



Portage Fire Rescue

Fire Chief Troy Haase

119 West Pleasant Street, Portage, WI 53901

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This Memorandum of Understanding (MOU) is entered into pursuant to applicable provisions of the State law and local ordinance between the City of Portage and Portage Firefighters, IAFF Local 2775 containing the complete results of negotiations concerning wages, hours, and other terms and conditions of employment in regards to the Emergency Medical Services Program.

Throughout the agreement the City of Portage is referred to as Employer and Union Local 2775 is referred to as Union. Throughout the contract the Union members are referred to as Employee or Firefighter. Where these identifiers are used, it should include Emergency Medical Technician and Paramedic.

Article V. Retirement and Insurance

Section 2 (b)

The City shall pay for any communicable disease testing when an employer has probable cause to believe such a test is necessary as a result of a work-related incident.

Article VI. Compensation

Section 1. Wage/Salary Schedule

The Wage Schedule for the current employees will be in effect until January 1, 2025, where it will then convert to the EMS Wage Schedule. The EMS Wage Schedule for new hires will be in effect November 5, 2024 and is attached to as Exhibit A.

Section 4. Emergency Medical Technician (EMT)

This additional \$0.25/hour pay will not be used for additional pay as of January 1, 2025 due to increase in salary schedule.

Article VIII. Hours of Employment

Section 1. Normal Work Schedule

A, B, and C shifts will be chosen with consideration to seniority. There is inconsistent language in the following paragraph. The language states: In making assignments to shifts, the employee's preference will be considered by seniority on an annual basis. Management Rights provides us the right to assign and direct employees to a schedule of work. The City agrees that if all other factors are equal and the efficiency and capabilities of the employees won't be affected, seniority will be considered.

Vacant Position Posting:

In October of each year, the Chief shall post a sign-up sheet for ten (10) calendar days. All employees in the bargaining unit shall be allowed to bid on station assignments and shift

transfers. Where skill and ability are equal and such transfer, in the Chief's opinion, would not adversely affect the company's efficiency or the balance of experience, the Chief shall consider and make transfers by seniority; however, the Chief shall retain the authority to make transfers of personnel based on their judgments as to the needs and efficiencies of the department and the Chief's decision in these matters shall be final and non-grievable. This doesn't allow for an employee to move someone out of their current spot, but rather allows them to move to a vacant spot.

Section 1. Normal Work Schedule

All references to D shift will be removed in the next contract as it will become irrelevant.

Article XI. Promoting and Seniority

Section 2. Seniority: Seniority shall also apply to shift preference so long as there are enough qualified employees to adequately staff each shift. Management Rights provides us the right to assign and direct employees to schedule of work. The City agrees that if all other factors are equal and the efficiency and capabilities of the employees won't be affected, seniority will be considered.

Article XII. Residency

The City would have an option to adjust the 15-mile radius up to 30 miles in order to attract employees that live outside the current 15-mile radius. The radius will be adjusted to the minimum distance necessary to attract the necessary employees. All employees under the current labor agreement and new employees will be allowed the same benefit once the radius has been established. This new radius will be written into the next labor agreement. For example: if we are able to hire the needed employees within 20 miles then we would set that as the limit for all employees.

Lateral Transfers:

The Employer, may appoint a lateral transfer for new positions from other agencies or facilities within the State of Wisconsin. At this time, it may be in the best interest of the City of Portage to appoint an individual who meets all the minimum training and experience in the approved job description at an accelerated rate.

- a. A newly hired employee that meets the job requirements shall be paid the appropriate Pay Step for previous years of service up to a maximum of two (2) years.
- b. A newly hired employee that meets the job requirements shall accrue the appropriate vacation benefits for previous years of service up to a maximum of two (2) years.

- c. The Lateral Entry Program does not recognize rank or seniority rights from the employee's previous employment and the employee's seniority and benefit accrual will be based on their date of hire.

Acting Pay:

Employees assigned to serve in the capacity of acting out of rank shall be compensated for the hours worked in the higher rank if they meet all the requirements of the position description and there is assigned work that needs to be completed. The following rate is as follows:

Acting Fire Engineer \$.50/hour
Acting Paramedic Lieutenant \$.75/hour Acting

Lieutenants or Captains who accept an overtime position as an engineer will not be eligible for engineer acting pay even if forced to assume the position due to a lack of qualified engineers available to work in an acting engineer capacity.

Acting pay will not go into effect until there are qualified employees to fill these roles.

Paramedic & Firefighter Requirements:

There shall be an understanding that if a member is hired and doesn't meet the fire or paramedic requirement within one year, their probation may be extended or they may be terminated.

Staffing:

There shall be an understanding that, when there are open positions due to the lack of personnel and all avenues have been exhausted to recall an employee, the Fire Chief or Assistant Chief of EMS may fill the EMS role. This article will sunset at the end of the Memorandum of Understanding unless renegotiated.

On Behalf of the City of Portage

Dated this 23 day of MAY, 2024

Signature: Michael Bablick

Printed Name: Michael Bablick

Title: City Administrator

On Behalf of IAFF Local 2775

Dated this 23 day of MAY, 2024

Signature: Brian Bonovetz

Printed Name: Brian Bonovetz

Title: IAFF 2775 Union President

Exhibit A

EMS WAGE SCHEDULE 2025

Position	Hire	6 Months	1 Year	2 Years	5 Years	10 Years
Captain	\$67,510.91	\$69,800.49	\$70,627.28	\$73,298.47	\$73,966.26	\$75,365.45
EMT 5% Increase	\$70,886.46	\$73,290.51	\$74,158.64	\$76,963.39	\$77,664.57	\$79,133.72
Paramedic 10% Increase	\$74,262.00	\$76,780.54	\$77,690.01	\$80,628.31	\$81,362.87	\$82,902.00
Lieutenant	\$64,776.13	\$67,129.31	\$68,401.30	\$70,563.69	\$71,199.68	\$72,598.87
EMT 5% Increase	\$68,014.94	\$70,485.78	\$71,821.37	\$74,091.87	\$74,759.66	\$76,228.81
Paramedic 10% Increase	\$71,253.74	\$73,842.24	\$75,241.43	\$77,620.06	\$78,319.65	\$79,858.76
Engineer/Firefighter	\$62,073.15	\$64,299.13	\$66,207.12	\$67,542.71	\$68,083.30	\$70,945.28
Engineer/Firefighter/EMT	\$66,632.81	\$68,970.09	\$70,973.48	\$72,375.85	\$72,943.47	\$75,948.54
Inspector/Engineer	\$62,600.11	\$64,303.67	\$66,211.66	\$67,529.08	\$68,096.93	\$70,958.91
Lieutenant/Inspector	\$64,803.38	\$67,142.94	\$68,414.93	\$70,595.48	\$71,231.48	\$72,617.04
EMT 5% Increase	\$68,043.55	\$70,500.09	\$71,835.68	\$74,125.25	\$74,793.05	\$76,247.89
Firefighter/EMT	\$65,176.81	\$67,514.09	\$69,517.48	\$70,919.85	\$71,487.47	\$74,492.54
5% Increase						
Paramedic - No fire	\$66,728.64	\$69,121.56	\$71,172.65	\$72,608.41	\$73,189.55	\$76,266.18
7.5% Increase						
Firefighter/AEMT	\$66,728.64	\$69,121.56	\$71,172.65	\$72,608.41	\$73,189.55	\$76,266.18
7.5% Increase						
Firefighter/Paramedic	\$68,280.47	\$70,729.04	\$72,827.83	\$74,296.98	\$74,891.63	\$78,039.81
10% Increase						