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City and Fire Association Reach New Four-Year Bargaining Agreement

Mequon, Wis. - Following a series of negotiations that began earlier this fall, the City of Mequon and the Mequon Fire & EMS Association have negotiated a successor collective bargaining agreement that will begin on January 1, 2021. In a first for the organization in terms of contract length, the new four-year agreement was reached and subsequently ratified by the Association on November 16 and approved unanimously by the Mequon Common Council on December 8. The agreement, which covers all Paid-on-Call (POC) Firefighters, Emergency Medical Technicians (EMTs) and Paramedics, strikes a balance between continuing the provision of high-quality services while building upon efforts to strengthen the long-term welfare of the community.

The new agreement, which runs through the end of calendar year 2024, features significant investments by the City aimed directly at increasing POC compensation to ensure competitiveness within the current labor market. The pact also provides a new call-for-service response premium for staff who risk their wellbeing to help those in need, while also allowing the Department further flexibility to enhance operations to meet evolving needs within the community. Additionally, the terms of the new agreement further reflect the recommendations developed by the hard work of the Future of Our Fire Department Committee over the last year and a half to ensure the long-term success of the Department's POC system.

"The approved agreement represents a necessary investment in the City's emergency first responders who support critical lifesaving services for the community on a 24/7 basis, each and every day," said City Administrator William Jones. "The City and the Association found common ground in areas that confirmed both groups' intention to not only make meaningful improvements in working conditions and the overall experience of departmental staff, but to also improve the quality of services in support of the current paid-on-call system, which provides exceptional value for services rendered to the community."

"This contract is an equitable agreement between the City and the women and men who serve on the frontlines, carrying out the necessary and meaningful work that Mequon residents and other members of the public depend on every day," said Nicholas Boehlke, President of the Mequon Fire and EMS Association. "The final agreement sets a foundation for the Association and the City to build upon into the future, while responding to the immediate needs of the Department and the Mequon community over the next several years."

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