



CITY OF NEENAH
CITY OF MENASHA



M E M O R A N D U M

Date: January 20, 2016

To: NMFR Joint Finance and Personnel Committee

From: Menasha City Attorney Pamela Captain &
Neenah City Attorney James Godlewski

RE: Tentative Agreement between Cities of Neenah & Menasha and Local 275 IAFF

The NMFR bargaining team, consisting of City Attorneys Captain and Godlewski, Fire Chief Auxier, HR Director Barber, Administrative Services Director Steeno and Finance Director Easker are pleased to announce a tentative agreement with the International Association of Fire Fighters Local 275. It is attached. Approval of the tentative agreement is recommended as it meets the Cities' bargaining goals for a successor agreement.

SUMMARY:

The agreement is for 3 years (2016-2018) and contains wage increases of 2.5% for each of the 3 years of the contract split out in the last 2 years.

There are changes to the sick leave benefit including:

- a. Banked sick leave limits to be imposed from 0 hours for new hires as of 1/1/2016 to a maximum of 1,000 hours for current employees (with 500+ hours as of 12/31/2015). A scale is outlined in the TA.
- b. Upon WRS retirement or death of an employee accrued and banked sick leave, and unused vacation will (within limits) be deposited into a Precision Prime Choice retirement health account.
- c. Accrued sick leave may accumulate (pseudo disability insurance) but maximum payout at WRS retirement or death of an employee remains the same as in the past (1000 hours).

The light duty policy will change to allow not more than 1 fire fighter per shift that is on light duty due to a work-related injury to remain on his/her 24 hour shift schedule for up to 90 days. Based on department experience, this would have applied to only two firefighters over the past several years.

Other provisions include:

- ◆ Modifies retiree dental insurance coverage only for the COBRA period

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- ◆ Provides employees access to and payment of the same premium contribution as non-represented employees on health insurance plans offered by the City of Neenah
- ◆ Adds a 1 year probationary period for all new hires (may be extended up to 6 months at the fire chief's sole discretion)
- ◆ Eliminates minimum and 1 year steps for Fire Officer position
- ◆ Includes other minor/technical contract language changes to improve clarity of the contract and/or administrative matters

An appropriate motion would be to recommend Councils' approval of the tentative agreement with Local 275 as presented.



Neenah-Menasha



SUMMARY OF TENTATIVE AGREEMENT
BETWEEN CITIES OF NEENAH & MENASHA
AND LOCAL 275 IAFF

January 14, 2016

1. **Duration:** Except as otherwise provided, this agreement shall be effective January 1, 2016 through December 31, 2018.
2. **Wages (Addendum A):**
 - 2016: 2.5% wage increase effective December 12, 2016 (the beginning of the last full pay period in December)
 - 2017: 1.5% wage increase effective July 1, 2017; 1.0% wage increase effective October 1, 2017
 - 2018: 1.5% wage increase effective January 1, 2018; 1% wage increase effective July 1, 2018
3. **Article 19 ¶ A and Appendix A - Health Insurance:** Employees shall have access to, and pay the same premium contribution as non-represented employees on plans offered by the City of Neenah to non-represented employees. This provision sunsets effective December 31, 2018
4. **Article 19 ¶ G – Retiree Dental Insurance Coverage:** In order to bring the fire department into line with other departments, modify retiree dental coverage to provide post-retirement coverage for only the COBRA period.
5. **Vacation pick date & Sideletter 4:** Change to December 15 from January 15, 2016 and replace Sideletter 4 with union sideletter language
6. **Light Duty (Sideletter 7):** 24 hour schedule for work related injuries only, if employee's physician certifies return to light duty assignment on a 24 hour shift and if restrictions allow the return; limited to 90 calendar days from physician clearance; limited to 1 employee per shift; first come first serve and if more than 1 injury on the same day, then by seniority.
7. **Article 12- Sick Leave:**
 - a. **New Paragraph:** Beginning 1/1/2017 provide for Precision Prime Choice for deposit at retirement of accrued and banked sick leave and other accrued leave payouts (or earlier upon 90 day notice from union)
 - b. **¶C: Banked Sick Leave Limits**
 - (1) New hires hired on or after 1/1/2016: No banked sick leave
 - (2) Current employees with 0 banked sick leave as of 12/31/2015: 250 hour cap
 - (3) Current employees with 1-499 banked sick leave as of 12/31/2015: 500 hour cap
 - (4) Current employees with 500-1000 banked sick leave as of 12/31/2015: 1000 hour cap
 - (5) Current employees with >1000 banked sick leave as of 12/31/2015: Frozen

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NOTE: banked sick leave account balances for above limits will be initially determined for 2016 after accounting for 2015 Sick Leave credit and use, but before 2016 Sick Leave credit applied.

- c. Art. 12, ¶C modified to provide that Banked Sick Leave accrual only begins at 2,160 hours of accumulated sick leave (required due to unlimited sick leave accrual),
- d. ¶A(1)c. modified to provide unlimited accrual of sick leave; with no change to payout cap of 1,000 hours at retirement in ¶ B.(1)5. except that a. above shall apply

8. **Article 26 ¶ B:** Strike a portion of shift commander paragraph starting with the word “and” in the second line through the end of the paragraph to read as follows:

The Fire Officer with the most time in rank will serve as the “Acting Shift Commander”, in the absence of the Shift Commander, in charge of the shift ~~and will receive .34 cents per hour during the year 2003 and .65 cents per hour thereafter for every hour above the officer rate that he/she is assigned to be paid.~~

9. **Article 6 – Probationary Period:**

- a. Add 1 year probationary period for all new hires; may be extended up to 6 months at Chief’s sole discretion.

10. **Article 37: Change** to 90 day notice of consolidation from 30 day notice.

11. **Sideletter 9 (Contract Reopeners):** Delete

12. Addendum A: Eliminate minimum and 1 year steps for Fire Officer position

13. **Article 21, ¶B:** Replace “Blauer Jacket” with “Department Approved Jacket”

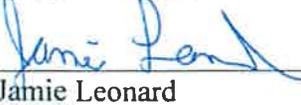
Accepted this 20th day of January, 2016.

Cities of Neenah & Menasha



James G. Godlewski
Neenah City Attorney

Local 275, IAFF



Jamie Leonard
President

Pamela Captain
Menasha City Attorney