

MEMO



Human Resources

To: Finance and Personnel Committee
From: Elisa Hodge, Human Resources Director
Date: February 19, 2025
Re: International Association of Firefighters AFL-CIO-Kaukauna Local 1594
Collective Bargaining Agreement for 2025-2027.

The City and the International Association of Firefighters Local 1594 have reached an agreement regarding their Collective Bargaining Agreement for 2025-2027

The attached Tentative Agreement outlines the agreement which includes the following:

1. Article III - Hours of Work:
 - a. Agreement to establish a non-binding committee to study and review a schedule change.
 - b. Agreement to eliminate the practice of not calling employees while on various types of leaves.
2. Article IV - Overtime:
 - a. Clarification of language around exclusion of training time from overtime as related to another subsection of the contract.
3. Article V - Salaries:
 - a. Clarification to the type of paid time for training hours at the straight rate, mileage, and expectation of requesting training time in advance for approval.
4. Article IX - Vacations:
 - a. Change the schedule of vacation eligibility to add 4 days of vacation upon hire date, with no payout if leaving employment within the first year.
Prorated for year one (i.e. upon hire date) to be January 1-April 30 = 4 days / May 1 – August 31 = 3 days / September 1 – December 31 = 2 days
5. Article XI - Retirement Hospitalization Plan:
 - a. Add language that states that new hires as of January 1, 2025 and going forward will follow the City Employee handbook as it relates to retiree health insurance and subsidized costs covered.
6. Article XXIII - Grievance Procedures:

- a. Add language requiring the grievance to include statement of facts and specific provisions allegedly violated
 - b. Modify language for Step 3 to state that WERC will submit a list of possible arbitrators (not a specific number of arbitrators).
- 7. Article XIV - Clothing Allowance:
 - a. Increase the clothing allowance from \$450 to \$500
- 8. Article XVI - Leaves of Absence:
 - a. Update language in the section to gender neutral
- 9. Article XIX - Vacancies and Promotions:
 - a. Add a new section to detail that if members are promoted to a non-union position, the member would have a range of up to 180 days from the date of the promotion at either their own discretion or managerial judgment to return to their position within the Union at their previous rank for the purpose of seniority to calculate benefits and vacation provisions.
- 10. Article XX - Probationary Status-New Employees:
 - a. Modify new employee raise to 12 months from 18 months.
- 11. Salary:
 - a. Change the Firefighter/Paramedic – Over 18 Months to Over 12 Months to align with the updated probationary period.
 - b. Add a new level of Firefighter/Paramedic – Over 5 years
 - c. Change the Firefighter/Paramedic – Over 7 years to Over 8 years
 - d. Add a new level of Driver Operator/Paramedic – Over 8 years
 - e. Change Lieutenant/Paramedic – Over 5 Years to Over 4 Years
 - f. Add a new level of Lieutenant/Paramedic – Over 8 Years
 - g. 2025: 1.25% effective December 26, 2024, and 1.25% effective June 26, 2025
 - h. 2026: 3.5% effective December 25, 2025
 - i. 2027: 3.5% effective December 24, 2026

Staff Recommended Action:

Council ratifies the International Association of Firefighters AFL-CIO-Kaukauna Local 1594 Collective Bargaining Agreement for January 1, 2025 – December 31, 2027