

ARTICLES OF AGREEMENT

between

CITY OF RACINE

and

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

LOCAL 321, AFL-CIO

2025-2028

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AGREEMENT

THIS AGREEMENT entered into effective this 1st day of January, 2025 by and between the City of Racine, hereinafter referred to as ‘City’ and International Association of Fire Fighters, Local No. 321, AFL-CIO, hereinafter referred to as ‘Union’.

WITNESSETH THAT: for and in consideration of the mutual promises each to the other, herein acknowledged do hereby enter into this Agreement, which is binding and acknowledged as such as provided by Section 111.70, Wisconsin Statutes.

ARTICLE I - CONDITIONS AND DURATION OF AGREEMENT

The terms and conditions of this Agreement shall be effective from the 1st day of January, 2025, at 0001 hours until December 31, 2028 at 2400 hours.

ARTICLE II - TIME TABLE FOR NEGOTIATIONS

Conferences and negotiations shall be carried on between the City and Union during the last year of the contract, as follows:

The City and Union agree to schedule a meeting for the simultaneous exchange of proposals for the successor Agreement on or about August 15 of the last year of this Agreement.

This timetable is subject to adjustment by mutual agreement of the parties consistent with the progress of negotiations.

ARTICLE III - UNION RECOGNITION AND OTHER ACTIVITIES

1. Exclusive Agent: The City hereby recognizes the Union as the exclusive collective bargaining agent for all regular uniformed employees of the City Fire Department, exclusive of the Fire Chief, Assistant Fire Chief, and Battalion/Division Chiefs. The classifications covered by the terms and conditions of this Agreement are listed on Appendix ‘A’.
2. Executive Board Meetings: The Executive Board of the Union President, Vice President, Secretary-Treasurer, and three (3) Trustees shall be allowed to hold its meetings at the Safety Building in the City of Racine or such other place in the City of Racine as the Executive Board designates, whether Board members be on or off duty, upon notification of the time, place and personnel attending the meeting to the Battalion/Division Chief on duty at least two (2) hours notice of such meeting, if possible. In case of an emergency as determined by the sole discretion of the Fire Chief, the Fire Chief may disallow such meetings.

The City shall not be required to pay employees for participation in the preparation for or in the collective bargaining process of another bargaining unit.

Permission must be received from the immediate supervisor before an employee (not a member of the Executive Board) shall leave a particular work area to conduct Union business.

3. Discussion of Union Business: Union members having Union business to discuss with other members of the Department may do so during working hours so long as such conversation does not interfere with assigned tasks.
4. Processing of Grievances: Authorized representatives of the Union shall be permitted to process grievances and arbitration cases in accordance with the procedures outlined in this agreement.
5. Union Activities and Discrimination: The City agrees that no employee will be discriminated against because of membership in, or activity in connection with the Union, and the City will not interfere with the rights of employees to become members. The City will not discourage membership in the Union.
6. Full Union Shop Clause: The Union, as the exclusive representative of all employees in the bargaining unit, will represent all such employees, Union and Non-Union, fairly and equally, and all employees in the unit will be required to pay as provided in this Article, their proportionate share of the costs of representation by the Union. No employee shall be required to join the Union, but membership in the Union shall be made available to all employees who apply consistent with the Union Constitution and By-Laws. No employee shall be denied Union membership because of race, creed, color, or sex.

The Employer agrees that it will deduct from the bi-weekly earnings of all employees in the collective bargaining unit of the amount of one and one quarter percent (1.25%) of a base pay of a full paid private, such amount being monthly dues certified by the Union as the current dues uniformly required of all members, and pay said amount to the Secretary-Treasurer of the Union on or before the end of the month following the month in which said deduction was made.

As to new employees, such deduction shall be made from the first paycheck following the first seven (7) days of employment.

The Employer will provide the Union with a list of employees from which such deductions are made with each monthly remittance to the Union.

The City's liability to the Union is limited to the collection of the funds herein specified, and remittance to the Union in accordance with the procedures herein set forth.

The Union shall indemnify and save the City harmless against any and all liability that shall arise on behalf of the City out of the City's accurate compliance with this clause. Immediately upon receiving notice of any claim against it arising under this clause, the City shall notify the Union in writing and request that it assumes defense of such claimed liability. In the event the City does not tender the defense to the Union, the City shall no longer be able to avail itself of these save-harmless provisions. The City neither encourages nor discourages membership in the Union.

7. No Discrimination: Neither the City nor the Union, in carrying out their obligations under this Agreement, shall discriminate against any employee because of sex, race, color, creed, political or religious affiliation or nationality. Nor shall the City discriminate in hiring on any of the foregoing grounds.

8. Bulletin Board: The Union shall be permitted to maintain a bulletin board, in each station for exclusive Union use, provided, however, that all notices posted on such board shall pertain to Union business. If the City feels that any material posted on such bulletin boards is defamatory or libelous, the City may within seven (7) days of posting request the Union to remove said material. The Union must then remove the said material within twenty-four (24) hours or refer the matter to arbitration. If the material is found to be defamatory or libelous by the arbitrator, the Union shall be fined one hundred dollars (\$100.00).
9. Work Outside the City of Racine: No member of the Union shall be ordered to staff any firehouse of any village, city or town other than those of the City of Racine in times of emergency or otherwise if the authorized bargaining agent of the Firefighters for said village, city or town is engaged in a strike. It shall be the duty of the duly qualified officers of the Union to give the Racine Fire Chief at least twenty-four (24) hours advance notice that they have been informed by the Union that said strike does in fact exist or will exist at a time certain before a refusal to enter such community's boundaries for such purposes shall be proper or excusable on the part of any Union members. Upon direction of the Fire Chief or Chief Officer, a Union member shall answer a fire, rescue, or other emergency call from said village, city or town with the provision that said member shall immediately be returned from said village, city or town boundaries upon the completion of the necessary emergency services required.

If however, upon arrival it is determined that there is no threat to life or property or that work ordered to be performed is not lifesaving or property-saving in nature, the City shall withdraw its fire fighting forces. If services not necessary for the preservation of life or property are performed, the City shall pay into the Treasury of the striking Local Union the sum of twenty-five hundred dollars (\$2,500.00) for each run. No piece of equipment shall remain in the struck area more than one (1) hour after the emergency is controlled.

In addition thereto, the City shall pay into the Treasury of the struck Local Union the sum of twenty-five hundred dollars (\$2,500.00) for each twenty-four (24) hour period after the first run in which the equipment remains in the struck area.

Such penalties as set forth herein shall be received by the striking Local Union within one (1) day after the next meeting of the Common Council of the City of Racine following issuance of the order which moves the equipment into the struck area.

ARTICLE IV - LEAVE FOR PUBLIC ELECTIONS

Any employee lawfully entitled to vote in any public election shall be afforded up to three hours of time off from duty, in accordance with state statute, without loss of pay to cast his/her ballot at the required location. Members must notify the Battalion Chief of the intended absence at least 24 hours before Election Day. Such time for voting shall be scheduled by the Battalion Chief.

ARTICLE V - OUTSIDE EMPLOYMENT

1. Notice to Fire Chief: When an employee accepts employment in addition to his/her firefighting obligations, he/she shall within twenty-four (24) hours of the acceptance of such employment notify the Fire Chief in writing that he/she has accepted such employment and shall include in said notice the name of the employer, business address of the employer, business telephone number of the employer and the normal hours of work.

2. Prohibited Outside Employment: In the event such employment constitutes a conflict of interest or interferes with the employee's efficiency or availability for work, the Fire Chief shall give the employee a written request to withdraw from outside employment.
3. Reply by Employee: The employee and his/her Union representative shall make and deliver to the Fire Chief a written reply to such request within twenty-four (24) hours of its receipt. Such reply shall inform the Fire Chief either of the employee's acquiescence in the request or his/her desire to place the matter in arbitration.
4. Emergencies: In the event an emergency exists whereby the Chief of the Fire Department calls a member to duty outside his/her normal shift, said member agrees to report regardless of the fact that he/she may be engaged in gainful part-time employment provided for in this section.
5. Outside Work Injury: In the event any member suffers a major injury while engaged in said part-time employment disqualifying him/her temporarily to work in the Fire Department, he/she may receive a leave of absence (without pay) not to exceed one (1) year to recover from such injury and return to work in the Fire Department. The employee shall have the option of taking his/her sick leave during this period of time or of taking a leave of absence either immediately after he/she is injured or upon the exhaustion of his/her accrued sick leave. Such leave of absence shall be taken in accordance with the provisions of Article VII, Paragraph 6 of this Agreement. At the option of the City, employees shall submit to a physical examination by the Health Department of the City prior to returning to the employment in the Fire Department in the event of a major injury.
6. Termination Hearing: If arbitration is desired, the matter shall proceed to the arbitration stage of the grievance procedure. In such arbitration, the employer shall have the burden of proof and the employee shall be allowed to continue his/her employment pending the decision of the arbitrator.

ARTICLE VI - MANAGEMENT RIGHTS

The City possesses the sole right to operate the Racine Fire Department and all management rights repose in it, but such rights must be exercised consistently with the other provisions of this Agreement and the past practices within the Racine Fire Department unless the past practices are modified by this Agreement, or by the City under rights conferred upon it by this Agreement, or the work rules of the Racine Fire Department. These rights, which are normally exercised by the Fire Chief of the Racine Fire Department, include, but are not limited to, the following:

- A. To direct all operations of the Racine Fire Department.
- B. The Union acknowledges that the establishment and modification of the rules of the Racine Fire Department are within the sole authority of the City of Racine and that it may establish, modify, or repeal rules without negotiations of any type. New rules or changes in rules shall be posted in each Fire Station five (5) calendar days prior to their effective date unless an emergency requires more rapid implementation of the rule. The City agrees that all rules will be reasonable with the reasonableness subject to the Grievance Procedure starting at the second step.
- C. To hire, promote, transfer, and assign employees in positions with the Racine Fire Department.

- D. To suspend, demote, discharge, and take other disciplinary action against employees for just cause, including the filing of charges with the Fire and Police Commission.
- E. To contract out for goods or services, except such services as are presently being performed by bargaining unit members.
- F. To take whatever action is necessary to carry out the functions of the City and the Racine Fire Department in situations of emergency.

The City reserves the total discretion with respect to functions and/or missions of the Department, including the budget, organization and technology of performing that function or mission except as may be modified by State law. The Union agrees that it will not attempt to abridge these management rights and the City agrees that these rights shall not be exercised to undermine this Agreement or the existent past practices in the Department unless said practices have been modified in accordance with this Article. These rights shall be exercised in a reasonable manner, consistent with the traditional manner in which they have been exercised prior to the execution of this Agreement. The exercise of these rights shall be subject to the grievance procedure.

ARTICLE VII - LEAVE OF ABSENCE

1. Union Business: Leave of absence without pay shall be granted to no more than six (6) employees at any one time upon request to conduct Union business such as conventions, conclaves, seminars and other Union functions. Leave of absence not to exceed one hundred eighty (180) hours with pay shall be granted each year to the Union Executive Board for Union business, such as conventions, conclaves, seminars, and other Union functions to be divided among those employees at the discretion of the Union Executive Board.
2. Employment with I.A.F.F.: Leave of absence without pay shall also be granted for unit members desirous of taking full-time employment with the International Association of Firefighters, so long as they remain in Union employment, provided the unit member in question notifies the Fire Chief not less than thirty (30) days before commencement of such leave.
3. Election to Public Office: Leave of absence without pay shall also be granted to any member of the unit upon election or appointment to public office, so long as the office does not conflict with the duties and loyalties of a Firefighter. Time off without pay shall be granted to no more than one (1) employee per platoon who is elected to part-time public office to conduct the business of said office. An employee must request permission for such time off from his/her platoon Battalion Chief at least twenty-four (24) hours in advance each time such time off is desired.
4. College Education: A leave of absence without pay shall be granted to a member of the unit desirous of a full-time campus college education in job related disciplines (i.e., Associate Degree in Firefighting Technology, Degree in Fire Department Administration, etc.) provided he/she carries not less than fifteen (15) credits per semester and provided further, that he/she has received the written consent of the Fire Chief not less than thirty days before commencement of such leave.
5. Total Employees on Leave: The total number of employees on leave under Paragraphs 3 and 4 shall not exceed three (3) at any one time.

6. Other Reasons: Leave of absence without pay shall also be granted for military service, sickness, injury or other compelling personal reasons. For the purposes of this paragraph, the phrase 'compelling personal reasons' shall be used as that phrase is used in unemployment compensation matters. For purposes of this clause, the duration of all leaves of absence shall be at the reasonable discretion of the Fire Chief, and, with the exception of military service leave of absence, no leave of absence shall be granted for more than one (1) year, but application may be made for renewal(s) of such leaves and the criteria used to determine whether such renewal(s) shall be granted shall be the same as those used in judging the original application for a leave of absence.

ARTICLE VIII - SUSPENSION, REDUCTION IN RANK, OR REMOVAL

Suspension, reduction in rank, or removal will be conducted pursuant to the procedures set forth in Wisconsin Statute section 62.13.

ARTICLE IX - NEW WORK

New work consistent with the traditional mission of the Department shall be introduced at the discretion of the employer and it shall set the rate for that job for the life of this Agreement. Upon the introduction of such work, such employees as are appropriately assigned shall perform such work as is designated by the employer and at the rate designated by the employer. In the event the employee or Union is dissatisfied with the rate, he/she shall have recourse to the arbitration procedure. Any ruling by the arbitrator shall have a retroactive effect as far as practicable. New work as used herein shall be defined as a job which requires the exercise of a skill not presently used or exercised in the Department. To qualify for new skill work, the skill must be one to be projected as a regular, important part of the job.

The City agrees that Firefighters shall not be required under any circumstances to perform riot duty, direct traffic, or perform other police duties during the life of this Agreement.

ARTICLE X - NO STRIKE BREAKING - RACINE

Within the City of Racine, no Firefighter shall be required to cross a picket line, except in a fire emergency or where there is an imminent threat to property or life requiring his/her presence to perform firefighter functions. Employees ordered to cross picket lines in the event of a reported fire emergency or where there is an imminent threat to property or life, shall perform the ordered task and grieve the correctness of the order later. Refusal to perform such work after having entered an oral grievance shall be grounds for discipline.

In the event that the grievance of an employee claiming a violation of this Article by the City is upheld, the City shall be liable to the Union for liquidated damages in the amount of five hundred dollars (\$500.00) for each violation.

ARTICLE XI - GRIEVANCE PROCEDURE

1. Definition of Grievance: A grievance shall mean any dispute arising out of this Agreement.
2. Time Limitations: The failure of a party to file or appeal a grievance in a timely fashion as provided herein shall be deemed a waiver of the grievance. A party who fails to receive a reply in a timely

fashion shall have the right to automatically proceed to the next step of the grievance procedure. However, these limits may be extended by mutual consent in writing. Saturdays, Sundays, and holidays shall not be considered 'calendar days' for purposes of the time limitation set forth in this Article.

3. Names of Union and City Officials: The Union shall provide the City with a list of the members of the grievance committee in writing and further present the City with a list of the local Union officials assigned to various aspects of the grievance process. The City shall also provide the Union with a list of City officials assigned to process grievances.
4. Settlement of Grievance: Any grievance shall be considered settled at the completion of any step in the procedure, if all parties concerned are mutually satisfied. Dissatisfaction is implied in recourse from one step to the next. Silence beyond the time limit for an answer shall be taken as rejection of the grievance.
5. Steps in Procedure:

Step 1: The grievant, or Union in the event of a policy grievance, shall first present the grievance in writing to the Battalion/Division Chief of the Fire Department in charge of his/her platoon no later than thirty (30) calendar days from the day of the last cause of such grievance or from the date that the employee knew about the cause of the grievance. During the pendency of the grievance, the employee shall continue to perform his/her assigned work tasks, except where a safety situation is involved. The grievance shall be presented by the employee and not more than two (2) Union representatives. In the event of a policy grievance (not individual), the employee need not be present. If the grievance is not resolved at this level within three (3) calendar days following its presentation to the Battalion/Division Chief it shall be presented in writing to the Chief of the Fire Department within five (5) calendar days.

Step 2: The Fire Chief shall, within five (5) calendar days, hold an informal meeting with the employee involved and the representatives of the Union. If the matter is not resolved within three (3) calendar days following this meeting, any grievance, except for suspension and discharge under Section 62.13, Wisconsin Statutes, may be submitted to arbitration by either party in accordance with Article XII. Such submission to arbitration shall be made within ten (10) calendar days following the final decision of the Fire Chief. In the event of a grievance relating to suspension or discharge, it shall be processed pursuant to Article VIII of this Agreement.

ARTICLE XII - ARBITRATION

1. Statement of Position: If a satisfactory settlement is not reached in Step 2, the employee and the Union must notify the Chairman of the Finance Committee, the Human Resources Director, and the Labor Negotiator in writing within ten (10) days after the date that the decision of the Fire Chief has been given to the aggrieved employee that they intend to process the grievance in arbitration. The party desiring arbitration shall submit to the other a statement in writing setting forth its position relative to the grievance which has been processed through the steps of the grievance procedure. The submission of this written statement shall also be within the said ten (10) day period.

2. Narrowing of Issues: The statement shall concisely set forth the position of the party desiring arbitration which shall be upon the question as submitted in the original grievance which was processed and may be answered by the other party within ten (10) days after receipt of such statement.
3. Arbitration Hearing: The parties shall attempt to agree in advance upon the issue involved and stipulate to facts to be used at the hearing. The Arbitrator selected or appointed shall meet with the parties at the earliest possible date (with respect to the party's rights under Step 2 of the grievance procedure), which can be set to review the evidence and hear testimony relating to the grievance. All arbitration hearings shall be held in the City of Racine.
4. Arbitrator: Any grievance which cannot be settled through the above procedures may be submitted to an Arbitrator to be selected as follows: The City and the Union shall use their best efforts to select a mutually agreeable Arbitrator. If the City and the Union are unable to agree on the Arbitrator within thirty (30) days, either party may request the Wisconsin Employment Relations Commission to prepare a list of five (5) impartial Arbitrators. The Union and the City shall then alternately strike two (2) parties each on the slate with the party filing the grievance exercising the first and third strikes. The Union and the City shall exercise their strikes within fifteen (15) days following the receipt of the slate from the WERC. The remaining Arbitrator on the slate after the strikes shall then be notified of his/her appointment as Arbitrator in a joint statement from the City and the Union.
5. Scope of Award: The decision of the Arbitrator shall be limited to the grievance and shall be restricted solely to the interpretation of the Agreement and such past practices as are existent in the Department unless said practices have been modified pursuant to Article VI of this Agreement. The Arbitrator shall not modify, add to or delete from the express terms of this Agreement or past practices unless said practices have been amended pursuant to the terms of Article VI of this Agreement. The determination of the Arbitrator shall be final and binding upon the parties.
6. Costs: The losing parties shall bear all costs of arbitration, except those incurred by the winning party for the presentation of its case. Attorneys' fees shall not be included in the costs of arbitration. If either party orders a transcript, the transcript cost shall be paid by the loser, including the cost of one (1) original transcript for the Arbitrator, one (1) copy for the City and one (1) copy for the Union.
7. Steps and Time Limits: The parties agree to follow each of the foregoing steps in the processing of a grievance. If the City fails to give a written answer within the time limits set out for any grievance, the employee may immediately appeal to the next steps. Grievances not processed to the next step within the prescribed time limits shall be considered dropped and waived.

ARTICLE XIII - RESULTS OF UNION ELECTIONS

The Union shall provide written notification to the Fire Chief, Human Resources Director and the Labor Negotiator (listing the names, titles, and addresses of the Executive Board) within fourteen (14) days following the election of the Executive Board.

**ARTICLE XIV - INSURANCE AND PEER FITNESS TRAINER
PROGRAM**

1. Medical Coverage: Full-time employees shall be eligible for City paid health insurance following acceptance into the plan by the carrier. The Employer shall define a notional health insurance premium. Beginning January 1, 2023, through December 31, 2026, the premium share 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. Beginning January 1, 2027 through December 31, 2027, the premium share members will pay via payroll deduction shall be 10.0% of the health insurance premium for the coverage type (single or family) selected by the member. Beginning January 1, 2028, the premium share members will pay via payroll deduction shall be 12.5% of the health insurance premium for the coverage type (single or family) selected by the member. All employees who retire after January 1, 1996 shall be subject to placement within the insurance program established for active bargaining unit employees.

The Employer will continue to pay Medicare B and provide City health insurance and retiree will be required to enroll in Medicare B. Employees hired on, or after, 1/1/07 will not be eligible for Medicare B payments by the Employer. Employees hired on, or after, 1/1/07 will not be allowed to remain in the City of Racine's health insurance plan upon reaching the age of Medicare eligibility or federal retirement age, whichever occurs later.

However, any employee retiring shall be required to pay the premium contribution for insurance in effect at the time of the employee's retirement.

Employees may establish a Flexible Spending Account with voluntary employee contributions up to the maximum annual amounts established by the IRS for medical and dependent care.

Fitness Center Reimbursement: The City will reimburse full time employees and retirees that carry the City of Racine health insurance for 50% of the annual membership fee for a fitness center up to a maximum of \$200 per employee.

2. Wellness Incentive: Employees, employees' spouses, retirees and retirees' spouses covered by the City health insurance plan who complete the wellness program requirements will be eligible to receive an incentive payment. An employee or retired employee shall be eligible for a \$200 wellness incentive payment. Employees' spouses and retirees' spouses shall be eligible for a \$100 wellness incentive payment. Employees and retirees will be eligible for no more than two payments per family per year. Wellness program requirements and incentives may be modified, by policy, at the city's discretion. Such payment shall be made by check and is taxable income subject to normal payroll deductions.
3. Life Insurance: The City shall pay for the cost of the State of Wisconsin Group Life Insurance plan for each employee. Retired employees shall be covered by the Wisconsin Group Life Insurance Plan, subject to eligibility rules established by the state.
4. Continued Insurance: The City shall pay its share of the premiums on insurance for any Firefighter who is forced to retire by virtue of duty incurred injury or disease, and for any Firefighter who

retires at age fifty-two (52) or over with twenty (20) years or more of continuous service immediately preceding retirement. In the event that a Firefighter who is entitled to insurance benefits under the provision of this Section 4 dies leaving dependent survivors, those survivors shall be entitled to health insurance under the provisions of this Section 4 until such time as single dependents exceed the age for dependent coverage under the terms of the City's health insurance policy or until the widow/widower of the deceased Firefighter shall remarry, obtain other health insurance coverage, or be covered under Medicare or Medicaid health insurance, whichever event first occurs.

The City shall pay its share of the premiums on insurance for the employee, widow/widower and/or dependent survivors of any Firefighter who dies or becomes disabled by virtue of non-duty related injury or disease provided that the Firefighter has at least fifteen (15) years of continuous service with the Department. This privilege shall terminate upon the remarriage of the widow/widower and/or upon the dependent survivors reaching the age of twenty-six (26) years. Surviving spouses of employees hired on or after 1/1/2007 are not eligible to remain in the City's health insurance program upon reaching the age of Medicare eligibility or federal retirement age, whichever occurs first.

5. Widows and Dependents: Widows and dependent survivors of employees not covered under Section 4, above, may continue under the City's insurance program in accordance with the terms and conditions of that insurance plan provided that the widow and/or dependent survivors pay the premium for said coverage. This privilege shall terminate upon the remarriage of the widow and/or upon the dependent survivors reaching the age of twenty-six (26) years. Surviving spouses of employees hired on or after 1/1/2007 are not eligible to remain in the City's health insurance program upon reaching the age of Medicare eligibility or federal retirement age, whichever occurs first.
6. The IAFF/IAFC Peer Fitness Initiative is a voluntary, non-punitive activity consisting of a 60 to 90 minute workout at regular intervals throughout the calendar year based on Peer Fitness Initiative criteria.

Members of the department shall receive an annual monetary stipend payable by December 31st of each year for 75 or more hours of participation in the Peer Fitness Initiative. Members must complete a minimum of 75 hours annually of Peer Fitness Training to be eligible for the stipend. The stipend shall be paid for no more than 100 hours of participation in the Peer Fitness Initiative. All hours shall be verified by the Office Manager, and recorded in the computerized training database maintained by the department. Only on duty workout time shall be considered in meeting the annual hour requirement. There shall be no assigned workout times. For the Peer Fitness Training Stipend the annual hourly requirement total shall be measured from December 1st through November 30th of the following year.

The peer fitness stipend shall increase annually at an amount equal to the wage rate percentage increase. (See Appendix 'B'.)

Forty Hour personnel shall be afforded the opportunity to participate in the Peer Fitness Initiative for up to 60 minutes three times a week including cleanup provided their participation does not interfere with other assigned duties.

The Fire Chief or the Fire Chief's designee shall collaborate with the Union President to determine the appropriate certification class for Peer Fitness Trainers.

Peer Fitness Trainers who are certified, maintain their certification and provide documented guidance to department members on a regular basis shall receive an additional monetary stipend annually payable by December 31st. The Fire Chief in his/her sole discretion shall determine the total number of PFT trainers for the program. Assigned Peer Fitness Trainers shall receive a stipend of \$350 annually and will need to be active in the program. Participation will include recruit academies and member outreach/assistance. Payment of the stipend shall be pro-rated based on the number of months of participation as a Peer Fitness Trainer and maintaining their certification during the twelve months immediately prior to December 1st of each year. Peer Fitness Trainers who are not certified do not receive the Peer Fitness Trainer stipend. The stipend shall increase annually at an amount equal to the wage rate percentage increase. Payment of the stipend for any year shall be pro-rated based on the number of months of participation by the Peer Fitness Trainer.

The City shall cover the cost of continuing education and the on line program to maintain the member's certification. Presently PFT requires 1.2 CEC's every two years. The City will cover up to 1.5 CEC's of continuing education every two years. Members may complete the continuing education while on duty using City computers if appropriate. Requests for training other than the programs available through the Internet shall be handled by the "Request to Attend Training" form. Members shall provide the Fire Chief, in a timely manner, evidence of satisfactory completion of the continuing education requirement to remain eligible for the additional annual stipend.

The City and Union agree to form a Peer Fitness Trainer Committee to discuss the quality and efficiency of the program for the purpose of making appropriate recommendations.

ARTICLE XV - PENSION

1. Chapter 40 Pension: Each employee shall pay 100% of his or her state mandated employee Wisconsin Retirement System contribution.

ARTICLE XVI - VACATION SCHEDULING PROCEDURE

The vacation schedule shall be determined as follows:

1. Designation of Periods: In December prior to the vacation year, the Fire Chief shall determine how many employees can absent themselves during vacation periods and designate the periods.
2. Selection of Vacation: Departmental seniority from date of appointment shall be used in choosing vacations. The departmental seniority shall be on a platoon basis.
3. Order of time off selection for 56 hour line personnel:
 - a. Two Week (2 work cycles of three days each – split allowed)
 - b. Split two week (1 work cycle of three days)
 - c. 9 Paid Holiday (1 work cycle of three days)
 - d. 7 Year (1 work cycle of three days)
 - e. 14 Year (1 work cycle of three days)
 - f. 18 Year (1 work cycle of three days)
 - g. 23 Year (1 work cycle of three days)
 - h. Vacation, Holiday, Contract Time (1 work cycle of three days)
 - i. Casual Days (from Sick Time accrual)

ARTICLE XVII - VACATION BENEFITS

Members of the unit shall be entitled to a vacation with pay as follows:

1. 40-Hour Week: Firefighters who work a 40-hour week:

½ day per full month up to November 1 – not to exceed 5 days
10 days after 1 year
15 days after 7 years
20 days after 14 years
23 days after 18 years
25 days after 23 years

40-hour personnel will receive an additional 8 hours of paid vacation time annually, to be picked during open vacation slots.

2. 56-Hour Week: Firefighters on platoon duty who work a 56-hour work week:

1/3 day per full month up to November 1 – not to exceed 3 work days
6 work days after 1 year
9 work days after 7 years
12 work days after 14 years
15 work days after 18 years
18 work days after 23 years

56-hour line personnel will receive an additional 24 hours of paid vacation time annually, which will be combined with 32 hours of holiday time (four days of 8 hours each) and 16 hours of contract time to constitute one work cycle of three days, to be picked during open vacation slots.

Vacations shall be scheduled to commence on the first work day of a nine (9) day cycle.

3. New 40-Hour Per Week Employees: Effective January 1, 1980, employees having less than one (1) year of service by the first day of January shall earn vacation at the rate of one-half (1/2) work day per full month of employment up to November 1st, not to exceed five (5) days. Thereafter, time in service on or before December 31st of each year shall be used as the basis for computing the length of vacation to which each employee is entitled. First-year employees must work one (1) full year from their date of hire before they are entitled to their full vacation accrual (Example: An employee who starts work on August 1, 1979 would be on the payroll as of December 31, 1979 and would therefore be entitled to a full vacation allotment for 1980, provided the employee remained on the payroll until August 1, 1980, one (1) full year after date of hire). First-year employees who terminate or are terminated before completion of one (1) year from their date of hire shall receive prorated vacation based on the number of full months worked from the previous December 31st, which number shall be placed as the numerator in a fraction whose denominator is the number twelve (12).

4. New 56-Hour Per Week Employees: Effective January 1, 1980, employees having less than one (1) year of service by the first day of January shall earn vacation at the rate of one-third (1/3) work

day per full month of employment up to November 1st, not to exceed three (3) full work days. Thereafter, time in service on or before December 31st of each year shall be used as the basis for computing the length of vacation to which each employee is entitled. First-year employees must work one (1) full year from their date of hire before they are entitled to their full vacation accrual (Example: An employee who starts work on August 1, 1979 would be on the payroll as of December 31, 1979 and would therefore be entitled to a full vacation allotment for 1980, provided the employee remained on the payroll until August 1, 1980, one (1) full year after date of hire). First-year employees who terminate or are terminated before completion of one (1) year from their date of hire shall receive prorated vacation based on the number of full months worked from the previous December 31st, which number shall be placed as the numerator in a fraction whose denominator is the number twelve (12).

5. Other Employees: Effective January 1, 1980, time in service on or before December 31st of each year shall be used as the basis for computing the length of vacation to which each employee is entitled during the following calendar year. Employees who terminate their employment during the calendar year are entitled to their full vacation allotment, provided they submit a two (2) week written notice of termination. Failure to provide a written notification shall result in their vacation being prorated based on the number of full months worked from the previous December 31st, which number shall be placed as the numerator in a fraction whose denominator is the number twelve (12). Also employees who are terminated for disciplinary reasons will also receive vacation on a prorated basis.
6. Retirement: For purposes of retirement only, a Firefighter who worked up to and through December 31st of a given year will receive his/her next year's vacation allotment in the event he/she retires on December 31.
7. Death/Total Disability: The survivors of an employee who dies or is unable to work due to a disability prior to December 31 shall be entitled to any unused vacation not taken by the employee during the calendar year of death or disability.
8. Vacation Picks: There will be no limit on vacation picks for Lieutenants or Captains. A maximum of six employees may be on vacation at one time. Vacation picks are selected as they are accrued. Employees may split the two weeks of vacation in accordance with departmental policy. Vacation will start on the first day of four days off. Pay back of trades will be increased to one year provided that all trades must balance at the end of the calendar year.

ARTICLE XVIII - LONGEVITY

The City agrees to pay longevity pay to all employees who have completed continuous uninterrupted service, as follows:

- After five years – 2.0% of his/her base pay per month as longevity pay
- After 10 years – 3.5% of his/her base pay per month as longevity pay
- After 15 years – 5.0% of his/her base pay per month as longevity pay

Longevity payments shall commence at the end of the closest payroll period ending after the anniversary date of hire. These payments shall be divided equally with each payroll period each month commencing in January.

Employees hired subsequent to the date of ratification of the 1986-87 agreement by the City Council (May 6, 1986) will not be eligible for longevity pay.

ARTICLE XIX - PROMOTIONAL PROCEDURE

1. Promotions: Promotions shall be in accordance with Section 62.13, Wisconsin Statutes. Prior to or simultaneously with the promotion of any member of the unit to Lieutenant or Captain, the Fire Chief shall post on bulletin boards of all stations the test score and the seniority of each promotional candidate identified by a code number.
2. Promotional Examination: The Fire Chief shall select a recognized testing agency to prepare the promotional examination. The materials from which the test is prepared shall be available at least six (6) months prior to the date of the examination. The study/resource material for the promotional exam shall not be more than 10 books for each promotional exam and shall include the latest version of the Racine Fire Department Policies and Procedures. References to rules, policies, procedures, and books shall not be used for testing purposes unless they are explicitly included in the approved list of study/resource material. The test grade of each individual candidate shall be sent by City email to individual candidates by the Fire Chief or an alternate designee.
3. Police and Fire Commission Interviews: The promotional candidate recommended by the Fire Chief for promotion may, at the option of the Commission, be interviewed by the Racine Police and Fire Commission prior to its consideration of this recommendation for promotion.
4. Lateral Transfers: All vacancies existing as a result of retirement, resignation, dismissal or death shall be posted for at least ten (10) calendar days. All employees in the bargaining unit shall be allowed to bid on lateral Station transfers and lateral shift transfers. An employee wishing to bid shall submit this bid in writing by email to the Fire Chief and Assistant Fire Chief within the ten (10) day posting period. Where skill and ability are equal and such transfer would not adversely affect the company's efficiency or the balance of experience on the company, such lateral Station transfers and lateral shift transfers shall be made by seniority.
5. Promotions Below Grade of Lieutenant (F-4.0): If a vacancy occurs requiring an upgrading in classification below the grade of Lieutenant (F-4.0), the required upgrading shall be done as follows:
 - A. Private (F-2) to Private (F-2.5): Where skill and ability are equal and the employee seeking to be upgraded has served in a regular Private (F-2) capacity for a minimum of one (1) year and has driver certification for the type of apparatus to which he/she wishes to be transferred, the transfer will be made on the basis of seniority.
 - B. Private (F-2) to Private (F-2.7) (Rescue Squad/Paramedic): Where skill and ability are equal and the employee seeking to be upgraded has a minimum of one (1) full calendar year of service with the Racine Fire Department and the employee desiring to be upgraded holds a valid EMT/EMT Paramedic Certification from the State of Wisconsin, the transfer will be made on the basis of seniority.

C. Transfer to D/O (F-2.85) (D/O – Rescue Squad/Paramedic): Where skill and ability are equal and the employee holds a valid EMT/EMT Paramedic Certification from the State of Wisconsin and has been driver certified for the rescue squad by the training officer, the transfer will be made on the basis of seniority.

6. Promotion to Grade of Lieutenant (F-4.0) through Captain (F-5.85): The Union recognizes that promotion to the grades of lieutenant (F-4.0) through Captain (F-5.85) requires specialized knowledge of firefighting technology, administrative ability, leadership qualities and the ability to manage personnel.

In the case of promotion to Lieutenant and Captain positions on rescue squad, the parties recognize that the employee must hold a valid EMT/EMT Paramedic Certification from the State of Wisconsin. The parties agree that EMT/EMT Paramedic certified officers will not be transferred from the rescue squad for the sole purpose of circumventing the line promotional procedure. All rescue vacancies as defined in Section 4 and any newly created rescue squad positions must be posted for ten (10) days and the senior qualified employee shall be awarded the position.

The City agrees that, pursuant to Section 62.13, Wisconsin Statutes, it will recommend to the Racine Police and Fire Commission for promotion the employee who stands first on the respective eligibility list for said promotion. There shall be separate eligibility lists and separate tests for the following positions:

- A. Lieutenant (F-4.0)
- B. F.I.R.O. Lieutenant (F-4.5)
- C. Captain (F-5.0)
- D. F.I.R.O. Captain (F-5.5)

The eligibility list for each of the above-listed positions shall be made up by ranking in order of their seniority candidates who have achieved a grade of at least seventy percent (70%) on the written test.

In order to take the written test for Lieutenant, a Firefighter must have five (5) full years of continuous service in the Racine Fire Department. In order to take the exam for Captain, a Lieutenant must have two (2) full continuous years in the grade of Lieutenant (F-4.0 through F-4.85). In either case, the employee must be certified in the following areas: Truck, Engine, Quint, EMT (Basic or Paramedic), and state certification as a Fire Officer 1. In the event the training officer is not able to schedule for certification any firefighter who makes his/her wish to become driver certified and State Fire Officer 1 certified known in writing or by email at least sixty (60) calendar days prior to January 1 of the year in which the test is given, the training officer shall execute a letter exempting that firefighter from the driver certification or State Fire Officer 1 certification provision of this Agreement one time in a firefighter's career.

State Certification as Fire Officer 1 is a requirement for all Lieutenant and Captain promotional exams.

The promotional eligibility lists for the grade of Lieutenant and the grade of Captain shall be effective for two (2) year periods. Candidates for promotion shall not be allowed to carry forward any grades achieved in compilation of previous promotional lists.

An employee who was promoted from the separate Fire Prevention Bureau promotional list may not be transferred laterally to a line firefighting position unless he/she stands first on the eligibility list for the position to which he/she is being transferred. Once an employee has established his/her position as first

on the above eligibility list, he/she shall retain this position until such time as he/she exercises the option to transfer to a vacant line firefighting position for which he/she is qualified after completing a minimum of two (2) years in the Fire Prevention Bureau. If no promotional opportunity occurs for this employee during the two (2) year eligibility list, the employee shall be red circled and be eligible to lateral transfer to any future line firefighting position for which they are qualified and have successfully passed the promotional exam. Employees so red circled must submit their request for a lateral transfer in writing by email when they desire to be transferred out of the Fire Prevention Bureau.

A recognized testing agency's written examination shall be given for all those seeking to be promoted to the grade of Lieutenant and to all those seeking to be promoted to the grade of Captain during the month of January, of odd numbered years. In the event the promotional list for any position is exhausted, a new test will be administered and a new list compiled prior to any further promotion. The testing agency shall establish a valid and reliable promotional exam and shall have the sole discretion in determining the level of difficulty of the promotional exams.

For all promotional exams the following language shall apply: For members who exercise an option to turn down a promotion on the current promotional list the Fire Chief shall continue down that list in order of seniority until a qualified member accepts the position. When the Fire Chief reaches the last qualified member on the list that individual shall be promoted to the open position. Should another opening occur for the same rank, the Fire Chief shall start at the top of the list and again work down the list until a member accepts the promotion or the last qualified member on the list is reached in which case that member shall be promoted to the open position. Supplemental promotional exams, at the discretion of the Fire Chief, will be given in anticipation of an exhausted promotional list.

7. Probationary Period: A Firefighter who is promoted within the bargaining unit shall serve a probationary period in his/her new position for six (6) months following the date of his/her promotion. During this probationary period, the Firefighter shall be entitled to return to his/her former position at his/her former rate of pay if he/she so decides or, if in the Fire Chief's sole judgment the Firefighter is not sufficiently qualified in the position to which he/she was promoted, he/she may be returned to his/her former position at his/her former rate of pay. The City may be required to show the reasonableness of such action through the Grievance Procedure. In the event that an employee returns to his/her former position and former rate of pay for any reason under the terms of this Section 7, the employee who filled the position from which he/she was promoted shall also automatically be returned to his/her former position and former rate of pay. Employees who are bumped back in rank as a result of another employee exercising their CBA rights to return to their former position or assignment during their probationary period will be required to take future promotional exams if they are not promoted from an existing promotional list. In the event the bumping provision of this section takes place within three months on either side of a regularly scheduled promotional exam, which is held every two years in the odd numbered year, the employee being bumped back will be placed first on the subsequent promotional list. If the bumped employee is not promoted off the subsequent promotional list the employee must retest for future promotional opportunities.
8. Written Test: The written test shall be prepared and administered by a recognized testing agency.

ARTICLE XX - FUNERAL LEAVE

1. 56-Hour Employees: Where there is a death in the immediate family of a 56-hour employee, the employee shall be granted a funeral leave with pay for lost time up to two (2) workdays. Immediate family is defined as a mother, father, sister, brother, husband, wife, son, or daughter. Employees shall be granted a funeral leave with pay of one (1) workday in the event of the death of one of the employee's mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandmother, grandfather, grandchild, step children, step parents and step siblings. Paid funeral leave will not be granted for step-relatives except as defined above. In the event that this allowance is exceeded, additional time off may be granted at the discretion of the Fire Chief and shall be repaid by the employee within the work cycle within which the additional time off is taken. Requests for additional time off shall be submitted in writing to the Fire Chief.
2. 40-Hour Employees: Where there is a death in the immediate family of a 40-hour employee, the employee shall be granted a funeral leave with pay for lost time up to three (3) workdays. Immediate family is defined as a mother, father, sister, brother, husband, wife, son, or daughter. Employees shall be granted a funeral leave with pay of one (1) workday in the event of the death of one of the employee's mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandmother, grandfather, grandchild, step children, step parents and step siblings. Paid funeral leave will not be granted for step-relatives except as defined above. In the event that this allowance is exceeded, additional time off may be granted at the discretion of the Fire Chief and shall be repaid by the employee within the work cycle within which the additional time off is taken. Requests for additional time off shall be submitted in writing to the Fire Chief.
3. Other Relatives: Uncles and aunts are not classed as immediate relatives, but if the funeral for same is held in the City, the member, if he/she wishes to attend the funeral and report for duty immediately thereafter.

If a member desires to attend a funeral for any other relative, he/she must have another Firefighter work for him/her or trade a furlough day.

4. Reasonable Notice Required: In all of these cases, the Battalion/Division Chief shall be notified a reasonable time in advance to allow proper scheduling of personnel. In the event of an emergency, the Fire Chief reserves the right to control the nature and extent of such funeral leave.

ARTICLE XXI - DUTY INCURRED INJURY

1. If an employee is injured during the course of his/her employment and loses 1 or more days of work because of such occupational injury or disease, the City will pay the established wages for the time of his/her absence from work while the employee remains in a healing period and has work restrictions for up to nine calendar months from the date said injury or disease first results in lost time from work.
2. Thereafter, the employee shall only receive worker's compensation benefits, if eligible, from the City's worker's compensation insurance carrier or self-funded program provided by the City.

3. If, at any time, any of the employee's chosen healthcare providers advise the employee that he/she has reached maximum medical improvement (i.e., end of healing) from such injury or disease, the employee shall immediately inform the City and provide a statement from the healthcare provider that indicates either that the employee can return to full duty or has permanent restrictions as the result of such injury or disease.
4. If, at any time, any of the employee's chosen healthcare providers have released the employee to return to full duty without any restrictions, the employee shall immediately inform the City and return to duty at the next scheduled time.
5. If, at any time, any of the employee's chosen healthcare providers have advised that the employee is subject to permanent restrictions, the employee shall immediately inform the City and engage in the interactive process under the Americans with Disabilities Act (ADA). If it is determined through the ADA's interactive process that the employee is not a qualified individual with a disability and/or that a reasonable accommodation does not exist that will enable the employee to perform his/her essential job functions, the employee's employment with the City will be terminated and classified as a medical separation. In the event of a medical separation, the City's action will not be subject to the procedures in Wis. Stat. § 62.13.
6. Nothing in this Article prevents the City from exercising its rights under state or federal law, including, but not limited to, the Wisconsin Worker's Compensation Act, Wis. Stat. §§ 40.63 and 40.65, to:
 - a. Require the employee to undergo a fitness-for-duty evaluation or independent medical examination by a medical expert chosen by the City;
or
 - b. Conduct a medical record review by a medical expert.

Further, nothing in this Article prevents the City from relying on the opinions of those medical experts in defending claims asserted by the employee under state or federal laws.

7. If the employee receives permanent restrictions that satisfy the criteria for eligibility for Duty Disability benefits under Wis. Stat. § 40.65 AND the employee files an application for Duty Disability within one month from the date the employee was placed at an end of healing and assessed with permanent restrictions, the City will guarantee a continuous income to the employee, equal to the employee's calculated ETF benefit, while his/her Duty Disability application is being considered for up to 3 months.
8. The employee will sign a written statement agreeing to pay back to the City any monies paid to him/her by the City beyond the retroactive starting date of the employee's Duty Disability benefit, less any offset to the Duty Disability benefit payment directly attributed to payments made to the employee by the City while

his/her Duty Disability benefit is being considered, and the Association agrees to assist in such efforts.

ARTICLE XXII - SICK LEAVE AND CASUAL DAYS

Sick leave shall be as follows:

1. Definitions:

- A. For all members of the Department on 24-hour shifts a day of sick leave shall mean 11.2 working hours.
- B. For all members of the Department, on other than 24-hour working shifts, a day of sick leave shall mean 8 working hours.
- C. Sick Leave is to be utilized for personal illness, personal injury, other personal physical incapacity or acute family medical emergency. In addition Sick Leave may be used for medical appointments at the least disruptive time in accordance with the departmental needs. Sick Leave shall not be used as vacation or casual time off.
- D. Employees working a 40 hour work week who are absent due to illness for more than three consecutive work days or two consecutively scheduled work days for employees working a 56 hour work week are required to furnish a certificate of illness signed by a licensed physician, physician's assistant, or nurse practitioner upon request and a release to return to work (Work Status Report) signed by a licensed physician in some cases before they can return to work.

2. Accumulation 24-hour Shift: Each member of the Fire Department on 24-hour working shifts shall be granted sick leave with full pay at the rate of 11.2 hours for each calendar month of service; such sick leave to be cumulative to a maximum of 1,680 hours.

The sick leave account of each member of the Fire Department on 24-hour working shifts shall be charged with 24 hours sick time for each work shift he/she does not work because of illness.

3. Accumulation Other Than 24-Hour Shifts: Each member of the Fire Department on 8-hour working shifts shall be granted sick leave with full pay at the rate of 8 hours for each calendar month of service; such sick leave to be cumulative to a maximum of 1,200 hours.

The sick leave account of each such member of the Fire Department shall be charged with 8 hours sick time for each work shift he/she does not work because of illness.

Forty-hour employees will normally have a period of three (3) days prior to which the Fire Chief can automatically require a medical excuse before approving payment of sick leave. However, this provision shall in no way limit the right of the Fire Chief to require a medical excuse if the absence is for less than three days in the event of suspected abuse of sick leave benefits.

4. 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 shall be entitled to a sum equal to fifty percent

(50%) of his/her hourly wage for each of the first 1344 hours (for those employees working 24-hour shifts) or 1120 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.

Notwithstanding anything else contained herein, no person hired on or after January 1, 2021, shall be entitled to any payment for accrued, but unused, sick leave upon retirement.

In the event of death of a member, this payment shall be made to the individual designated by him/her, or to his/her estate if he/she has no designated beneficiary.

5. Effective January 1, 2026, and annually thereafter, the following attendance incentive program for full time bargaining unit members shall be implemented.

Fifty-six hour employees shall be eligible for up to seventy two (72) hours of casual time off annually. The employee shall earn casual time off based on the following schedule:

1. Forty eight (48) hours of casual time off for maintaining more than 672 hours of sick leave.
2. Seventy two (72) hours of casual time off for maintaining more than 1200 hours of sick leave.

Total casual time off shall not exceed seventy two (72) hours annually. Sick time balances shall be determined on January 1st of each calendar year.

Employees assigned to a 40 hour work week shall be eligible for up to forty (40) hours of casual time off annually. The employee shall earn casual time off based on the following schedule:

1. Ten (10) hours of casual time off for maintaining more than 320 hours of sick leave
2. Twenty (20) hours of casual time off for maintaining more than 480 hours of sick leave
3. Thirty (30) hours of casual time off for maintaining more than 640 hours of sick leave
4. Forty (40) hours of casual time off for maintaining more than 800 hours of sick leave.

Sick time balances shall be determined on January 1st of each calendar year.

The casual time off must be used during the year in which it is earned and cannot be carried forward. Any remaining casual time not used during the year in which it is earned cannot be cashed out at retirement or upon termination of employment.

Employees assigned to a 40 hour work week shall be permitted to take casual time off in a minimum of four-hour increments. FPB members shall coordinate casual days off with the Assistant Fire Chief. Casual time off for 56 hour shift personnel shall be selected in the following manner at the end of all other vacation, contract time off and holiday picks annually. Casual time off shall be selected by department seniority on a platoon basis during annual Vacation Picks. Casual Time off shall be picked after all other vacation and holiday time off has been selected. Each member may choose to take twenty-four or forty-eight hours of contiguous casual hours off depending on their eligibility. If the member opts to split their casual time off into non-contiguous casual hours off the first 24 hours must be taken as their first pick. Subsequent picks must be taken in 24 hour intervals depending on eligibility. Picks will proceed until all casual hour picks have been exhausted. Members who accrue 36 hours of Casual Time Off must take the first 24 hours as their first pick. The remaining 12 hours can be taken in any open vacation slot from 0700 to 1900 hours or 1900 to 0700 hours. A maximum of six members may be on vacation, holiday or casual time on any given work day. For the purposes of picking casual days, only one member per company may be off on vacation, holiday or casual day at one time. There is no limit on vacation picks for Lieutenants or Captains.

ARTICLE XXIII - CLOTHING ALLOWANCE

The city will purchase all protective clothing and daily uniforms for members of the department. Personal protective clothing (PPE) will be replaced for 20% of the authorized strength of the fire department members annually. Date of manufacture or a printed receipt showing the purchase date of the PPE will be utilized in determining the age of the PPE. The department will not provide backup firefighting gear. Over time the primary set of firefighting gear (PPE) will become a backup set of PPE as new PPE is acquired. Members are required to clean and launder their protective firefighting gear at the end of their work shift after every working fire using commercial washer equipment provided for that purpose. Life expectancy of the protective clothing and station uniforms is defined in the fire department Policies and Procedures. Members who wish to upgrade their PPE clothing or station footwear will cover the difference between standard issue price and the upgraded price. In the event the upgraded price is less than the standard issue price there will be no refund of the cost difference.

PPE that is within its normal life expectancy which is damaged as a result of an emergency response will be evaluated by the clothing committee or a third party to determine whether the item(s) will be repaired or replaced. PPE that is lost, misplaced or abused by a member will be replaced at the expense of the member. PPE that is stolen will be replaced when a police report of the theft is provided to the clothing committee.

Station Uniforms will be provided by the department and consist of the following:

- Four t-shirts
- Three polo shirts
- *** Between t-shirts & polo shirts members may request no more than 3 polo shirts. Example: 5 t-shirts and 2 polo shirts, 6 t-shirts and 1 polo shirt. ***

- Three pair of uniform pants (standard or EMS)
- One work or job shirt if requested
- One Class B Coat
- One Class B dark blue shirt
- ***Fire Prevention Bureau between polo shirts and Class B dark blue shirts members may request up to three Class B dark blue shirts in lieu of polo shirts. Example: Two Class B dark blue shirts and one polo shirt, three Class B dark blue shirts and no polo shirts. ***
- One Class A white shirt
- One Class A coat
- One Class A pants
- One Class A hat
- One pair of Class A shoes
- One pair of Class B or C shoes
- One Service Belt
- Six pairs of socks

When requesting new station uniform items old station uniform items must be turned in for a one to one exchange. Exception – Station uniforms purchased prior to January 1, 2018 by individual members do not need to be turned in to the department. Station uniforms which exhibit unusual wear and tear or abuse in a time frame that is less than the expected life expectancy of the item as defined by the SOP will be subject to further review by the Clothing and Safety Committee for a recommendation.

Uniform pants, Class A shirts or any shirt requiring shoulder patches and shoes may not be stocked at the fire department. When those items are in need of replacement a fire department voucher will be issued and the member will then present that voucher to the designated clothing vendor for the replacement item.

All fire department issued PPE clothing and fire department issued station uniforms must be returned upon separation of employment prior to the issuance of the employee's sick time payout. In the event an employee has opted to upgrade their PPE clothing the employee will be allowed to purchase their PPE from the fire department based on the life expectancy of the item and on a pro-rated basis. Hypothetical Example: A member has upgraded their PPE boots at an additional cost of \$100 and they wish to keep their boots upon separation from employment. The life expectancy of the boots is five years. The standard cost to the fire department issued boots was \$200. The employee separates from employment after 3 years of use. The remaining life expectancy of the boots is 2 years. The employee may purchase the boots from the department for \$80 ($(\$200/5)*2$ years of useful life remaining).

Starting January 1, 2018 station uniforms will be replaced on an as needed basis until all new station uniforms are provided by the department. When requesting new station uniform component(s) a chief officer and one union member designated by the Executive Board will evaluate the station uniform request before new station uniform component(s) are issued. After the evaluation of station uniform component(s), any items showing marked signs of normal wear and tear will be replaced with department issued uniform component(s).

It is expected that all fire department provided clothing will be utilized exclusively for the benefit of the Racine Fire Department. Members are prohibited from using fire department issued PPE and Station Uniforms with other fire departments, technical colleges or for fire service training not sanctioned by the Racine Fire Department.

ARTICLE XXIV - HOLIDAYS AND CONTRACT TIME OFF

Members of the unit shall be granted thirteen (13) calendar days off per year in lieu of thirteen (13) paid holidays, such days not to be taken consecutively with the regular vacation period, except with the discretion of the Fire Chief; provided, however, that such nine (9) calendar days shall be taken consecutively at a time within the discretion of the Fire Chief. Said nine (9) calendar days shall commence on the first scheduled workday of the nine (9) day work cycle.

Members of the unit shall be granted thirteen (13) calendar days off per year in lieu of the following holidays:

1. New Year's Day
2. Martin Luther King, Jr. Day
3. Spring Break Holiday
4. Memorial Day
5. Juneteenth
6. Independence Day
7. Labor Day
8. Thanksgiving Day
9. Thanksgiving Friday
10. Christmas Eve
11. Christmas Day
12. New Year's Eve Day
13. Floating Holiday

These calendar days are listed for the purposes of determining the accrual of holidays earned by employees working for the Department.

40-hour, uniformed personnel shall be entitled to a total of thirteen (13) holidays, which shall follow the City Hall holiday schedule, and the thirteenth holiday will be a floating holiday. Each listed holiday represents 8 hours of time off.

56-hour line personnel will receive an additional 24 hours of paid vacation time annually, which will be combined with 32 hours of holiday time (four days of 8 hours each) and 16 hours of contract time to constitute one work cycle of three days, to be picked during open vacation slots. Each listed holiday represents 8 hours of time off.

Contract Time Off: 56 hour personnel shall receive forty eight (48) hours of contract time off annually. It will be the employee's choice to take thirty two (32) hours of the accumulated contract time off during the calendar year, receive thirty two (32) hours of pay at the end of the year, or roll over a maximum of sixteen (16) hours into the following year. 56-hour line personnel will receive an additional 24 hours of paid vacation time annually, which will be combined with 32 hours of holiday time (four days of 8 hours each) and 16 hours of contract time to constitute one work cycle of three days, to be picked during open vacation slots.

All 40 hour personnel shall receive a total of twelve (12) hours per year of Contract Time Off. The twelve hours of Contract Time Off may be taken in four (4) hour blocks of time based on the staffing needs of the department.

A. Retirees

1. Any employee who is anticipating retirement and wishes to have his/her contract time off 'cashed out' before his/her retirement date, must notify the Office Manager at the Fire Department and Human Resources Department, in writing, at least thirty (30) calendar days before said retirement date of his/her desire to be 'cashed out' in the year of retirement.

B. Other Employees

1. Any employee not covered by Section A above who wishes to have his/her contract time off 'cashed out' at the end of the calendar year, shall receive the payment at the rate of pay during the year in which the contract time off entitlement was earned.

NOTE – This contract time off is NOT FLSA compensatory time off and when a payout is requested is paid out at straight time.

ARTICLE XXV - EDUCATION CREDITS

Firefighters who are hired on or after January 1, 1978 or who enter the program after the fall semester of 1978, shall be paid the sum of fifty cents (\$.50) per credit per month for credits earned in the program of a suitable school or schools as approved by the Fire Chief. Increases in amounts of payments being made to a Firefighter shall be made upon successful completion of each complete unit of seventeen (17) credits. That is, amounts paid under this educational incentive program will be adjusted upon successful completion of seventeen (17), thirty-four (34) and fifty-one (51) credits and upon receipt of the Associate Degree.

Payments shall commence upon successful completion of the eighteen (18) month probationary period of employment but shall not be retroactive to the date of employment.

Education credit payments shall commence effective as of the date of successful accomplishments of the requisite credits. These payments shall be divided equally with each payroll period each month commencing with the first day of the month immediately following that in which the successful completion of the requisite credits took place.

In the event that the hiring requirements for the Racine Fire Department are changed to include education beyond the high school level, such education shall not make any firefighter eligible for payments under this educational incentive program. However, such change in the hiring requirements will not affect payments being made under this program to firefighters involved in the program at that time.

ARTICLE XXVI - WORK WEEK

The normal workweek for all employees who perform fire-fighting duties shall be an average of not more than fifty-six (56) hours, computed over a period of one (1) calendar year. The platooning of all employees shall be established by the Chief of the Fire Department. Each platoon shall work its fifty-six (56) hour week as follows: Work one (1) 24-hour period, have one (1) 24-hour period off, work one (1) 24-hour period, and have one 24-hour period off, work one 24-hour period, and have four (4) 24-hour periods off.

ARTICLE XXVII - OVERTIME PAY

1. Definition: Members of the Department in grades up to and including F-5.85, who are called back to fill the minimum daily requirements of the Department or are called back to perform line fire fighting duties (which would exclude, for example, fire inspection or other non-emergency work) shall receive overtime pay for time worked in excess of their regular work week at one and one-half (1 ½) times their regular rate; they shall be paid for such overtime work a minimum of four hours at one and one-half (1 ½) times the rate of pay which they receive for performing their regularly assigned duties.

Such overtime rate of pay shall be established by dividing the individual's bi-weekly salary by 112 for an individual working a 56-hour workweek. No overtime shall be paid unless the individual is performing duties assigned to him by the Fire Chief.

Members shall make themselves available for emergency recalls except when on scheduled time off (vacation, holiday or casual) by telephone, cellular phone or text messaging.

2. Minimum Hours: Employees called in for overtime work, other than under the circumstances set out in paragraph 1 of this Article, shall be paid a minimum of four (4) hours of pay at a rate of pay per hour based on their hourly rate or at the time and one-half rate, whichever is the higher amount.
 - A. Extended Work Day: Any employee required to continue working after his/her regular quitting time shall be paid overtime pay for only the actual time worked beyond his/her regular quitting time and shall be paid for such overtime work at one and one-half (1 ½) times his regular rate of pay.
3. Water Rescue Dive Team: Dive Team members called in for water related emergencies shall be paid in accordance with the minimum hours provisions of paragraph 3 of this Article XXVII. Dive Team members performing scuba diving work during their shift shall receive no additional pay for the scuba diving work.
4. Court Time: In the event an employee is subpoenaed to testify in court on Racine Fire Department job related matter and such testimony takes place outside of the employee's regularly scheduled work shift, the employee shall be paid a minimum of four (4) hours of pay at a rate of pay per hour based upon his/her hourly rate, or at the time and one-half (1-½) rate, whichever is the higher amount. In the event such testimony takes place during the employee's regularly scheduled hours, he/she shall receive his/her regular rate of pay and turn over any witness fees received to the City.
5. Work Period: For purposes of determining overtime payments under the Fair Labor Standards Act of 1974 Amendments affecting Firefighters, the work period is defined as twenty-seven (27) consecutive, twenty-four (24) hour periods commencing on January 1, 1976.
6. Reopener: In the event that the City is required by law to make additional payments for hours worked in excess of an average work week which is less than the present 56-hour average work week, this contract may be reopened at the option of the City to revise this contract so that the City is not liable for any additional wage payments for the present regular work week.

7. Recall Procedure: Members shall be called back at the discretion of the Fire Chief. Recalls shall be taken from the recall list which will be by the last recall date or by date of hire. Notification Procedure – Battalion Chiefs will contact eligible members by one or more of the following methods: personal contact, global connect or other technology solutions. Members will have up to thirty (30) minutes to call back from the initial recall notification alert. Personal contact with a member will require an answer within five to ten minutes from the time of contact. When the member calls back, if the position is filled, no compensation is due. A member’s name will not be removed from the recall list if he/she refuses the call-back because the day for which he/she was called required that he/she work while on vacation or holiday if the recall creates 72 hours or more continuous hours of work. Provided there is an opening available, any Firefighter called back may be assigned to work within his/her designated rank. Any call back of less than 17 hours will not remove an employee from his/her position on the recall list.
8. Holiday Recall and Special Event List: For scheduled holidays or special events the department will create a list of those members who would be willing to be recalled on a given holiday or for a special event. Members will submit their interest by 1900 hours the day before the Recall through CrewSense. Following the order of the recall list Battalion Chiefs or Fill in Battalion Chiefs will start at the top of the recall list working their way down the recall list by a member’s last recall date or by date of hire. Members accepting the recall will go to the bottom of the normal recall list. For recalls that are less than 17 hours the employees’ names will not be removed from their position on the current recall list.

ARTICLE XXVIII - PAY GRADES

The Department shall maintain, during the life of this Agreement, the following pay grades:

<u>Grade</u>	<u>Description</u>
F-2.6.....	Private-EMT
F-2.65.....	Private-Paramedic Entry
F-2.7.....	Private Paramedic
F-2.75.....	Driver-EMT
F-2.8.....	Driver Paramedic Entry
F-2.85.....	Driver Paramedic
F-4.5.....	FPB Lieutenant-EMT
F-4.75.....	Fire Lieutenant-EMT
F-4.85.....	Lieutenant Paramedic
F-4.95.....	FPB Lieutenant-Paramedic
F-5.5.....	FPB Captain-EMT
F-5.75.....	Fire Captain-EMT
F-5.85.....	Captain Paramedic
F-5.95.....	FPB Captain-Paramedic

Fire Prevention Bureau (FPB) Pay Differential:

Members assigned to the Fire Prevention Bureau in the rank of Lieutenant shall receive a base wage rate equal to two and one-half percent (2.5%) above the base wage rate of a line Fire Lieutenant.

Members assigned to the Fire Prevention Bureau in the rank of Captain shall receive a base wage rate equal to two and one-half percent (2.5%) above the base wage rate of a line Fire Captain.

This differential shall apply to all applicable EMT and Paramedic classifications and step progressions and shall be incorporated into the wage schedules set forth in the Appendix.

ARTICLE XXIX - WORK OUT OF CLASS AND TRADES

Whenever an employee shall perform full-time work out of his/her grade for four (4) consecutive hours (two (2) consecutive hours for Bureau personnel), he/she shall be paid for the full time so engaged at either his/her own rate or the rate of the job, whichever is higher. For members of the department hired after the ratification of this Collective Bargaining Agreement in 2009 and with less than 36 months of seniority, their work out of class payment shall be calculated using the percentage difference between full private's pay and the work out of class position they are filling. Example 1 – F 2.0 Full Paid Private with 36 or more months of seniority is filling in as an F 2.6 private on the Rescue Squad. The percentage difference between these two pay rates is 3.6589% multiplied by the new hire's normal rate of pay for the WOOC rate of pay. Example 2 – F 2.0 Full Paid Private with 36 or more months of seniority is filling in as a Driver/Operator F 2.5. The percentage difference between these two pay rates is 2.1649% multiplied by the new hire's normal rate of pay for the WOOC rate of pay.

Percentage Rates for calculating New Hire WOOC through 35 months of employment

F 2.0 to F 2.5	2.1649%	F 2.0 to F 2.6	3.6589%
F 2.0 to F 2.75	5.8490%		

Line members filling in for Line Captains shall receive Lieutenants Out of Class Pay only.

Work Out of Grade – Temporary Fill-in: For members of the Department that are required to fill in on front line engine, truck, quint, or rescue squad companies while an assigned member is absent, the member who is filling in shall receive four (4) hours of work out of grade pay at his/her rate of pay or the rate of the job, whichever is higher if that member responds on an emergency run. If more than one emergency run occurs within the four hour block of time, starting with the dispatch time of the first emergency run, there shall be no further work out of grade paid. Work out of grade shall be paid in four (4) hour increments not to exceed 24 hours.

Only the employee who is on duty and assuming all of the duties and functions of an employee who is absent from work due to a scheduled off day, vacation, excused or unexcused absence or who is on duty but more than 100 miles from the City limit is eligible for out-of-grade pay.

Captains and Lieutenants who are on the Captains suppression promotional eligibility list will be trained and rotated into Battalion Chief position at the discretion of the Fire Chief.

If a Fire Prevention Bureau Lieutenant or Captain is assigned out-of-grade responsibility during the workday and is also assigned on-call duty that night and is called in for arson investigation, the Fire Prevention Bureau Lieutenant or Captain will receive the out-of-class pay applicable during the day for the call-in-time. For work out-of-grade assignments in the Bureau, departmental seniority will not be available to new Bureau personnel until they have completed their probationary period.

Effective immediately when reserve rescue squads are needed for emergency response, the Dispatcher will utilize the one which is closest to the scene.

Out of grade pay will be paid in 4-hour increments, not to exceed 24 hours.

There will be no Work out of Grade pay for EMS first responder units. The department may utilize Engines, Trucks, Quints and reserve MED units as first responders for basic or advance life support calls for service.

Effective January 1, 2025, no bargaining unit member shall receive additional compensation for Emergency Medical Service (EMS) responses, as EMS duties are fully compensated within the member's regular rate of pay.

Out-of-grade pay shall apply only when a member is formally assigned to perform the duties of an Officer or Driver position and shall be paid in four (4)-hour increments, not to exceed twenty-four (24) hours per assignment.

Workday trades will be approved subject to Standard Operating Procedure Section 3, Trades, within two (2) groups: Group A will consist of officers, Driver/Operators and second drivers. Group B will consist of Driver/Operators, second drivers and privates. The above Groups are defined by permanently assigned positions.

The City and Local 321, IAFF, agree that the parties are not bound by past practices, if any, concerning application of work trades, and such past practices are hereby terminated.

For trades of four hours or less, the Company Officer and Battalion Chief shall be notified in a timely manner. Trade paperwork shall remain in the station. Time is not entered on the time card. Individuals involved shall be responsible for time repayment.

Trades that exceed four hours cumulatively, for example three four-hour trades are paid back in one twelve-hour tour, will be submitted to the Company Office and Battalion Chief for approval and entered on the time card.

Overtime shall be paid when a member works past 0700 hours at shift change per Article XXVII.

ARTICLE XXX - UNIFORMS

Upon arrival at the station for duty, employees shall immediately change into their in-quarters uniform. No civilian clothing may be worn while on duty. Duty tour is 7:00 a.m. to 7:00 a.m. unless relieved earlier by his/her partner.

ARTICLE XXXI - MILITARY DUTY

For a period not to exceed 32 calendar days, any member required to perform military service may use any combination of trades, vacation time, holiday time, comp time or leave of absence at the member's discretion.

ARTICLE XXXII - EMERGENCY WORK

Supervisors shall not be restricted from performing work in the bargaining unit during an emergency.

ARTICLE XXXIII - PRINTING OF CONTRACTS

The City shall, within thirty (30) days of the signing of this Agreement, print the contract and supply one (1) copy for each member of the Department, and furnish a copy to each new hire in the Department.

The Union shall be furnished with fifty (50) extra copies of the contract.

ARTICLE XXXIV - NO STRIKE AGREEMENT

The Union shall not encourage nor counsel its members or any person within its bargaining jurisdiction to strike. A strike in this clause is defined as any concerted act of work stoppage, slowdown or refusal to perform any customarily assigned duties. The occurrence of a strike shall be deemed in violation of this contract. Any action prohibited in this clause shall be deemed to be just cause for imposition of the following penalties upon any violator within the bargaining jurisdiction of the Union.

1. Discharge and other disciplinary actions countenanced by this contract or past practices.
2. Loss of compensation, vacation benefits, and holiday pay, during the period of the stoppage.

Upon notification to the Union, confirmed in writing by the City, that certain of its members are engaged in a strike as defined within this clause, the Union shall immediately order such members to return to work immediately and a responsible elected officer of the Union shall order their return to work. In the event that a strike as defined in this clause occurs, upon notification to the Union, the Union agrees to take good faith action to secure the members to return to work as promptly as possible.

Failure of the Union to so cooperate in seeking the return to work of its members shall be presumptive evidence that the Union has encouraged or counseled the strike.

If the Union has either directly or indirectly authorized, sanctioned, encouraged, or counseled any strike as defined above, the Union shall be liable to the City for liquidated damages in the amount of five hundred dollars (\$500.00) per day for each day that a company of the Firefighters or more refuse to perform their regular duties.

If fewer than a company of men refuse to perform their duties, the Union shall be liable to the City for liquidated damages in the amount of two hundred dollars (\$200.00) per day for each such day.

The City and the Union agree that the City, at its election, may seek payment of any liquidated damages owed under this provision either in a State suit proceeding or through the arbitration procedures set forth in this Agreement.

In addition to the penalties provided herein, the City may enforce any other legal rights and remedies to which it is entitled by law.

ARTICLE XXXV - SENIORITY

1. Definition: The seniority of a regular employee is determined by the length of his/her service, computed in years, months and days from the first day of his/her last continuous employment in the Department, save for vacation and pension accrual.
2. Loss of Seniority: An employee shall lose seniority rights and the employment relationship shall be broken for the following reasons only:
 - A. If he/she resigns or retires.
 - B. If he/she has been discharged for just cause.
 - C. If he/she fails to report to work within seven (7) working days after being recalled from layoff by the Employer, provided, however, that if he/she is out of town, the period shall be fourteen (14) working days, and further provided that if the failure to comply with this provision is caused by a sickness, accident or other circumstances beyond his/her control, he/she shall not lose his/her seniority.
 - D. If he/she accepts gainful employment when on a granted leave of absence, unless such leave was granted to allow gainful employment.
 - E. If he/she is on layoff for three (3) years or more.
3. With respect to daily staffing assignments and Work Out of Class pay, the following language shall apply to all vacancies.
 - A. Personnel shall be eligible to move up, be compensated accordingly, and work in higher positions when openings occur.
 - B. Members must have completed five years of service before being eligible to work in an officer's position and members must be state certified Fire Officer 1 to fill in an officer's position. If a member leaves fire department employment and later returns, their accumulative time on the job (not seniority) will count towards their ability to be eligible to work in the officers position.
 - C. Vacancies shall be filled in order of seniority with qualified personnel first from the company and then the assigned station and then platoon (Company, Station, Platoon). Battalion Chiefs will assign members to the open position based on firefighter safety issues, skill, competency, experience, training and familiarity with apparatus. Assigned apparatus officers will not be moved from their assigned apparatus. Driver-Operators will not be moved except when their qualifications enable them to serve as the Officer at a station where a vacancy exists.
 - D. Recalled personnel will be assigned at the discretion of the Battalion Chief.

When there is a temporary opening on a front line Paramedic Rescue Squad, due to excused or unexcused absences the vacancy created may be temporarily filled by

the Battalion Chief with an EMT or EMT-Paramedic ensuring the ambulance has a minimum of two Paramedics and one EMT.

ARTICLE XXXVI - LAYOFF

The City retains the sole right to determine the level of staffing in the Fire Department. In the event the City elects to permanently reduce the number of positions in the Fire Department, the following procedures shall apply:

1. Normal attrition resulting from retirement or resignation shall be relied upon to the extent it is administratively feasible.
2. The City will next consider any volunteers for layoff.
3. In the event Steps 1 and 2 are insufficient to accomplish the reduction decided upon by the City, Firefighters shall then be laid off in inverse order of their seniority in the Department.
4. In the event a Captain, Lieutenant or Driver/Operator position is eliminated, the officer affected may exercise his/her departmental seniority to bump the least senior officer within his/her rank provided he/she is certified to perform the duties of the officer bumped.

The officer bumped shall bump down one rank and replace the least senior employee in the lower rank and shall be placed first on the eligibility list without further testing for any opening in his/her former rank. This provision only applies when there is a permanent reduction in fire department staffing and does not apply in situations where a member elects to return to his/her former position exercising their CBA rights under Article XIX – Probationary Period.

Any Firefighter laid off pursuant to this provision shall be eligible for recall for a minimum period of three (3) years or period of seniority, whichever is greater, following layoff. In the event of a vacancy or the creation of a new position, those Firefighters on layoff shall be reinstated in inverse order of their layoff.

Seniority shall continue to accrue during the period of layoff and employees on layoff shall be entitled to take any promotional exams for which they are eligible. The City and the Union shall both undertake to notify any laid off Firefighter of promotional examinations for which he/she is eligible.

A laid off Firefighter shall retain his/her sick leave accumulation during layoff and shall begin accumulating from the level at layoff upon recall.

ARTICLE XXXVII - JURY DUTY

Employees shall be granted time off from duty with pay for reporting to jury duty or for jury service upon presentation of satisfactory evidence of such duty or service. However, compensation received by the employee for such jury duty, exclusive of travel pay, must be paid over to the City immediately in exchange for the employee's regular paycheck.

ARTICLE XXXVIII - SEVERABILITY

The parties hereto agree that if for any reason any clause herein is found to be in violation of law, such finding shall not impair the enforceability of any other part of the Agreement, and the remainder of the Agreement shall continue in force. In addition, the parties agree that they will enter into negotiations regarding matters believed by the parties to be strictly within the authority of the Racine Police and Fire Commission if such matters are found finally as a matter of law to be negotiable between the City and the Union.

ARTICLE XXXIX - MODIFICATION CLAUSE

To the extent that the provisions of this Agreement are in conflict with existing ordinances or resolutions, such ordinances and resolutions shall be modified to reflect the agreements contained herein.

ARTICLE XL – PAID PARENTAL LEAVE

Beginning January 1, 2023, any 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.

ARTICLE XLI - PARAMEDIC/FIREFIGHTER DIVISION

Section 1: The Fire Chief or his/her designee shall determine how many members will be sent to paramedic school. Each time the department makes the decision to send members to paramedic school, the department shall post a notice for members to sign up. The City shall give a minimum of 90-day advance notice. Individuals to be selected to attend Paramedic Training will be selected by the Fire Chief and Union President.

Section 2: Firefighters who apply for a firefighter/paramedic position shall have the right to return to their former position in the event he/she fails to successfully complete the training program in accordance with Article XXXVI, Layoff.

Section 3: Upon successfully completing the training program and upon state licensure the member shall serve as a paramedic for the duration of a member's career.

Section 4: The City agrees that any employee having firefighter/paramedic status with the department shall have the right to any promotional opportunities within the fire department. Employees choosing to exercise their right to other promotional opportunities will be paid in accordance with the job classification they are filling.

Section 5: A firefighter/paramedic may make time trades with other firefighters in the department provided two paramedics per ALS unit are still on duty. If the trade would drop the number of firefighter/paramedics on duty below two, the trade must be with another firefighter/paramedic.

Section 6: Paramedic trainees, during their period of classroom training, shall be eligible for recall under this agreement. Members enrolled in the 40-hour class are eligible to take recalls on weekends (Saturdays and Sundays). Members on an alternate class schedule may only take recalls on days when they do not

have paramedic training or paramedic clinicals scheduled. For any recalls members need to work the entire available shift.

Section 7: Any cost incurred for the training, re-certification, clinical or required continuing education of paramedics shall be the responsibility of the City. Personnel assigned to attend training, re-certification, clinical or continuing education, while off duty shall be compensated at time and one-half with a minimum of 4 hours.

Section 8: The City shall provide all necessary medical tests in accordance with current Fire Department protocol. The City will also provide an annual TB test to firefighters who request it.

Section 9: Employees who have completed the established hours of training of an EMT-P program, shall receive the appropriate percent of the base rank for obtaining and maintaining certification and license as specified by the legislation of the State of Wisconsin. All paid percentages shall be based on the base rank pay ranges according to the years of service. Paramedics who have obtained their paramedic license on their own, either prior to employment or during employment on the department, will start years of service as a paramedic, thereby receiving pay increases, on the date that they are certified by the medical director to practice within the Racine Fire Department system.

Completion of State License examination	5.5%
Completion of 3 years as licensed paramedic	7.0%
Completion of 6 years as licensed paramedic	9.0%

Section 10: The City and Union agree to establish a Paramedic Review Committee to discuss the quality and efficiency of the program for the purpose of making appropriate recommendations.

Section 11: The City and Union agree that this initial Article XLI shall be negotiated separately the first time, with a re-opener as necessary, but shall be incorporated into the collective bargaining process for future labor agreements between the parties.

Section 12: If it becomes necessary to require employees to attend paramedic training, the requirement shall be imposed by inverse seniority beginning with the least senior probationary employee. All probationary members will be evaluated and approved by a Committee composed of the Fire Chief and the Union President.

Section 13: Paramedic Trainees may be assigned to the paramedic training schedule as defined by the needs of the program.

In the event that the City places employees on a 40 hour schedule during Paramedic Trainee classroom training, there shall be no loss of pay. Paramedic Trainees shall be paid at the appropriate step and rate to which they would have been entitled had they not participated in the Paramedic program. Paramedic trainees placed on a 40 hour week during the initial training period shall not be entitled to FLSA pay.

Section 14: Temporary Sabbatical Leave Pay.

- A. Members assigned to ALS ambulances including Paramedics and EMTs may request a temporary sabbatical leave of absence from normal ALS ambulance duties as needed.

- B. Requests shall be by email or in writing to the Fire Chief indicating specific reasons for the temporary sabbatical leave. The request shall specify the duration of the leave, however, the leave cannot exceed 90 calendar days.
- C. All requests shall be reviewed by a Committee composed of the Fire Chief, and Union President within 15 days of receipt.
- D. Paramedic and EMT temporary sabbatical leave will be granted by the Committee according to the needs of the department and the needs of those individuals requesting temporary sabbatical leave.
- E. Paramedics and EMTs who are requesting a first time temporary sabbatical leave will receive their current pay during the leave period up to 90 (ninety) calendar days. Paid sabbaticals at the current rate of pay are only allowed once every three years from the date of the first paid sabbatical. Subsequent sabbaticals will be at the rate of pay for the position the Paramedic or EMT is filling.
- F. The length and frequency of temporary sabbatical leave shall be agreeable by all parties involved, but shall not exceed 90 calendar days at any one time. Whenever possible, the start of temporary sabbatical leave shall coincide with the beginning of a pay period.
- G. Paramedic and EMT re-certification requirements will be maintained during the temporary sabbatical leave.

Section 15: Paramedics and EMTs may participate in a rotation schedule, designed to give each paramedic or EMT an equal amount of ride time on department ambulances. Rotations will be scheduled by the assigned MED unit officers and approved by the shift Battalion Chief at least 30 calendar days in advance of the rotation(s).

Section 16: The department shall have a minimum of two paramedics and one EMT assigned to each Advanced Life Support (ALS) med unit as staffing and qualifications permit, including for any rotations that occur at the sole discretion of the Fire Chief or his/her designee.

Section 17: When a paramedic is recalled off of the regular recall list, and there is an opening on a paramedic rescue squad, that paramedic will fill-in on the paramedic unit.

The Letters of Understanding dated November 28, 1999 and June 24, 2008 regarding the Paramedics are hereby rescinded in their entirety.

ARTICLE XLII - MISCELLANEOUS PROVISIONS

- A. Out-of-Grade Pay for Acting Battalion/Division Chief:
 - 1. Pay for acting Battalion Chief: Five percent (5%) above Paramedic Captain 6 year.
- B. Residency Requirement: Although residency within the City limits is preferred, all bargaining unit members must, sixty (60) days from the completion of their probationary period, establish residency within the State of Wisconsin. All employees must maintain residency within this area during their employment with the City.

- C. Water Rescue Dive Team Stipend. The Fire Chief shall have the sole discretion to appoint members of the department to the Water Rescue Dive Team. Where skill and ability are equal, appointments shall be made by seniority. Members shall submit their interest in joining the team by email to the Fire Chief. Members who join the team shall make a minimum of a three year commitment in exchange for department sponsored training. Members of the Water Rescue Dive Team shall obtain and maintain certification for PADI, or nationally recognized equivalent certification and open water rescue within one year of joining the team. Dive team members shall be capable of sub-surface operations, and shall participate in the Racine County Water Rescue Response Team (RCWRRT) at the direction of the Fire Chief. Water Rescue Dive Team members who attend joint training exercises with the RCWRRT will be compensated in accordance with Article XXVII Section 4 of this agreement when appropriate. Water Rescue Dive Team members shall receive \$400 annually for PADI, or nationally recognized equivalent, certification payable by December 31st of each year. Water Rescue Dive Team members shall receive an additional \$400 annually for certification in open water rescue for a total of \$800 annually payable by December 31st of each year. For Dive Team members who obtain and maintain Ice Water Rescue, and Swift Water Rescue certifications they shall receive an additional \$200 annually for each of the certifications. Dive Team stipend shall be pro-rated when appropriate and shall be calculated from the month the member is appointed a member of the Water Rescue Dive Team. The Water Rescue Dive Team Stipend shall not be payable to Dive Team support personnel.
- D. Self-Contained Breathing Apparatus Repair Technician Stipend. The Fire Chief shall have the sole discretion to appoint members of the department to the Self Contained Breathing Apparatus (SCBA) Repair Technician support role. Where skill and ability are equal, appointments shall be made by seniority. Members shall submit their interest in becoming a technician by email to the Chief. Members of the SCBA Repair Technician team shall be assigned to Fire Station 1 and shall be certified, and maintain certification, for the repair and certification of the Scott Self Contained Breathing Apparatus currently used by the fire department. In addition SCBA Repair Technicians shall conduct annual mask fitness testing as required and also conduct required air sampling of the compressed air system on a regular basis. SCBA Technicians shall receive \$650 annually payable by December 31st of each year. SCBA Technicians stipend shall be pro-rated when appropriate and shall be calculated from the month the member achieves certification is appointed to perform the SCBA Repair Technician Support Role.
- E. Casual Time for Members of the Fire Prevention Bureau to Carry a Pager and/or Cellular Telephone for Fire Investigations or Administrative Duties. Members of the Fire Prevention Bureau excluding the Assistant Fire Chief shall work with the Captain of Fire Prevention to develop a schedule for investigating fires throughout the year. Each member of Fire Prevention shall take turns covering their scheduled period of availability for fire investigations. The schedule shall be developed to insure all fire prevention members have approximately equal available time throughout the year. Thirty-two (32) hours of Casual time off shall be awarded to each member for their participation in the on call investigation schedule. Casual time shall be pro-rated, when necessary, for members who are promoted to or leave the fire prevention bureau position during the course of the year. All Casual time awarded must be used within the calendar year in which it is earned and cannot be carried forward. Any remaining casual time not used during the year in which it is earned cannot be cashed out at retirement or upon termination of employment. Trading of coverage days among Fire Prevention Bureau members will not impact their Casual time. Time trades for coverage shall be as equitable as possible.

ARTICLE XLIII - RANDOM DRUG/ALCOHOL TESTING

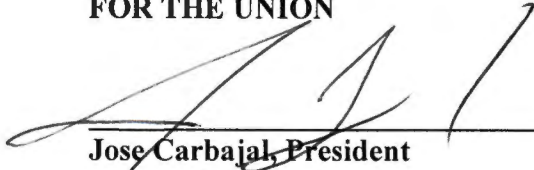
A random drug and alcohol testing policy for all members of Local 321 is in effect. The number of members tested each quarter will be determined by the Fire Chief. A minimum of 5% and a maximum of 20% of the members shall be tested on a quarterly basis. The random selection shall be determined by the facility contracted to provide drug and alcohol testing for the Racine Fire Department. The Fire Chief shall receive the results of the selection process and match identification numbers up with department members selected for testing. The Battalion Chiefs shall verify the matching of identification numbers with department member's names and shall implement the testing in accordance with the random drug and alcohol protocol. The disposition of members testing positive on a random drug/alcohol test shall conform to the drug/alcohol policy in effect between the City and Local 321.

ARTICLE XLIV - CONSOLIDATION, MERGER, OR COMBINING OF FIRE PROTECTION/EMERGENCY MEDICAL SERVICES (condensed hereafter as "consolidation")

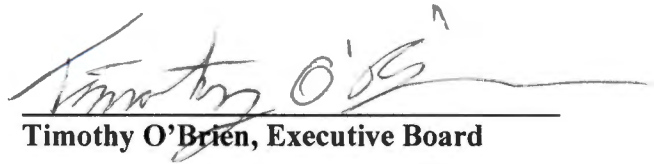
- A. The City may pursue consolidation of its Fire Department with that of another municipality or municipalities. If the result of such consolidation is that a new entity, body, employer, or governmental unit other than an governmental unit existing as of January 1, 2011, the City agrees:
 - 1. That the new fire protection/emergency medical services (E.M.S.) provider shall employ all members then represented by Local 321 as non-probationary employees, and
 - 2. That the new fire protection/E.M.S provider shall employ all members then represented by Local 321 with the full transfer of seniority and at the rank held at time of consolidation, and
 - 3. That the City will not reduce authorized Local 321-represented positions or modify the Fire Department rank structure in pursuit of consolidation.
- B. For all L-321 members hired on or before consolidation, the City shall guarantee the wages and benefits in effect, under Articles VI, IX, XI, XII, XV, XVII, XVIII, XIX, XX, XXI, XXII (Retirement Gratuity to be paid within 30 days of consolidation), XXIII, XXIV, XXV, XXVI, XXVII, XXVIII, XXIX, XXXI, XXXV, XXXVII, XXIX, XLI Section 2, 7, 9, XLII, Sections A, B, C, and D (D includes paragraph re: FPB pagers), LOUs re: Vacations and Precepting, and Appendix "A" Wage Rates at the time of the consolidation of such services for a period of 24 months for such members represented by Local 321 at the time of consolidation of such services, or until the members are covered by a collective bargaining agreement with the new fire protection/E.M.S. provider, whichever occurs first.
- C. For all L-321 members hired on or before the event of such consolidation, the City shall guarantee that the members will be allowed to continue in the City's health insurance program, as set forth in Article XIV, and continuing under the same terms and conditions as then exist for members of the Racine Police Association bargaining unit.
- D. Notwithstanding anything else contained herein, the terms "consolidation, merger, or other combination of such services" shall not be interpreted to include mutual aid agreements. For definition purposes, a fire protection district is considered a combination of services. Notwithstanding anything else contained herein, if the result of consolidation is that the City of Racine Fire Department is functionally absorbed into the South Shore Fire Department or the Village of Caledonia Fire Department, such consolidation shall be considered a "new entity" for the purposes of this article.

IN WITNESS WHEREOF, the City has caused this instrument to be signed by its accredited representatives and the Union by its accredited representatives on the 23rd day of FEBRUARY, 2026.

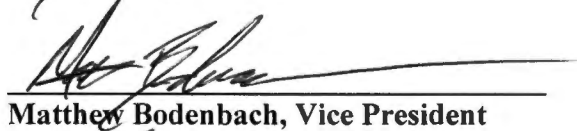
FOR THE UNION



Jose Carbajal, President



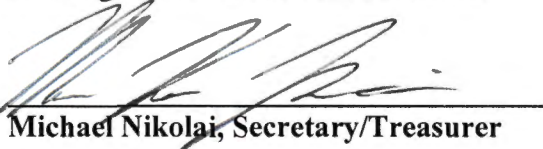
Timothy O'Brien, Executive Board



Matthew Bodenbach, Vice President



Benjamin Ratka, Executive Board

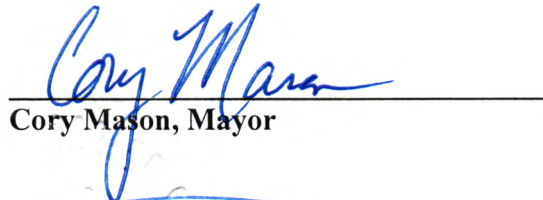


Michael Nikolaj, Secretary/Treasurer



Patrick Prochniak, Executive Board

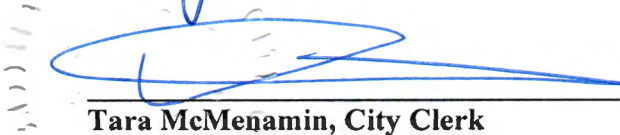
FOR THE CITY



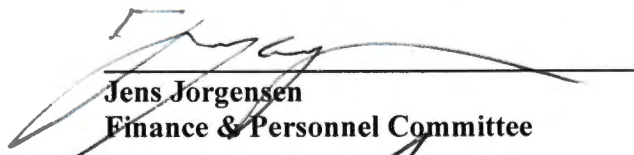
Cory Mason, Mayor



Maurice Horton
Finance & Personnel Committee



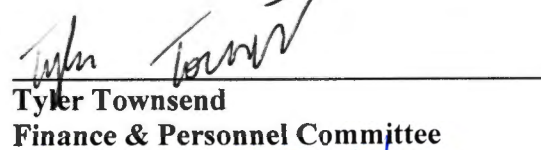
Tara McMenamin, City Clerk



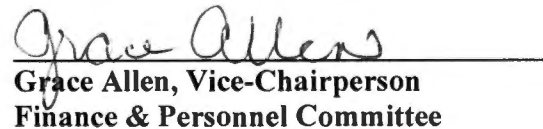
Jens Jorgensen
Finance & Personnel Committee



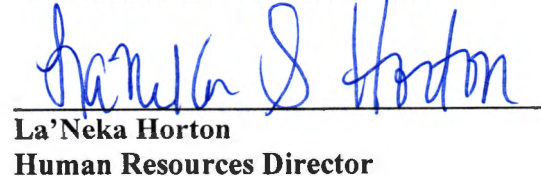
Mary Land, Chairperson
Finance & Personnel Committee



Tyler Townsend
Finance & Personnel Committee



Grace Allen, Vice-Chairperson
Finance & Personnel Committee



La'Neka Horton
Human Resources Director

LETTER OF UNDERSTANDING
Regarding Racine Fire Department Paramedic Personnel
Acting as Preceptors for Technical Colleges

The Racine Fire Department has entered into a contract with Gateway Technical College (GTC), Milwaukee Area Technical College (MATC), and the Waukesha County Technical College (WCTC) to conduct preceptor training for their respective paramedic training programs. The fire department will provide clinical field training for paramedic students. Only paramedic students who are affiliated with a:

- Municipal paid fire department
- Municipal volunteer fire department
- Private non-profit fire department
- Private non-profit volunteer fire department
- Private non-profit ambulance service affiliated with a municipality
- Private for profit volunteer fire department

will be allowed to train at the fire department. Paramedic students associated only with a private ambulance service will not be allowed to train at the fire department.

Preceptor Pay - The fire department will actively work with Gateway Technical College and other technical colleges on an annual basis to increase preceptor compensation. Preceptor compensation is subject to contractual agreement by the City and the Technical Colleges. The current preceptor compensation rate is \$2.00 an hour for all hours engaged. Any increase in preceptor compensation will be governed by the following - the total hourly rate negotiated will be reduced by thirty percent (30%) to cover fire department administrative costs including pension payment, FICA, and other incidental costs.

Members conducting preceptor training will submit hours worked as a preceptor on biweekly Work out of Grade sheets.

The department from time to time may accept students from fire departments where the students have completed their training hours for Gateway Technical College or other technical colleges, but have not completed the required number of patient contacts. In this case, the sponsoring fire department will compensate the fire department at the current preceptor compensation rate which will be reduced by thirty percent (30%) to cover fire department administrative costs including pension payment, FICA, and other incident costs.

APPENDIX 'A'
JANUARY 1, 2025 (+2.50%)
Non-Resident Members*

<u>GRADE/RANK OR PAYBAND</u>	<u>DESCRIPTION</u>	<u>CLASS TITLE</u>	<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>PERIOD SALARY</u>	<u>ANNUAL SALARY</u>
EMT1	F-2.6	Private-EMT	Starting	\$23.28	\$2,607.36	\$67,791.36
EMT1	F-2.6	Private-EMT	End of 6 Mos.	\$24.58	\$2,752.96	\$71,576.96
EMT1	F-2.6	Private-EMT	End of 12 Mos.	\$25.87	\$2,897.44	\$75,333.44
EMT1	F-2.6	Private-EMT	End of 18 Mos.	\$27.16	\$3,041.92	\$79,089.92
EMT1	F-2.6	Private-EMT	End of 24 Mos.	\$28.46	\$3,187.52	\$82,875.52
EMT1	F-2.6	Private-EMT	End of 30 Mos.	\$29.76	\$3,333.12	\$86,661.12
EMT1	F-2.6	Private-EMT	End of 36 Mos.	\$31.05	\$3,477.60	\$90,417.60
EMT2	F-2.75	Driver-EMT	Starting	\$23.77	\$2,662.24	\$69,218.24
EMT2	F-2.75	Driver-EMT	End of 6 Mos.	\$25.09	\$2,810.08	\$73,062.08
EMT2	F-2.75	Driver-EMT	End of 12 Mos.	\$26.41	\$2,957.92	\$76,905.92
EMT2	F-2.75	Driver-EMT	End of 18 Mos.	\$27.74	\$3,106.88	\$80,778.88
EMT2	F-2.75	Driver-EMT	End of 24 Mos.	\$29.06	\$3,254.72	\$84,622.72
EMT2	F-2.75	Driver-EMT	End of 30 Mos.	\$30.38	\$3,402.56	\$88,466.56
EMT2	F-2.75	Driver-EMT	End of 36 Mos.	\$31.70	\$3,550.40	\$92,310.40
EMT3	F-4.75	Fire Lieutenant-EMT	End of 36 Mos.	\$34.37	\$3,849.44	\$100,085.44
EMT4	F-5.75	Fire Captain-EMT	End of 36 Mos.	\$36.22	\$4,056.64	\$105,472.64
EMT5	F-4.5	FPB Lieutenant-EMT	End of 36 Mos.	\$49.32	\$3,945.60	\$102,585.60
EMT6	F-5.5	FPB Captain- EMT	End of 36 Mos.	\$51.98	\$4,158.40	\$108,118.40
PA1	F-2.65	Private-Paramedic Entry	Starting	\$24.56	\$2,750.72	\$71,518.72
PA1	F-2.65	Private-Paramedic Entry	End of 6 Mos.	\$25.93	\$2,904.16	\$75,508.16
PA1	F-2.65	Private-Paramedic Entry	End of 12 Mos.	\$27.29	\$3,056.48	\$79,468.48
PA1	F-2.65	Private-Paramedic Entry	End of 18 Mos.	\$28.66	\$3,209.92	\$83,457.92
PA1	F-2.65	Private-Paramedic Entry	End of 24 Mos.	\$30.03	\$3,363.36	\$87,447.36
PA1	F-2.65	Private-Paramedic Entry	End of 30 Mos.	\$31.39	\$3,515.68	\$91,407.68
PA1	F-2.65	Private-Paramedic Entry	End of 36 Mos.	\$32.76	\$3,669.12	\$95,397.12
PA2	F-2.7	Private Paramedic	Certified	\$32.76	\$3,669.12	\$95,397.12
PA2	F-2.7	Private Paramedic	End of 3rd Year	\$33.22	\$3,720.64	\$96,736.64
PA2	F-2.7	Private Paramedic	End of 6th Year	\$33.84	\$3,790.08	\$98,542.08
PA3	F-2.8	Driver Paramedic Entry	Starting	\$25.08	\$2,808.96	\$73,032.96
PA3	F-2.8	Driver Paramedic Entry	End of 6 Mos.	\$26.47	\$2,964.64	\$77,080.64
PA3	F-2.8	Driver Paramedic Entry	End of 12 Mos.	\$27.86	\$3,120.32	\$81,128.32
PA3	F-2.8	Driver Paramedic Entry	End of 18 Mos.	\$29.27	\$3,278.24	\$85,234.24
PA3	F-2.8	Driver Paramedic Entry	End of 24 Mos.	\$30.66	\$3,433.92	\$89,281.92

PA3	F-2.8	Driver Paramedic Entry	End of 30 Mos.	\$32.05	\$3,589.60	\$93,329.60
PA3	F-2.8	Driver Paramedic Entry	End of 36 Mos.	\$33.44	\$3,745.28	\$97,377.28
PA4	F-2.85	Driver Paramedic	Certified	\$33.44	\$3,745.28	\$97,377.28
PA4	F-2.85	Driver Paramedic	End of 3rd Year	\$33.92	\$3,799.04	\$98,775.04
PA4	F-2.85	Driver Paramedic	End of 6th Year	\$34.55	\$3,869.60	\$100,609.60
PA5	F-4.85	Lieutenant Paramedic	Certified	\$36.26	\$4,061.12	\$105,589.12
PA5	F-4.85	Lieutenant Paramedic	End of 3rd Year	\$36.78	\$4,119.36	\$107,103.36
PA5	F-4.85	Lieutenant Paramedic	End of 6th Year	\$37.46	\$4,195.52	\$109,083.52
PA6	F-5.85	Captain Paramedic	Certified	\$38.21	\$4,279.52	\$111,267.52
PA6	F-5.85	Captain Paramedic	End of 3rd Year	\$38.76	\$4,341.12	\$112,869.12
PA6	F-5.85	Captain Paramedic	End of 6th Year	\$39.48	\$4,421.76	\$114,965.76
PA7	F-4.95	FPB Lieutenant-Paramedic	Certified	\$52.03	\$4,162.40	\$108,222.40
PA7	F-4.95	FPB Lieutenant-Paramedic	End of 3rd Year	\$52.78	\$4,222.40	\$109,782.40
PA7	F-4.95	FPB Lieutenant-Paramedic	End of 6th Year	\$53.76	\$4,300.80	\$111,820.80
PA8	F-5.95	FPB Captain- Paramedic	Certified	\$54.83	\$4,386.40	\$114,046.40
PA8	F-5.95	FPB Captain- Paramedic	End of 3rd Year	\$55.62	\$4,449.60	\$115,689.60
PA8	F-5.95	FPB Captain- Paramedic	End of 6th Year	\$56.65	\$4,532.00	\$117,832.00

***Beginning January 1, 2023, 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.**

APPENDIX 'A'
JANUARY 1, 2026 (+2.50%)
Non-Resident Members*

<u>GRADE/RANK OR PAYBAND</u>	<u>DESCRIPTION</u>	<u>CLASS TITLE</u>	<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>PERIOD SALARY</u>	<u>ANNUAL SALARY</u>
EMT1	F-2.6	Private-EMT	Starting	\$23.86	\$2,672.32	\$69,480.32
EMT1	F-2.6	Private-EMT	End of 6 Mos.	\$25.19	\$2,821.28	\$73,353.28
EMT1	F-2.6	Private-EMT	End of 12 Mos.	\$26.52	\$2,970.24	\$77,226.24
EMT1	F-2.6	Private-EMT	End of 18 Mos.	\$27.84	\$3,118.08	\$81,070.08
EMT1	F-2.6	Private-EMT	End of 24 Mos.	\$29.17	\$3,267.04	\$84,943.04
EMT1	F-2.6	Private-EMT	End of 30 Mos.	\$30.50	\$3,416.00	\$88,816.00
EMT1	F-2.6	Private-EMT	End of 36 Mos.	\$31.83	\$3,564.96	\$92,688.96
EMT2	F-2.75	Driver-EMT	Starting	\$24.36	\$2,728.32	\$70,936.32
EMT2	F-2.75	Driver-EMT	End of 6 Mos.	\$25.72	\$2,880.64	\$74,896.64
EMT2	F-2.75	Driver-EMT	End of 12 Mos.	\$27.07	\$3,031.84	\$78,827.84
EMT2	F-2.75	Driver-EMT	End of 18 Mos.	\$28.43	\$3,184.16	\$82,788.16
EMT2	F-2.75	Driver-EMT	End of 24 Mos.	\$29.79	\$3,336.48	\$86,748.48
EMT2	F-2.75	Driver-EMT	End of 30 Mos.	\$31.14	\$3,487.68	\$90,679.68
EMT2	F-2.75	Driver-EMT	End of 36 Mos.	\$32.49	\$3,638.88	\$94,610.88
EMT3	F-4.75	Fire Lieutenant-EMT	End of 36 Mos.	\$35.23	\$3,945.76	\$102,589.76
EMT4	F-5.75	Fire Captain-EMT	End of 36 Mos.	\$37.13	\$4,158.56	\$108,122.56
EMT5	F-4.5	FPB Lieutenant-EMT	End of 36 Mos.	\$50.55	\$4,044.00	\$105,144.00
EMT6	F-5.5	FPB Captain- EMT	End of 36 Mos.	\$53.28	\$4,262.40	\$110,822.40
PA1	F-2.65	Private-Paramedic Entry	Starting	\$25.17	\$2,819.04	\$73,295.04
PA1	F-2.65	Private-Paramedic Entry	End of 6 Mos.	\$26.58	\$2,976.96	\$77,400.96
PA1	F-2.65	Private-Paramedic Entry	End of 12 Mos.	\$27.97	\$3,132.64	\$81,448.64
PA1	F-2.65	Private-Paramedic Entry	End of 18 Mos.	\$29.38	\$3,290.56	\$85,554.56
PA1	F-2.65	Private-Paramedic Entry	End of 24 Mos.	\$30.78	\$3,447.36	\$89,631.36
PA1	F-2.65	Private-Paramedic Entry	End of 30 Mos.	\$32.17	\$3,603.04	\$93,679.04
PA1	F-2.65	Private-Paramedic Entry	End of 36 Mos.	\$33.58	\$3,760.96	\$97,784.96
PA2	F-2.7	Private Paramedic	Certified	\$33.58	\$3,760.96	\$97,784.96
PA2	F-2.7	Private Paramedic	End of 3rd Year	\$34.05	\$3,813.60	\$99,153.60
PA2	F-2.7	Private Paramedic	End of 6th Year	\$34.69	\$3,885.28	\$101,017.28
PA3	F-2.8	Driver Paramedic Entry	Starting	\$25.71	\$2,879.52	\$74,867.52
PA3	F-2.8	Driver Paramedic Entry	End of 6 Mos.	\$27.13	\$3,038.56	\$79,002.56
PA3	F-2.8	Driver Paramedic Entry	End of 12 Mos.	\$28.56	\$3,198.72	\$83,166.72
PA3	F-2.8	Driver Paramedic Entry	End of 18 Mos.	\$30.00	\$3,360.00	\$87,360.00
PA3	F-2.8	Driver Paramedic Entry	End of 24 Mos.	\$31.43	\$3,520.16	\$91,524.16

PA3	F-2.8	Driver Paramedic Entry	End of 30 Mos.	\$32.85	\$3,679.20	\$95,659.20
PA3	F-2.8	Driver Paramedic Entry	End of 36 Mos.	\$34.28	\$3,839.36	\$99,823.36
PA4	F-2.85	Driver Paramedic	Certified	\$34.28	\$3,839.36	\$99,823.36
PA4	F-2.85	Driver Paramedic	End of 3rd Year	\$34.77	\$3,894.24	\$101,250.24
PA4	F-2.85	Driver Paramedic	End of 6th Year	\$35.41	\$3,965.92	\$103,113.92
PA5	F-4.85	Lieutenant Paramedic	Certified	\$37.17	\$4,163.04	\$108,239.04
PA5	F-4.85	Lieutenant Paramedic	End of 3rd Year	\$37.70	\$4,222.40	\$109,782.40
PA5	F-4.85	Lieutenant Paramedic	End of 6th Year	\$38.40	\$4,300.80	\$111,820.80
PA6	F-5.85	Captain Paramedic	Certified	\$39.17	\$4,387.04	\$114,063.04
PA6	F-5.85	Captain Paramedic	End of 3rd Year	\$39.73	\$4,449.76	\$115,693.76
PA6	F-5.85	Captain Paramedic	End of 6th Year	\$40.47	\$4,532.64	\$117,848.64
PA7	F-4.95	FPB Lieutenant-Paramedic	Certified	\$53.33	\$4,266.40	\$110,926.40
PA7	F-4.95	FPB Lieutenant-Paramedic	End of 3rd Year	\$54.10	\$4,328.00	\$112,528.00
PA7	F-4.95	FPB Lieutenant-Paramedic	End of 6th Year	\$55.10	\$4,408.00	\$114,608.00
PA8	F-5.95	FPB Captain- Paramedic	Certified	\$56.20	\$4,496.00	\$116,896.00
PA8	F-5.95	FPB Captain- Paramedic	End of 3rd Year	\$57.01	\$4,560.80	\$118,580.80
PA8	F-5.95	FPB Captain- Paramedic	End of 6th Year	\$58.07	\$4,645.60	\$120,785.60

***Beginning January 1, 2023, 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.**

APPENDIX 'A'
JANUARY 1, 2027 (+3.00%)
NON-RESIDENT MEMBERS*

<u>GRADE/RANK OR PAYBAND</u>	<u>DESCRIPTION</u>	<u>CLASS TITLE</u>	<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>PERIOD SALARY</u>	<u>ANNUAL SALARY</u>
EMT1	F-2.6	Private-EMT	Starting	\$24.58	\$2,752.96	\$71,576.96
EMT1	F-2.6	Private-EMT	End of 6 Mos.	\$25.95	\$2,906.40	\$75,566.40
EMT1	F-2.6	Private-EMT	End of 12 Mos.	\$27.32	\$3,059.84	\$79,555.84
EMT1	F-2.6	Private-EMT	End of 18 Mos.	\$28.68	\$3,212.16	\$83,516.16
EMT1	F-2.6	Private-EMT	End of 24 Mos.	\$30.05	\$3,365.60	\$87,505.60
EMT1	F-2.6	Private-EMT	End of 30 Mos.	\$31.42	\$3,519.04	\$91,495.04
EMT1	F-2.6	Private-EMT	End of 36 Mos.	\$32.78	\$3,671.36	\$95,455.36
EMT2	F-2.75	Driver-EMT	Starting	\$25.09	\$2,810.08	\$73,062.08
EMT2	F-2.75	Driver-EMT	End of 6 Mos.	\$26.49	\$2,966.88	\$77,138.88
EMT2	F-2.75	Driver-EMT	End of 12 Mos.	\$27.88	\$3,122.56	\$81,186.56
EMT2	F-2.75	Driver-EMT	End of 18 Mos.	\$29.28	\$3,279.36	\$85,263.36
EMT2	F-2.75	Driver-EMT	End of 24 Mos.	\$30.68	\$3,436.16	\$89,340.16
EMT2	F-2.75	Driver-EMT	End of 30 Mos.	\$32.07	\$3,591.84	\$93,387.84
EMT2	F-2.75	Driver-EMT	End of 36 Mos.	\$33.46	\$3,747.52	\$97,435.52
EMT3	F-4.75	Fire Lieutenant-EMT	End of 36 Mos.	\$36.29	4064.48	\$105,676.48
EMT4	F-5.75	Fire Captain-EMT	End of 36 Mos.	\$38.24	\$4,282.88	\$111,354.88
EMT5	F-4.5	FPB Lieutenant-EMT	End of 36 Mos.	\$52.07	\$4,165.60	\$108,305.60
EMT6	F-5.5	FPB Captain- EMT	End of 36 Mos.	\$54.88	\$4,390.40	\$114,150.40
PA1	F-2.65	Private-Paramedic Entry	Starting	\$25.93	\$2,904.16	\$75,508.16
PA1	F-2.65	Private-Paramedic Entry	End of 6 Mos.	\$27.38	\$3,066.56	\$79,730.56
PA1	F-2.65	Private-Paramedic Entry	End of 12 Mos.	\$28.81	\$3,226.72	\$83,894.72
PA1	F-2.65	Private-Paramedic Entry	End of 18 Mos.	\$30.26	\$3,389.12	\$88,117.12
PA1	F-2.65	Private-Paramedic Entry	End of 24 Mos.	\$31.70	\$3,550.40	\$92,310.40
PA1	F-2.65	Private-Paramedic Entry	End of 30 Mos.	\$33.14	\$3,711.68	\$96,503.68
PA1	F-2.65	Private-Paramedic Entry	End of 36 Mos.	\$34.59	\$3,874.08	\$100,726.08
PA2	F-2.7	Private Paramedic	Certified	\$34.59	\$3,874.08	\$100,726.08
PA2	F-2.7	Private Paramedic	End of 3rd Year	\$35.07	\$3,927.84	\$102,123.84
PA2	F-2.7	Private Paramedic	End of 6th Year	\$35.73	\$4,001.76	\$104,045.76
PA3	F-2.8	Driver Paramedic Entry	Starting	\$26.48	\$2,965.76	\$77,109.76
PA3	F-2.8	Driver Paramedic Entry	End of 6 Mos.	\$27.94	\$3,129.28	\$81,361.28
PA3	F-2.8	Driver Paramedic Entry	End of 12 Mos.	\$29.42	\$3,295.04	\$85,671.04
PA3	F-2.8	Driver Paramedic Entry	End of 18 Mos.	\$30.90	\$3,460.80	\$89,980.80
PA3	F-2.8	Driver Paramedic Entry	End of 24 Mos.	\$32.37	\$3,625.44	\$94,261.44

PA3	F-2.8	Driver Paramedic Entry	End of 30 Mos.	\$33.84	\$3,790.08	\$98,542.08
PA3	F-2.8	Driver Paramedic Entry	End of 36 Mos.	\$35.31	\$3,954.72	\$102,822.72
PA4	F-2.85	Driver Paramedic	Certified	\$35.31	\$3,954.72	\$102,822.72
PA4	F-2.85	Driver Paramedic	End of 3rd Year	\$35.81	\$4,010.72	\$104,278.72
PA4	F-2.85	Driver Paramedic	End of 6th Year	\$36.47	\$4,084.64	\$106,200.64
PA5	F-4.85	Lieutenant Paramedic	Certified	\$38.29	\$4,288.48	\$111,500.48
PA5	F-4.85	Lieutenant Paramedic	End of 3rd Year	\$38.83	\$4,348.96	\$113,072.96
PA5	F-4.85	Lieutenant Paramedic	End of 6th Year	\$39.55	\$4,429.60	\$115,169.60
PA6	F-5.85	Captain Paramedic	Certified	\$40.35	\$4,519.20	\$117,499.20
PA6	F-5.85	Captain Paramedic	End of 3rd Year	\$40.92	\$4,583.04	\$119,159.04
PA6	F-5.85	Captain Paramedic	End of 6th Year	\$41.68	\$4,668.16	\$121,372.16
PA7	F-4.95	FPB Lieutenant-Paramedic	Certified	\$54.93	\$4,394.40	\$114,254.40
PA7	F-4.95	FPB Lieutenant-Paramedic	End of 3rd Year	\$55.72	\$4,457.60	\$115,897.60
PA7	F-4.95	FPB Lieutenant-Paramedic	End of 6th Year	\$56.76	\$4,540.80	\$118,060.80
PA8	F-5.95	FPB Captain- Paramedic	Certified	\$57.89	\$4,631.20	\$120,411.20
PA8	F-5.95	FPB Captain- Paramedic	End of 3rd Year	\$58.72	\$4,697.60	\$122,137.60
PA8	F-5.95	FPB Captain- Paramedic	End of 6th Year	\$59.81	\$4,784.80	\$124,404.80

***Beginning January 1, 2023, 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.**

APPENDIX 'A'
JANUARY 1, 2028 (+3.00%)
NON-RESIDENT MEMBERS*

<u>GRADE/RANK OR PAYBAND</u>	<u>DESCRIPTION</u>	<u>CLASS TITLE</u>	<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>PERIOD SALARY</u>	<u>ANNUAL SALARY</u>
EMT1	F-2.6	Private-EMT	Starting	\$25.32	\$2,835.84	\$73,731.84
EMT1	F-2.6	Private-EMT	End of 6 Mos.	\$26.73	\$2,993.76	\$77,837.76
EMT1	F-2.6	Private-EMT	End of 12 Mos.	\$28.14	\$3,151.68	\$81,943.68
EMT1	F-2.6	Private-EMT	End of 18 Mos.	\$29.54	\$3,308.48	\$86,020.48
EMT1	F-2.6	Private-EMT	End of 24 Mos.	\$30.95	\$3,466.40	\$90,126.40
EMT1	F-2.6	Private-EMT	End of 30 Mos.	\$32.36	\$3,624.32	\$94,232.32
EMT1	F-2.6	Private-EMT	End of 36 Mos.	\$33.76	\$3,781.12	\$98,309.12
EMT2	F-2.75	Driver-EMT	Starting	\$25.84	\$2,894.08	\$75,246.08
EMT2	F-2.75	Driver-EMT	End of 6 Mos.	\$27.28	\$3,055.36	\$79,439.36
EMT2	F-2.75	Driver-EMT	End of 12 Mos.	\$28.72	\$3,216.64	\$83,632.64
EMT2	F-2.75	Driver-EMT	End of 18 Mos.	\$30.16	\$3,377.92	\$87,825.92
EMT2	F-2.75	Driver-EMT	End of 24 Mos.	\$31.60	\$3,539.20	\$92,019.20
EMT2	F-2.75	Driver-EMT	End of 30 Mos.	\$33.03	\$3,699.36	\$96,183.36
EMT2	F-2.75	Driver-EMT	End of 36 Mos.	\$34.46	\$3,859.52	\$100,347.52
EMT3	F-4.75	Fire Lieutenant-EMT	End of 36 Mos.	\$37.38	\$4,186.56	\$108,850.56
EMT4	F-5.75	Fire Captain-EMT	End of 36 Mos.	\$39.39	\$4,411.68	\$114,703.68
EMT5	F-4.5	FPB Lieutenant-EMT	End of 36 Mos.	\$53.63	\$4,290.40	\$111,550.40
EMT6	F-5.5	FPB Captain- EMT	End of 36 Mos.	\$56.52	\$4,521.60	\$117,561.60
PA1	F-2.65	Private-Paramedic Entry	Starting	\$26.71	\$2,991.52	\$77,779.52
PA1	F-2.65	Private-Paramedic Entry	End of 6 Mos.	\$28.20	\$3,158.40	\$82,118.40
PA1	F-2.65	Private-Paramedic Entry	End of 12 Mos.	\$29.67	\$3,323.04	\$86,399.04
PA1	F-2.65	Private-Paramedic Entry	End of 18 Mos.	\$31.17	\$3,491.04	\$90,767.04
PA1	F-2.65	Private-Paramedic Entry	End of 24 Mos.	\$32.65	\$3,656.80	\$95,076.80
PA1	F-2.65	Private-Paramedic Entry	End of 30 Mos.	\$34.13	\$3,822.56	\$99,386.56
PA1	F-2.65	Private-Paramedic Entry	End of 36 Mos.	\$35.63	\$3,990.56	\$103,754.56
PA2	F-2.7	Private Paramedic	Certified	\$35.63	\$3,990.56	\$103,754.56
PA2	F-2.7	Private Paramedic	End of 3rd Year	\$36.12	\$4,045.44	\$105,181.44
PA2	F-2.7	Private Paramedic	End of 6th Year	\$36.80	\$4,121.60	\$107,161.60
PA3	F-2.8	Driver Paramedic Entry	Starting	\$27.27	\$3,054.24	\$79,410.24
PA3	F-2.8	Driver Paramedic Entry	End of 6 Mos.	\$28.78	\$3,223.36	\$83,807.36
PA3	F-2.8	Driver Paramedic Entry	End of 12 Mos.	\$30.30	\$3,393.60	\$88,233.60
PA3	F-2.8	Driver Paramedic Entry	End of 18 Mos.	\$31.83	\$3,564.96	\$92,688.96
PA3	F-2.8	Driver Paramedic Entry	End of 24 Mos.	\$33.34	\$3,734.08	\$97,086.08

PA3	F-2.8	Driver Paramedic Entry	End of 30 Mos.	\$34.86	\$3,904.32	\$101,512.32
PA3	F-2.8	Driver Paramedic Entry	End of 36 Mos.	\$36.37	\$4,073.44	\$105,909.44
PA4	F-2.85	Driver Paramedic	Certified	\$36.37	\$4,073.44	\$105,909.44
PA4	F-2.85	Driver Paramedic	End of 3rd Year	\$36.88	\$4,130.56	\$107,394.56
PA4	F-2.85	Driver Paramedic	End of 6th Year	\$37.56	\$4,206.72	\$109,374.72
PA5	F-4.85	Lieutenant Paramedic	Certified	\$39.44	\$4,417.28	\$114,849.28
PA5	F-4.85	Lieutenant Paramedic	End of 3rd Year	\$39.99	\$4,478.88	\$116,450.88
PA5	F-4.85	Lieutenant Paramedic	End of 6th Year	\$40.74	\$4,562.88	\$118,634.88
PA6	F-5.85	Captain Paramedic	Certified	\$41.56	\$4,654.72	\$121,022.72
PA6	F-5.85	Captain Paramedic	End of 3rd Year	\$42.15	\$4,720.80	\$122,740.80
PA6	F-5.85	Captain Paramedic	End of 6th Year	\$42.93	\$4,808.16	\$125,012.16
PA7	F-4.95	FPB Lieutenant-Paramedic	Certified	\$56.58	\$4,526.40	\$117,686.40
PA7	F-4.95	FPB Lieutenant-Paramedic	End of 3rd Year	\$57.39	\$4,591.20	\$119,371.20
PA7	F-4.95	FPB Lieutenant-Paramedic	End of 6th Year	\$58.46	\$4,676.80	\$121,596.80
PA8	F-5.95	FPB Captain- Paramedic	Certified	\$59.62	\$4,769.60	\$124,009.60
PA8	F-5.95	FPB Captain- Paramedic	End of 3rd Year	\$60.48	\$4,838.40	\$125,798.40
PA8	F-5.95	FPB Captain- Paramedic	End of 6th Year	\$61.60	\$4,928.00	\$128,128.00

***Beginning January 1, 2023, 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.**

APPENDIX 'B' - PEER FITNESS STIPEND

1/1/2025 - \$8.90

1/1/2026 - \$9.12

1/1/2027 - \$9.39

1/1/2028 - \$9.67

**Letter of Agreement regarding
Mobile Integrated Health Care (MIH)
Between
The City of Racine Fire Department and IAFF Local 321**

WHEREAS the City of Racine Fire Department (hereinafter “Employer”) and the International Association of Fire Fighters, Local 321 (hereinafter “Union”) are parties to a Collective Bargaining Agreement that is currently in force and;

WHEREAS the parties desire to create the program of Mobile Integrated Health Care (MIH), which requires a modification of the current Collective Bargaining Agreement as it relates to conditions of employment;

WHEREAS the parties desire to partner with Ascension All Saints Hospital or other medical facilities to implement MIH program,

NOW, THEREFORE BE IT RESOLVED that the parties agree to the following conditions:

1. This agreement is non-precedent setting.
2. Members who have been trained through the University of Wisconsin Milwaukee or equivalent MIH program approved by the department and hospital will participate in this program for a minimum of 36 months from graduation.
3. Members assigned to emergency apparatus may be directed to assist MIH members with home visits for member safety.
4. In the future if allowed by the Department of Health Services and the state administrative code EMT-Basics may be incorporated into the program with the appropriate training and successful completion of the MIH program.
5. MIH capabilities will be provided seven (7) days a week including Saturdays and Sundays.
6. An On Duty MIH member will take the lead on visiting the hospitals and setting up the MIH home visits when called upon by Ascension All Saints Hospital or other medical facilities who participate in the MIH program. Accurate records will be kept and passed on to the next work shift daily.
7. On duty MIH personnel will be required to take phone calls from the hospital or patient at any time during the 24 hour work day. A department cell phone will be provided for this purpose.
8. The on duty Battalion Chief will work with the DC of Professional Standards and MIH members to schedule home visits and the MIH personnel will be relieved from their normal work

assignments to participate in home or hospital visits. The Battalion Chiefs still have authority to delay home visits during emergencies.

9. The daily MIH team shall consist of a Lead MIH member and a second member who will either be another MIH qualified member or department member assigned by the Battalion Chief or Division Chief of Professional Standards. When appropriate or necessary the Battalion Chiefs shall follow the general daily staffing rules for recalls. Light duty members will only be used as an absolute last resort in filling out the daily MIH team.
10. MIH members will maintain their scheduled time off for vacation or holidays.
11. On duty MIH Paramedic members not assigned to MED units but performing the duties of the Lead MIH Paramedic will receive Work Out of Class Paramedic pay for their job classification and additional pay as defined in item 13.
12. On duty Paramedics assigned to MED units who participate in home visits with MIH members will only receive additional pay as defined in item 13.
13. MIH daily team members will receive the following compensation in lieu of Work Out of Class (WOOC) except as set forth in items 11 and 13.a.:
 - a. The Lead Paramedic MIH member will receive \$40 daily when assigned and WOOC.
 - b. The second MIH or interested department member will receive \$25 daily when assigned and no WOOC.
 - c. This compensation will cover a 24 hour period of time. Lead MIH members are expected to conduct all hospital and home visits and complete all required paperwork before the end of the shift. The second MIH or interested department member is there to assist the lead MIH person with vitals, other tasks as assigned, insure the safety of the team and when appropriate conduct a home safety inspection when authorized by the patient/homeowner following an approved checklist.
14. There is no work out of class for company members responding on fire apparatus with the lead MIH member on home visits. Apparatus will be sent as a last resort at the discretion of the Battalion Chief. The volume of apparatus assisting MIH members will be reviewed during the August 1, 2019 discussion, as set forth in item 18.
15. The Division Chief of Professional Standards will work to insure the case load and patients will be distributed as evenly as possible among all MIH members.
16. The Employer will strive to provide MIH training to other department members based on their email expression of interest. The DC of Professional Standards will issue a memo to all stations

soliciting interest in the MIH program. Selection of those to participate in the UW-Milwaukee MIH training program or equivalent training program will be based on the date of their original email and compatibility with the MIH program unless there are compelling circumstances that dictate a different course of action. If a member is not selected for the MIH program based on their email expression of interest and disagrees with the determination of compatibility the member will first discuss the situation with an Executive Board member and the of DC of Professional Standards. If there is no resolution at this meeting the member may appeal in writing by email to the Fire Chief with the details of their concerns. The Fire Chief will convene a panel consisting of three Executive Board Members and Three Chief Officers to hear the appeal. The decision of the panel will be forwarded to the Fire Chief for review and action.

17. The MIH program will continue so long as there is funding support for the program from Ascension All Saints Hospital or other hospital systems. Should funding for the program drop below the funding level necessary to continue the program without levy impact this letter of agreement will terminate.
18. The Employer and Union will reconvene on or about August 1, 2019 to review data and assess possible adjustments for the program.
19. When approved by the City Attorney's office and signed by all parties this agreement shall be retroactive to from the date of approval to January 1, 2019 with each MIH member receiving \$30 a day (and no WOOC) for their work in the MIH program through the signing date of this LOA.
20. Fiscal Note: There are NO levy dollars used for this agreement. All costs will be covered by the hospital or hospitals participating in the MIH program.
21. The union and city agree to incorporate this Letter of Agreement in a successive collective bargaining agreement unless modified and agreed to by the parties.
22. This Letter of Agreement will be in force so long as there is funding support for the MIH program. In no event will the Employer use levy dollars to cover the costs of the MIH program.

THE PARTIES have caused this Letter of Agreement to be executed by their duly authorized representatives.

**Letter of Agreement regarding
Tactical Emergency Medical Service (TEMS)
Between
The City of Racine Fire Department and IAFF Local 321**

Whereas, the City of Racine Fire Department and International Association of Fire Firefighters, Local No. 321. Fire Fighters Unit, are parties to a Collective Bargaining Agreement that is currently in force; and

Whereas, the parties desire to create the program of Tactical Emergency Medical Service (TEMS), which requires a modification to the current Collective Bargaining Agreement as it relates to job titles and positions.

Now, therefore be it resolved that the following modifications to the existing Collective Bargaining Agreement will be implemented at this time based on the assumption that the parties will reach a voluntary agreement at the expiration of the Collective Bargaining Agreement and this Letter of Agreement may become part of the Collective Bargaining Agreement at that time.

1. This agreement will be non-precedent setting.
2. The department must meet the criteria established by the Wisconsin Department of Health Services to be a TEMS service provider.
3. Appointments to the TEMS Unit will be subject to the Racine Police Department SWAT Team selection process, excluding the firearm portion. It is understood that firearm familiarization is important but Racine Fire Department personnel will not carry firearms during TEMS operations.
4. TEMS Unit Members will:
 - a. Be compensated at their current rank and WOOC rate as detailed in the Collective Bargaining Agreement.
 - b. Be additionally compensated a stipend of \$325.00 annually payable by December 31st of each year. TEMS team stipend shall be pro-rated when appropriate and shall be calculated from the month the member is appointed and the member is certified as an EMT-Basic with TEMS endorsement or EMT-Paramedic with TEMS endorsement.
 - c. Return to their current assigned station after an incident or training session.
5. The fire department will not force anyone to act as a TEMS team member.

The Parties have caused this letter of Agreement to be executed by their duly authorized representative whose signature appears below.

For the City of Racine

For IAFF Local 321

s/ Steven C. Hansen 4/24/2018
Fire Chief Date

s/ Jose Carbajal 4/24/2018
Union President Date