



City of Waukesha
201 Delafield Street
Waukesha, WI 53188
Tel: 262.542.3700
waukesha-wi.gov

City of Waukesha Cover Sheet

Committee: Human Resources (HR) Committee	Meeting Date: June 18, 2025
ID Number: 25-01241	Ordinance/Resolution Number (if applicable):
Name of Submitter: Anthony Brown, City Administrator	Board/Council Meeting Date: July 1, 2025
Agenda Item Title: Consideration and Possible Action on a Four-Year (2025-2028) Collective Bargaining Agreement between the City of Waukesha and the International Association of Firefighters, Local 407, AFL-CIO	

Issue Before the Board/Council: Should the HR Committee recommend approval, and the Common Council adopt a four-year collective bargaining agreement for the years 2025, 2026, 2027 and 2028 with the Fire Union (Local 407)?
Options & Alternatives: <ol style="list-style-type: none">1. The Common Council could approve the proposed contract.2. The Common Council could reject the proposed contract.3. The Common Council could reject the proposed contract and direct staff to re-negotiate provisions of it.
Additional Details: <p>The City bargaining team met twice with the Local 407 – once on Monday, April 21st and again on Wednesday, May 5th. Over the course of those two sessions, we had productive discussions. Both sides came to the table professionally and respectfully with the intention of working toward a fair and reasonable agreement.</p> <p>At the second session, we reached a tentative four-year agreement (proposed contract that has yet to be ratified by both parties – union membership and governing body). Below is a summary of key items though it is not an exhaustive list.</p>



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As one would guess, annual base salaries are the biggest monetary item, and they will increase every year of the contract as follows:

- **2025:** 3% increase effective January 1
- **2026:** 2% increase on January 1, plus an additional 1.5% increase on July 1
- **2027:** 3% increase on January 1
- **2028:** 2% increase on January 1, plus an additional 1.5% increase on July 1

In addition to these base salary increases, premiums for individuals with their paramedic's licensure would be modified. Paramedics will receive premiums that slightly increase over the life of the contract:

- **2025:** 4% above the member's current firefighter base salary (existing percentage amount in prior collective bargaining agreement)
- **2026:** 4.5% above the member's current firefighter base salary
- **2027 and beyond:** 5% above the member's current firefighter base salary

Other rank-based premiums (e.g., Equipment Operator, Inspector, Lieutenant) remain status quo as percentages above member's current firefighter base salary, ranging from 5% to 14%.

A few other items of note:

- **Honor Guard:** If activated upon agreement between the Union President and the Chief, or their designee, the Honor Guard will be paid straight time while activated.
- **Health Insurance:** If the City offers other health insurance plans beyond the current offerings, members of the Union must pay the same premium share as non-represented employees.
- **Vacation:** A sixth vacation cycle is being added for individuals employed with the Department after 28 years of service.
- **Special Services Team:** The amount of money paid to members of the Special Services Team will increase from \$85 to \$100 per month.
- **Promotions:** The additional credit percentages identified in the prior collective bargaining agreement for seniority and position rank have been switched to align with the points system in the promotional process, and the maximum number of points that may be awarded increased.



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Overall, this agreement is equitable as a comparison to peer communities and maintains the Department's ability to recruit and retain talent while being fiscally responsible.

The Local 407 ratified the agreement in a vote of 55 to 1, and now it is before the HR Committee and Common Council for consideration.

What is the Strategic Plan Priority this item relates to:

Financial Sustainability.

What impact will this item have on the Strategic Plan Priority?

By having an executed contract with the Fire Union it gives the management team a clear, agree-upon baseline to use in the five-year forecast (cost to continue). This is helpful because it makes our projections more accurate and allows us to better plan for maintaining a high level of service.

Financial Remarks:

Members will receive retroactive pay to January 1, 2025 for base wages and any other applicable pay under the contract.

Suggested Motion:

Staff recommends approval of the contract with the suggested motion being, "I move to approve the Four-Year (2025-2028) Collective Bargaining Agreement between the City of Waukesha and the International Association of Firefighters, Local 407, AFL-CIO."

Reviewed By:

Finance Director	Date Reviewed
City Attorney	Date Reviewed
City Administrator	Date Reviewed