

**Summary of Changes to  
Fire, Local #127  
Collective Bargaining Agreement for 2012 – 2014**

**Medical Benefit Plan**

- Revise language to state Health Risk Assessments are offered one time per year.
- Delete language: “City shall offer employee’s a choice of no less than two medical networks serving the local labor market to provide covered medical services for eligible City employees”. Clarify that “if more than one network is offered”...
- Delete language requiring City provide notice to retirees for enrollment in Medicare.
- Eliminate any language which cites age 65.
- Delete language: “Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in-Network participants.”
- Remove all language regarding retiree eligibility/coverage for Medical Benefit Plan from the collective bargaining agreement. Retiree medical benefits eligibility will be a sideletter agreement. Employees hired on or after July 1, 2013 would not be eligible for retiree health insurance.
- Delete section on Medicare Health Maintenance Organization and/or Supplemental Insurance.
- Add language “The plan description is outlined in a Master Plan document which is available through the Human Resources Department and a copy of which is provided to all employees covered by the group health plan.”
- Delete language: “The employee with the most seniority shall be the subscriber”. Add language: “Married employees that both work for the City would be allowed to switch “subscribers” on an annual basis if allowed to do so by state and federal law.
- Modify language regarding Dependent Coverage to state: Eligible dependents shall be covered “subject to eligibility and enrollment timeframes as defined by the Master Plan Document. Dependent eligibility shall be consistent with applicable state or federal law.”
- Modify language regarding frequency for the health care cost containment committee to meet from “no less than six times” to “at least once per year”.

**Article 26 – Pager Pay**

- Add position of Team Leader for Tactical Emergency Medical Services

**Sick Leave**

- Effective July 1, 2013: Retirement payout for employees hired prior to July 1, 2013: change sick leave payout from rate of 37.5% to 39% of the amount of accrued but unused sick leave on record at the time of retirement.
- Effective July 1, 2013: Retirement payout for employees hired on or after July 1, 2013: lump sum payment of 70% of the amount of accrued but unused sick leave on record at the time of retirement.
- Death benefit: Upon death, the City will make a lump sum payment to the employee equal to thirty-nine percent (39%) of the amount of accrued but unused sick leave at the time of death.

**Pensions – Wisconsin Retirement System**

- Employees hired on or after July 1, 2011 will contribute **one-half** of the total actuarially required contribution for general municipal employees to the Wisconsin Retirement System, per Wisconsin Statutes.

**Duration**

Revised to reflect three year term of January 1, 2012 through December 31, 2014.

**Schedule of Benefits** – DELETE

**Wages**

Effective January 1, 2012	1% across the board increase
Effective July 5, 2013	3% across the board increase
Effective January 3, 2014	3% across the board increase
Effective July 4, 2014	2% across the board increase

**Memorandum of Understanding #6 – Filling of Vacancies** DELETE

**New Memorandum of Understanding #6 – Paramedic training.**

Parties to meet by November 1, 2013 to study and establish a process for EMT paramedic training including training time, expenses and overtime.

**New Memorandum of Understanding #7– Tactical Emergency Medical Services**

**Team** Parties to meet for the purpose of integrating Fire Department Emergency Medical Technicians with the Police Department Emergency Response Team.

**Memorandum of Understanding #4 – FLSA Study Committee**

Amend to reflect the parties will meet for the purpose of gain an understanding of payroll procedures, and to study the impact to the City of modifying payroll for Local #127 employees to reflect pay for actual hours worked.

**Housekeeping**

Modification of dates, union board members, etc.