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**City of Racine, Wisconsin
Common Council**

AGENDA BRIEFING MEMORADUM

COMMITTEE: Finance and Personnel Committee

LEGISLATION ITEM #: 1163-17

AGENDA DATE: December 11, 2017

DEPARTMENT: City Attorney’s Office

Prepared By: Assistant City Attorney Marisa L. Kasriel

Reviewed By: City Attorney Scott R. Letteney

SUBJECT: International Association of Firefighters (IAFF) Local 321, AFL-CIO 2018-2020 Collective Bargaining Agreement

EXECUTIVE SUMMARY:

The City’s negotiating team and representatives of the IAFF Local 321 have agreed on a three-year collective bargaining agreement, commencing January 1, 2018 and ending December 31, 2020, with semi-annual increases in total base wages as follows:

Jan. 1, 2018: 1.0%	July 1, 2018: 1.0%
Jan. 1, 2018: 0.55% (Increase tied to cost savings from the elimination of work out of class for first responders.)	
Jan. 1, 2019: 1.0%	July 1, 2019: 1.0%
Jan. 1, 2020: 1.25%	July 1, 2020: 1.25%

BACKGROUND & ANALYSIS:

IAFF Local 321 represents the City’s Firefighters and Paramedics in ranks ranging from Private through Captain (as opposed to the RFD Staff Officers’ Association, which represents RFD Division Chiefs and Battalion Chiefs).

Between August and November 2017, the City’s negotiations team¹ met and conferred with Local 321’s negotiations team² on seven separate occasions, during which the parties collectively bargained in

29 good faith over the subjects of wages, hours, and conditions of employment, pursuant to Wisconsin Statute
30 section 111.70.

31 The parties reached a Tentative Agreement, which was ratified by the membership of Local 321 on
32 or about November 30, 2017. A copy of this Tentative Agreement is attached.

33 The parties settled upon semi-annual increases in total base wages as follows:

34	Jan. 1, 2018: 1.0%	July 1, 2018: 1.0%
35	Jan. 1, 2018: 0.55%	(Increase tied to cost savings from the elimination of work out of class for first responders.) ³
36	Jan. 1, 2019: 1.0%	July 1, 2019: 1.0%
37	Jan. 1, 2020: 1.25%	July 1, 2020: 1.25%

38 The Common Council allocated sufficient funds in the 2018 City of Racine budget to pay for the
39 proposed 2018 wage increases for members of Local 321.

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41 ¹ The City's negotiations team was comprised of Chief Negotiator Attorney Mark Olson, Fire Chief Steve Hansen, Battalion Chief
42 Paul Madden, Division Chief Mark Polzin, Assistant City Attorney Marisa Kasriel, and Human Resources Manager Timothy
43 Thompkins.

44 ² The Local 321's negotiations team was comprised of Chief Negotiator Jerry Biggart, Local 321 President Jose Carbajal, and
45 several other members of Local 321's Board.

46 ³ All Local 321 members hired after 1990 are required to maintain EMS certification. Under the current contract, EMS-certified
47 members working as firefighters who are dispatched to primarily assist EMS on personal injury accident calls receive four hours
48 of increased "work out of class/grade" pay per such call. The parties' Tentative Agreement allows the Department to utilize
49 members working as firefighters and reserve MED units as first responders for basic or advance life support calls with no additional
50 work out of class pay. The resulting savings from eliminating this work out of class pay for first responders has been rolled into a
51 one-time wage increase of 0.55% that will be paid as a "buyout" on January 1, 2018 in exchange for permanently eliminating this
52 provision.

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54 **BUDGETARY IMPACT:**

55 *Fiscal Note:* The 2018 increases of 1% plus 0.55% (work-out-of-class buyout) on January 1, 2018,
56 and 1% on July 1, 2018 amount to approximately \$188,400 in wages plus \$37,600 in benefits (FICA,
57 Medicare and WRS) for a total of \$226,000 over 2017. The 2019 increases of 1% on January 1, 2019, and
58 1% on July 1, 2019 amount to approximately \$141,300 in wages plus \$28,200 in benefits for a total of
59 \$169,500 over 2018. The 2020 increases of 1.25% on January 1, 2020 and 1.25% on July 1, 2020 amount
60 to approximately \$180,400 in wages plus \$36,000 in benefits for a total of \$216,400 over 2019. The
61 cumulative costs of the contractual increases over the three year period amount to approximately
62 \$1,168,700 in wages and \$233,200 in benefits for a total cost of \$1,401,900. Offsetting these increases will
63 be savings from the elimination of work-out-of-class pay estimated at \$60,000 to \$70,000 per year for the
64 term of this contract. Base wages will increase by 7.26% over the term of the contract.

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66 **OPTIONS/ALTERNATIVES:**

67 Continued negotiation is a non-recommended option.

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69 **RECOMMENDED ACTION:**

70 Staff recommends that the Finance and Personnel Committee recommend approval of the
71 negotiated 2018-2020 collective bargaining agreement between the City of Racine and the IAFF Local 321.

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73 **ATTACHMENT(S):**

74 2018-2020 Tentative Agreement between IAFF Local 321 and City of Racine