

R E S O L U T I O N

To Approve Side Letter of Agreement to the 2022-2024 Labor Agreement Between City of Manitowoc and International Association of Firefighters Local 368, AFL-CIO

WHEREAS, City of Manitowoc and International Association of Fire Fighters, Local 368 came to terms on a labor agreement for 2022-2024 (the “CBA”); and

WHEREAS, due to a lack of qualified applicants for employment as a Firefighter/Paramedic, the Chief of Fire Rescue investigated whether the CBA contained any provisions that could be revised contractually to address the lack of qualified applicants; and

WHEREAS, the Chief of Fire Rescue believes that expanding the provision in Article 25 of the CBA that requires candidates to establish their primary residence within twenty-five (25) miles of the City of Manitowoc Limits within one year of employment to within fifty (50) miles may help address the lack of qualified applicants; and

WHEREAS, language in Article 4 of the CBA has prevented the Chief of Fire Rescue from being able to respond to citizen group requests for demonstrations and tours of the department; and

WHEREAS, the Chief of Fire Rescue has identified a change in Article 4 of the CBA that would allow him to positively respond to citizen group requests for demonstrations and tours of the department; and

WHEREAS, a side letter agreement is an agreement that amends a primary agreement, such as a labor agreement, and can be used to modify provisions in a primary agreement while sunseting those provisions at the expiration of the primary agreement; and

WHEREAS, at a meeting held on September 7th, 2023, the Personnel Committee approved the attached CBA Side Letter Agreement (“Agreement”) to modify provisions of the CBA for the reasons stated forth, above; and

WHEREAS, The City of Manitowoc finds the Agreement to be in the best interest of the City and its employees, and the health, safety and welfare of the public in general.

NOW, THEREFORE, BE IT RESOLVED, by Mayor Justin M. Nickels and the Common Council of the City of Manitowoc, to approve the Agreement and direct staff to

execute the Agreement pending approval by International Association of Fire Fighters,
Local 368.

INTRODUCED _____ ADOPTED _____

Justin M. Nickels, Mayor

APPROVED _____

This resolution was drafted by Interim City Attorney, Eric G. Nycz

Fiscal Impact: Anticipated no fiscal impact due to being clarifying language of intent

Funding Source: Not Applicable

Finance Director Approval: /SMA

Approved as to form: /EGN