARTICLE VI - LONGEVITY PAY

- Page 3-4. Delete Article VI. Longevity Pay in its entirety as follows:

~~VI. Longevity Pay: The City agrees to pay longevity pay to all employees who have completed continuous uninterrupted service, as follows:~~

~~After fifteen years 5.0% of his/her base pay per month as longevity pay.~~

~~Longevity payments shall commence at the end of the closest payroll period ending after the anniversary date of hire. These payments shall be made in semi-monthly or weekly payments to coincide with the payroll period of each month. Employees hired subsequent to May 6, 1986, will not be eligible for longevity pay.~~

ARTICLE VII - INSURANCE

- All permissive and prohibited subjects of bargaining in Article VII of the parties' 2021-2024 collective bargaining agreement (CBA) should be considered to have been terminated

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and removed (i.e., "evaporated") from the Fire SOA's CBA upon its expiration date of December 31, 2024, as set forth in the Notice of Termination of Permissive and Prohibited Subjects of Bargaining letter, which the City provided to the Fire SOA on March 13, 2026.

- Page 4 (Insurance). With the understanding that an "eligible employee who retires during the term of this contract" means an employee who retires during the term of this contract upon meeting the eligibility criteria to retire with City health insurance under Article VII, Section 4, as set forth below, the City proposes to delete and recreate Article VII – Insurance as follows (all of the un-stricken, underlined language in black was proposed by the Fire SOA on March 17-18, 2026, except for the revisions below in red text, which indicates new language that was counter-proposed by the City on March 25, 2026 and the revisions below in blue text, which indicates new language that was counter-proposed by the City on April 6, 2026):

VII. Insurance:

~~A. **Medical Coverage:** Full time employees shall be eligible for City paid health insurance following acceptance into the plan. In accordance with the first sentence of this paragraph, every member of the unit shall be provided during the life of this contract with medical and hospitalization insurance under the self-funded City of Racine Health Insurance Plan beginning with the first day of the month following employment. Beginning January 1, 2023, the premium share members will pay via payroll deduction shall be reduced from 10% to 7.5% of the health insurance premium for the coverage type (single or family) selected by the member. All employees who retired after January 1, 1996 shall be subject to placement within the insurance program established for active bargaining unit employees.~~

~~The Employer will continue to pay Medicare B and provide City Health insurance and retiree will be required to enroll in Medicare B. Employees hired on, or after, 1/1/07 will not be eligible for Medicare B payments by the Employer. Employees hired on, or after, 1/1/07 will not be allowed to remain in the City of Racine's health insurance plan upon reaching the age of Medicare eligibility or federal retirement age, whichever occurs later.~~

~~However, any employee retiring on or after 1/1/07 shall be required to pay the premium contribution for insurance in effect at the time of the employee's retirement.~~

~~Wellness Incentive: Employees, employees' spouses, retirees, and retirees' spouses covered by the City health insurance plan who~~

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~~complete the wellness program requirements will be eligible to receive an incentive payment, payable to the employee via payroll, by the City. An employee or retired employee shall be eligible for a \$200 wellness incentive payment. Employees' spouses or retired employees' spouses shall be eligible for a \$100 wellness incentive payment. Employees and retirees will be eligible for no more than two payments per family per year. Wellness program requirements and incentives may be modified, by policy, at the City's discretion.~~

~~Fitness Center Reimbursement: The City will reimburse full time employees and retirees that carry the City of Racine health insurance for 50% of the annual membership fee for a fitness center up to a maximum of \$200 per employee.~~

1. Medical Coverage: Full-time employees shall be eligible for City paid health insurance following acceptance into the plan by the carrier. The Employer shall define a notional health insurance premium. Beginning January 1, 2023, through December 31, 2026, the premium share members will pay via payroll deduction shall be reduced from 10% to 7.5% of the health insurance premium for the coverage type (single or family) selected by the member. Beginning January 1, 2027 through December 31, 2027, the premium share members will pay via payroll deduction shall be 10.0% of the health insurance premium for the coverage type (single or family) selected by the member. Beginning January 1, 2028, the premium share members will pay via payroll deduction shall be 12.5% of the health insurance premium for the coverage type (single or family) selected by the member. All eligible employees who retire after January 1, 1996 during the term of this contract shall be subject to placement within the insurance program established for active bargaining unit employees.

For eligible employees who retire during the term of this contract, ~~t~~The Employer will continue to pay Medicare B and provide City health insurance and retiree will be required to enroll in Medicare B. Employees hired on, or after, 1/1/07 will not be eligible for Medicare B payments by the Employer. Employees hired on, or after, 1/1/07 will not be allowed to remain in the City of Racine's health insurance plan upon reaching the age of Medicare eligibility or federal retirement age, whichever occurs later.

However, any eligible employee retiring on or after 1/1/07 during the term of this contract shall be required to pay the premium contribution for insurance in effect at the time of the employee's retirement. If an eligible employee retires after the expiration of this contract, but before

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a successor agreement is reached (i.e., during a contract hiatus), the status quo will be maintained until the successor agreement is fully executed, at which time, the individual shall be required to pay the premium contribution for insurance as set forth in the successor agreement as it would apply on the date of the employee's retirement.

Employees may establish a Flexible Spending Account with voluntary employee contributions up to the maximum annual amounts established by the IRS for medical and dependent care.

Fitness Center Reimbursement: The City will reimburse full time employees and ~~retirees~~ eligible employees who retire during the term of this contract that carry the City of Racine health insurance for 50% of the annual membership fee for a fitness center up to a maximum of \$200 per employee.

2. Wellness Incentive: Employees, employees' spouses, ~~retirees and retiree's~~ eligible employees who retire during the term of this contract, and their spouses covered by the City health insurance plan who complete the wellness program requirements will be eligible to receive an incentive payment. An employee or eligible retired employee shall be eligible for a \$200 wellness incentive payment. Employees' spouses and eligible retiree's spouses shall be eligible for a \$100 wellness incentive payment. Employees and eligible retirees will be eligible for no more than two payments per family per year. Wellness program requirements and incentives may be modified, by policy, at the city's discretion. Such payment shall be made by check and is taxable income subject to normal payroll deductions.
3. Life Insurance: The City shall pay for the cost of the State of Wisconsin Group Life Insurance plan for each employee. Retired employees shall be covered by the Wisconsin Group Life Insurance Plan, subject to eligibility rules established by the state.
4. Continued Insurance for Eligible Employees Who Retire During the Term of this Contract: The City shall pay its share of the premiums on insurance for any FirefighterRFD Staff Officer who is forced to retire by virtue of duty incurred injury or disease, and for any FirefighterRFD Staff Officer who retires at age fifty-two (52) or over with twenty (20) years or more of continuous service immediately preceding retirement. In the event that a ~~retired FirefighterRFD Staff Officer~~ who retires during the term of this contract is entitled to insurance benefits under the provision of this Section 4 dies leaving dependent survivors.

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those survivors shall be entitled to health insurance under the provisions of this Section 4 until such time as single dependents exceed the age for dependent coverage under the terms of the City's health insurance policy or until the widow/widower of the deceased ~~Firefighter~~RFD Staff Officer shall remarry, obtain other health insurance coverage, or be covered under Medicare or Medicaid health insurance, whichever event first occurs.

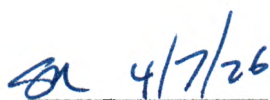
The City shall pay its share of the premiums on insurance for the employee, widow/widower and/or dependent survivors of any eligible ~~Firefighter~~RFD Staff Officer who, during the term of this contract, dies or becomes disabled by virtue of non-duty related injury or disease provided that the ~~Firefighter~~RFD Staff Officer has at least fifteen (15) years of continuous service with the Department. This privilege shall terminate upon the remarriage of the widow/widower and/or upon the dependent survivors reaching the age of twenty-six (26) years. Surviving spouses of employees hired on or after 1/1/2007 are not eligible to remain in the City's health insurance program upon reaching the age of Medicare eligibility or federal retirement age, whichever occurs first.


5. Widows and Dependents: Widows and dependent survivors of employees not covered under Section 4, above, may continue under the City's insurance program in accordance with the terms and conditions of that insurance plan provided that the widow and/or dependent survivors pay the premium for said coverage. This privilege shall terminate upon the remarriage of the widow and/or upon the dependent survivors reaching the age of twenty-six (26) years. Surviving spouses of employees hired on or after 1/1/2007 are not eligible to remain in the City's health insurance program upon reaching the age of Medicare eligibility or federal retirement age, whichever occurs first.

ARTICLE IX - VACATION

- Page 5. Revise sections A and B as follows:
 - A. **40-Hour Week:** Employees who work a 40-hour week:

½ day per full month up to November 1 –
not to exceed 5 days
10 days after 1 year
15 days after 7 years
~~17~~20 days after 14 years
~~20~~23 days after 18 years


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25 days after 23 years

~~Beginning January 1, 2024,~~ 40-hour SOA members will receive an additional 8 hours of paid vacation time annually.

B. 56-Hour Week: Employees on Platoon Duty who work a 56-hour week.

1/3 day per full month up to November 1 –
not to exceed 3 work days
6 work days after 1 year
9 work days after 7 years
~~10~~12 work days after 14 years
~~12~~15 work days after 18 years
~~15~~18 work days after 23 years

~~Beginning January 1, 2024,~~ 56-hour SOA members will receive an additional 24 hours of paid vacation time annually.

ARTICLE X – VACATION SCHEDULING


- Page 7. Change the word “men” to “members” in section A.

ARTICLE XII – DUTY INCURRED INJURY


- Page 8-9. Repeal the entirety of Article XII – Duty Incurred Injury, and replace it with the following:

ARTICLE XII – DUTY INCURRED INJURY

~~XII. ——— Duty Incurred Injury: If an employee is injured during the course of his/her employment, and loses three (3) calendar days or less because of such occupational injury or disease, the City will pay the established wages for the time he/she is away from work. If the employee loses more than three (3) calendar days because of the above causes, the City will pay the difference between the established wage of the injured employee and the insurance contribution until the employee recovers and returns to work. If the employee~~



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~~reaches the point of maximum recovery, but is unable to return to work, the employee shall continue to receive the difference between the established wage of the injured employee and the insurance contribution until he/she qualifies for and receives a disability pension under the Wisconsin Retirement Fund.~~

~~This policy shall be carried out in accordance with the following procedure:~~

~~The employee shall be given his/her regular City payroll check upon his/her endorsing the compensation check received by him/her from the insurance carrier and turning the same over to the City.~~

~~Sick leave shall not be used for the purpose of this clause.~~

~~Employees hired after January 1, 1988 shall be paid the difference between the established wage of the injured employee and the insurance contribution for a period not to exceed 60 working days from the date of the injury. Thereafter, the employee shall receive the insurance contribution only.~~

1. If an employee is injured during the course of his/her employment and loses 1 or more days of work because of such occupational injury or disease, the City will pay the established wages for the time of his/her absence from work while the employee remains in a healing period and has work restrictions for up to nine calendar months from the date said injury or disease first results in lost time from work.
2. Thereafter, the employee shall only receive worker's compensation benefits, if eligible, from the City's worker's compensation insurance carrier or self-funded program provided by the City.
3. If, at any time, any of the employee's chosen healthcare providers advise the employee that he/she has reached maximum medical improvement (i.e., end of healing) from such injury or disease, the employee shall immediately inform the City and provide a statement from the healthcare provider that indicates either that the employee can return to full duty or has permanent restrictions as the result of such injury or disease.
4. If, at any time, any of the employee's chosen healthcare providers have released the employee to return to full duty without any restrictions, the employee shall immediately inform the City and return to duty at the next scheduled time.
5. If, at any time, any of the employee's chosen healthcare providers have advised that the employee is subject to permanent restrictions, the employee

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shall immediately inform the City and engage in the interactive process under the Americans with Disabilities Act (ADA). If it is determined through the ADA's interactive process that the employee is not a qualified individual with a disability and/or that a reasonable accommodation does not exist that will enable the employee to perform his/her essential job functions, the employee's employment with the City will be terminated and classified as a medical separation. In the event of a medical separation, the City's action will not be subject to the procedures in Wis. Stat. § 62.13.


6. Nothing in this Article prevents the City from exercising its rights under state or federal law, including, but not limited to, the Wisconsin Worker's Compensation Act, Wis. Stat. §§ 40.63 and 40.65, to:
- a. Require the employee to undergo a fitness-for-duty evaluation or independent medical examination by a medical expert chosen by the City; or
 - b. Conduct a medical record review by a medical expert.

Further, nothing in this Article prevents the City from relying on the opinions of those medical experts in defending claims asserted by the employee under state or federal laws.


7. If the employee receives permanent restrictions that satisfy the criteria for eligibility for Duty Disability benefits under Wis. Stat. § 40.65 AND the employee files an application for Duty Disability within one month from the date the employee was placed at an end of healing and assessed with permanent restrictions, the City will guarantee a continuous income to the employee, equal to the employee's calculated ETF benefit, while his/her Duty Disability application is being considered for up to 3 months.
8. The employee will sign a written statement agreeing to pay back to the City any monies paid to him/her by the City beyond the retroactive starting date of the employee's Duty Disability benefit, less any offset to the Duty Disability benefit payment directly attributed to payments made to the employee by the City while his/her Duty Disability benefit is being considered, and the Association agrees to assist in such efforts.

ARTICLE XIII – SICK LEAVE

- Page 10. Delete the references to a non-existent sick leave bank/account, as follows:

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~~D. — **Sick Leave Bank:** Personnel working on twenty-four (24) hour working shifts shall accrue sick leave at the rate of eleven point two (11.2) hours for each calendar month of service into a reserve sick leave account only during the month in which the employee has to his/her credit a total accrual of at least one thousand six hundred and eighty (1,680) hours of sick leave in his/her basic sick leave account. Personnel working on other than twenty-four (24) hour work shifts shall accrue sick leave at the rate of eight (8) hours for each calendar month of service into a reserve sick leave account only during the month in which the employee has to his/her credit a total accrual of at least one thousand two hundred (1,200) hours in his/her basic sick leave account. Employees may accrue an unlimited number of hours in the reserve sick leave account. An employee may not use the reserve sick leave account days until he/she has depleted the number of hours in the basic sick leave account to zero (0) within twelve (12) continuing calendar months.~~

~~Once an employee has depleted the number of sick leave days to zero (0) in the basic sick leave account in accordance with the above paragraph, the employee, at his/her option, may transfer accumulated sick leave hours from the reserve sick leave to the basic sick leave account. Once in the basic sick leave account, these hours shall be treated the same as basic sick leave account hours.~~

~~Employees hired after January 1, 1988 shall not be eligible for sick leave accumulation into the sick leave bank.~~

- Page 11. Delete and recreate sections E and F (relating to casual days) to match the Local 321 2025-2028 CBA, as follows:

Casual Days: Fire Staff employees shall be entitled to casual days on the following basis and conditions. The casual time off must be used during the year in which it is earned and cannot be carried forward. Any remaining casual time not used during the year in which it is earned cannot be cashed out at retirement or upon termination of employment. Sick time balances shall be determined on January 1st of each calendar year.

~~E. — **56 Hour Personnel**~~

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- ~~1. Fifty six hour employees shall be eligible for up 144 hours of casual time off annually. The employee shall earn casual time off based on the following schedule:~~
- ~~2. Twenty four hours of casual time off for maintaining more than 448 hours of sick leave~~
- ~~3. Forty eight hours of casual time off for maintaining more than 672 hours of sick leave.~~
- ~~4. Ninety six hours of casual time off for maintaining more than 896 hours of sick leave.~~
- ~~5. One hundred forty four hours of casual time off for maintaining more than 1200 hours of sick leave.~~

~~F. 40 Hour Personnel~~

- ~~(1) Any employee accruing 320 hours of sick leave by January 1st of any given year shall be entitled to sixteen casual hours during that year.~~
- ~~(2) Any employee accruing 480 hours of sick leave by January 1st of a given year shall be entitled to thirty two casual hours during that year.~~
- ~~(3) Any employee accruing 640 hours of sick leave as of January 1st of a given year shall be entitled to forty eight casual hours during that year.~~
- ~~(4) Any employee accruing 900 hours of sick leave as of January 1st of a given year shall be entitled to sixty four casual hours during that year.~~

Effective January 1, 2026, and annually thereafter, the following attendance incentive program for full time bargaining unit members shall be implemented.

- E. Fifty-six hour employees shall be eligible for up to seventy two (72) hours of casual time off annually. The employee shall earn casual time off based on the following schedule:
1. Forty eight (48) hours of casual time off for maintaining more than 672 hours of sick leave.
 2. Seventy two (72) hours of casual time off for maintaining more than 1200 hours of sick leave.

Total casual time off shall not exceed seventy two (72) hours annually. Sick time balances shall be determined on January 1st of each calendar year.

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- F. Employees assigned to a 40 hour work week shall be eligible for up to forty (40) hours of casual time off annually. The employee shall earn casual time off based on the following schedule:
1. Ten (10) hours of casual time off for maintaining more than 320 hours of sick leave
 2. Twenty (20) hours of casual time off for maintaining more than 480 hours of sick leave
 3. Thirty (30) hours of casual time off for maintaining more than 640 hours of sick leave
 4. Forty (40) hours of casual time off for maintaining more than 800 hours of sick leave.

Sick time balances shall be determined on January 1st of each calendar year.

The casual time off must be used during the year in which it is earned and cannot be carried forward. Any remaining casual time not used during the year in which it is earned cannot be cashed out at retirement or upon termination of employment.

Employees assigned to a 40 hour work week shall be permitted to take casual time off in a minimum of four-hour increments.

ARTICLE XIV - CLOTHING ALLOWANCE

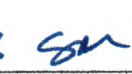
- Page 13. Delete the first paragraph in its entirety, as follows:

~~XIV. **Clothing Allowance:** Each member of the unit shall be paid a clothing allowance of \$800.00 for 2018 payable no later than January 31st of each year. The purpose of this clothing allowance shall be the purchase and maintenance of all uniforms and protective clothing and equipment which Association employees are required to possess as a condition of their employment. It is agreed that if, in the future, any state or federal law or regulation is adopted which requires that the City pay for new protective clothing and equipment, the above enumerated clothing allowance shall be deducted from the City's cost for purchase of said clothing or equipment.~~

- Page 13-14. Revise the station uniforms provided by Department from eight polo shirts down to four polo shirts or four Class B shirts or any combination that equals four total. Make the following revision as noted below:

Station Uniforms will be provided by the department and consist of the following:

- ~~Eight~~ Four polo shirts, ~~or four~~ Class B Shirts, or a combination of the two, for a total of eight such shirts
- Three pair of standard uniform pants ~~(standard or EMS)~~

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- One work or job shirt if requested
- One Class B ~~Eisenhower~~ Coat
- One Class A White Shirt
- One Class A tie
- One Class A coat
- One Class A pants
- One Class A hat
- One pair of Class A shoes
- One pair of Class B or C shoes
- One Service Belt
- Six pairs of socks

Page 14. Make the following revision to the name of the appropriate Committee:

When requesting new station uniform items old station uniform items must be turned in for a one to one exchange. ~~Exception - Station uniforms purchased prior to January 1, 2019 by individual members do not need to be turned in to the department.~~ Station uniforms which exhibit unusual wear and tear or abuse in a time frame that is less than the expected life expectancy of the item as defined by the SOP will be subject to further review by the ~~Clothing~~Health and Safety Committee for a recommendation.

Page 14. Make the following revision to clarify when uniforms must be returned:

All fire department issued PPE clothing and fire department issued station uniforms must be returned upon separation of employment ~~prior to the issuance of the employee's sick time payout.~~ In the event an employee has opted to upgrade their PPE clothing the employee will be allowed to purchase their PPE from the fire department based on the life expectancy of the item and on a pro-rated basis. Hypothetical Example: A member has upgraded their PPE boots at an additional cost of \$100 and they wish to keep their boots upon separation from employment. The life expectancy of the boots is five years. The standard cost to the fire department issued boots was \$200. The employee separates from employment after 3 years of use. The remaining life expectancy of the boots is 2 years. The employee may purchase the boots from the department for \$80 ($((\$200/5)*2$ years of useful life remaining).

ARTICLE XV - HOLIDAYS

- Page 15. Effective January 1, 2026, add Juneteenth as an additional paid holiday. Additionally, Article XV - Holidays will be deleted and recreated so as to match the

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Holiday and Contract Time Off language in Article XXIV in the Local 321 2025-2028 CBA, as follows:

~~XV. **Holidays:** Members of the Association shall be granted twelve (12) eight hour holidays off per year. 40 hour Staff Personnel shall follow the City Hall Holiday Schedule with the exception of the three floating holidays which may be taken at the discretion of the staff member and with permission of the Fire Chief. 56 hour Staff Personnel shall be permitted to take holiday time off at their discretion and with permission of the Fire Chief in lieu of the City Hall Holiday Schedule. All Staff Personnel (40 and 56 hour) may take floating holiday time off in a minimum of one hour increments with permission of the Fire Chief. All holiday time off not used by December 31st each year is forfeited and not carried forward except for extenuating circumstances and at the discretion of the Fire Chief.~~

- ~~1. New Year's Day~~
- ~~2. Martin Luther King, Jr. Day (beginning in January 2023)~~
- ~~3. Memorial Day~~
- ~~4. Independence Day~~
- ~~5. Labor Day~~
- ~~6. Thanksgiving Day~~
- ~~7. Thanksgiving Friday~~
- ~~8. Christmas Eve Day~~
- ~~9. Christmas Day~~
- ~~10. New Year's Eve Day~~

~~These calendar days are listed for the purpose of determining the accrual of holidays earned by employees working for the Department.~~

~~In addition to the above listed holidays, association members are entitled to three (3) floating holidays.~~

~~Each holiday listed represents 8 hours of holiday time.~~

XV. Holidays and Contract Time Off: Members of the Association shall be granted thirteen (13) eight-hour paid holidays per year. 40-hour staff personnel shall follow the City Hall Holiday Schedule, with the exception of the floating holiday, which may be taken at the discretion of the staff member and with permission of the Fire Chief or their designee. 56-hour staff personnel shall be permitted to take holiday

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time off at their discretion and with permission of the Fire Chief or their designee in lieu of the City Hall Holiday Schedule. All Staff Personnel (40 and 56 hours) may take floating holiday time off in a minimum of one-hour increments with permission of the Fire Chief or their designee. All holiday time off not used by December 31st each year is forfeited and not carried forward except for extenuating circumstances and at the discretion of the Fire Chief.

Members of the unit shall be granted thirteen (13) calendar days off per year in lieu of the following holidays:

1. New Year's Day
2. Martin Luther King, Jr. Day
3. Spring Break Holiday
4. Memorial Day
5. Juneteenth
6. Independence Day
7. Labor Day
8. Thanksgiving Day
9. Thanksgiving Friday
10. Christmas Eve
11. Christmas Day
12. New Year's Eve Day
13. Floating Holiday

These calendar days are listed for the purposes of determining the accrual of holidays earned by employees working for the Department. Each listed holiday represents 8 hours of time off.

Contract Time Off: 56-hour SOA personnel shall receive forty-eight (48) hours of Contract Time off annually. It will be the employees' choice to take up to forty-eight (48) hours of the accumulated contract time off during the calendar year or receive up to forty-eight (48) hours of pay for unused time at the end of the year.

All 40 hour personnel shall receive a total of twelve (12) hours per year of Contract Time Off. The twelve hours of Contract Time Off may be taken in four (4) hour blocks of time based on the staffing needs of the department.

A. Retirees

SM 4/7/26
For the City

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Any employee who is anticipating retirement and wishes to have his/her contract time off 'cashed out' before his/her retirement date, must notify the Office Manager at the Fire Department and Human Resources Department, in writing, at least thirty (30) calendar days before said retirement date of his/her desire to be 'cashed out' in the year of retirement.

B. Other Employees

Any employee not covered by Section A above who wishes to have his/her contract time off 'cashed out' at the end of the calendar year, shall receive the payment at the rate of pay during the year in which the contract time off entitlement was earned.

NOTE – This contract time off is NOT FLSA compensatory time off and when a payout is requested it is paid out at straight time.

ARTICLE XX – PEER FITNESS TRAINER PROGRAM

- Page 16. Make the following revisions, additions, and deletions as noted below:

XX. Peer Fitness Trainer Program: The Peer Fitness Initiative is a voluntary, non-punitive activity consisting of a 60 to 90 minute workout at regular intervals throughout the calendar year based on Peer Fitness Initiative criteria.

Members shall receive an annual monetary stipend payable by December 31st of each year for 75 or more hours of participation in the Peer Fitness Initiative. Members must complete a minimum of 75 hours annually of Peer Fitness Training to be eligible for the stipend. The stipend shall be paid for nor more than 100 hours of participation in the Peer Fitness Initiative. All hours shall be verified by the ~~Chief~~Office Manager, and recorded in the computerized training database maintained by the department. Only on duty workout time shall be considered in meeting the annual hour requirement. There shall be no assigned workout times.

~~For 2018, stipend shall be payable at \$7.12 per hour.~~ The peer fitness stipend shall increase annually at an amount equal to the wage rate percentage increase (See Appendix "B").

Forty Hour personnel shall be afforded the opportunity to participate in the Peer Fitness Initiative provided their participation does not interfere with other assigned duties.

ca 4/7/26
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MUA 4/7/26
For the Union

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APPENDIX "B"

- Page 21. Update Appendix "B" as follows:

APPENDIX 'B' - PEER FITNESS STIPEND

1/1/2025 - \$8.90

1/1/2026 - \$9.12

1/1/2027 - \$9.39

1/1/2028 - \$9.67

GENERAL LANGUAGE CLEANUP

- Any reference to the following job titles/ranks should be revised throughout the collective bargaining agreement as noted below:

All references to the "Chief" or "Chief of the Department" shall be changed to "Fire Chief."

All references to the "Assistant Chief" shall be changed to "Assistant Fire Chief."

All references to the "Executive Assistant of Administration" shall be changed to "Office Manager."

OTHER FORMATTING CLEANUP

Make additional non-substantive changes to the formatting of the Fire SOA collective bargaining agreement as deemed appropriate by the City, subject to the final approval of the union.

The City of Racine reserves the right to add to, delete from, or amend these proposals during the course of negotiations.

caj 4/7/26
For the City

MKD 4/7/26
For the Union