

CBA Proposal for RFD SOA Tentative Agreement – January 1, 2021- December 31, 2024
April 5, 2023

I. Length of Contract

A four-year contract (1/1/2021-12/31/2024)

Wages

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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. ~~in 2018, 2019, and 2020.~~ The City shall compensate association members at their normal hourly rate for Hazardous Materials responses ~~in 2018, 2019, and 2020, or~~ 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, ~~12.5% base pay differential for Division Chief 1 position, and 10% base pay differential for Division Chief 2 position,~~ all above the IAFF Local 321 Highest paid Paramedic Captain base pay F 5.85 11 year.

The City shall calculate and make all SOA members whole for the difference in wages earned from January 1, 2021 through the effective date of this agreement at the newly agreed upon wage rates. This "Back Pay" will be issued within 30 days of Common Council approval of this successor CBA.

Sick Leave Gratuity/Payout

Sick Leave Gratuity/ Payout for any current SOA members as of SOA contract ratification and Common Council approval:

Article XIII, Sick Leave, G. Sick Leave Payout, shall be created to read:

1. After SOA contract ratification and Common Council approval, then current SOA members shall provide written notice to the City via email no later than 06/30/2023 to Opt In or Opt Out of receiving a Sick Leave Gratuity payout. SOA members who Opt Out of this payout shall maintain their current accrued sick leave balance and corresponding Casual Leave Days, however they will not have the

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option of a sick time payout in the future.

2. For the purpose of the sick time payout, the payout will be based on the hours in the member's sick leave bank as of February 28th, 2023. Within 30 days of receiving notice of an SOA member's request to Opt In for a Sick Leave Gratuity payout, the City shall pay that SOA member for all accrued sick leave hours above 588 HRS (for 56 HR Employees), and above 420 HRS (for 40 HR Employees) to a maximum pay out of 1000 HRS at 50% of their respective 2023 hourly wage.
 - a. *Under this option, additional casual time off would not be available in future years until the member's sick leave balance after March 1, 2023 rises to the minimums for casual time off as of January 1 in subsequent years.*
3. Hours accrued prior to February 28th, 2023 can be used for a sick time payout. The hours that remain in the member's bank post-payout and any new hours accrued starting March 1, 2023 will not be subject to a future payout. This includes any hours that remain in a member's sick leave bank if s/he opted out of the sick time payout or was ineligible for the sick time payout due to not meeting the minimum threshold of sick leave in his/her sick leave bank.
4. For the parties' reference, the chart below details the number of hours each Fire SOA member had in his/her sick leave bank as of 2/28/2023, and the number of hours that each member will keep after the payout, if the member opts into the payout:

Last	First	Shift	Sick Time Balance as of 2/28/23	Bank Hours to be kept Per CBA Agreement	Sick Time Balance - Hours Kept After Payout
DC Dixon	Steve	40	1120	420	700
BC DeGarmo	Michael	56	1364	588	776
BC Ohanian	Mampre	56	1322	588	734
DC Weber	Joshua	40	389	420	389*
BC Phillips	Brian	56	1456	588	868

*DC Weber is not eligible for this payout because his sick leave bank did not exceed the minimum threshold of 420 hours as of 2/28/23. Therefore, DC Weber will simply retain his 389 hours of sick leave.

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Sick Leave Gratuity/ Payout for any Local 321 member who is promoted to a SOA position after April 1, 2023 and also retires prior to 01/01/2028:

Post-retirement Sick Leave Payout will be amended according to the schedule as follows:

Article XIII, Sick Leave, F. Retirement Gratuity, shall be recreated to read:

Retirement Gratuity: Retirement is separation from employment with the City, either with or without notice, under the provisions of the Wisconsin Retirement System (WRS). Upon retirement, death or total disability, an employee who was a Local 321 member promoted to a SOA position after April 1, 2023, and also retires prior to January 1, 2028, shall be entitled to a sum equal to fifty percent (50%) of his/her hourly wage for each of the first 1,344 , hours (for those employees working 24-hour shifts) or 1,120 hours (for those employees working 8-hour shifts) of accumulated paid sick leave time to his/her credit, subject to the following limits:

The payment for those employees retiring between January 1, 2025, and December 31, 2025, shall be no more than \$10,000.

The payment for those employees retiring between January 1, 2026, and December 31, 2026, shall be no more than \$7,500.

The payment for those employees retiring between January 1, 2027, and December 31, 2027, shall be no more than \$5,000.


There shall be no sick leave severance payment for those employees retiring on or after January 1, 2028.

Language Clean Up: Add she/her pronouns where appropriate to recognize female members serving in SOA Positions

Retention Bonus: Additionally, within 30 days of Common Council approval of this Tentative Agreement, the City will pay a \$2,000.00 non-base building retention bonus to all RFD SOA members who are currently employed by the City.

Residency Incentive: Beginning January 1, 2023, SOA 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.

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Health Insurance

Beginning January 1, 2023, the premium share SOA 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.

Pursuant to the WERC declaratory ruling decision dated July 6, 2022, other language in Article VII, Insurance, regarding the health insurance plan shall be removed from the collective bargaining agreement and placed into a legally appropriate document per Wisconsin Statute section 111.70(4)(mc)6.

Language that has been determined to be prohibited by the WERC will be removed from the CBA, with the understanding that if the WERC ruling is modified or overruled on appeal, the City and SOA will meet and confer with regard to the court ruling.

Additional Paid Holiday

Beginning in January 2023, the Birthday of Martin Luther King, Jr. shall be added as an additional 8-hour paid holiday.

Additional Paid Vacation

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

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

Paid Parental Leave

Beginning January 1, 2023, any SOA member who is eligible for and uses federal or state Family and Medical Leave (FMLA), for the birth of a child or for the placement with the member of a child for adoption or foster care, shall be granted up to 320 hours of paid leave at the member's then-regular hourly pay rate to be used during the FMLA period.

Employee Handbook Additions:

a. *Student Loan Debt Repayment Assistance*

Beginning January 1, 2023, members who are City of Racine residents are eligible for up to \$2,400 per year and non-residents are eligible for up to \$1,200 per year in student loan debt repayment assistance, which is paid directly to the institution servicing a member's student loan.

This program shall be discontinued as of December 31, 2024 or upon the exhaustion of dedicated funds, whichever occurs sooner.

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b. *Homebuyer's Down Payment Assistance*

Beginning January 1, 2023, the City of Racine Employee Homebuyer Assistance Program may provide up to \$10,000 in down payment and closing cost assistance to members seeking to purchase an eligible principal residence in the City of Racine.

This program shall be discontinued as of December 31, 2024 or upon the exhaustion of dedicated funds, whichever occurs sooner.

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