



# CITY OF APPLETON

## MEMORANDUM

**Date:** August 1, 2025  
**To:** Chairperson Hartzheim; Members of the HR/IT Committee; Appleton Common Council Members  
**From:** Human Resources Director, Jay Ratchman  
**Subject:** Approval of Successor Labor Agreement with IAFF Local 257 (2026–2028)

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Following a thorough and collaborative negotiation process, the City's bargaining team—comprised of Fire Department management, Human Resources, and representatives from IAFF Local 257—has reached a tentative agreement on a new three-year labor contract covering calendar years 2026 through 2028.

The tentative agreement reflects a balanced approach that supports operational needs, maintains fiscal responsibility, and recognizes the valuable contributions of our fire personnel. A redline version of the agreement (strike/bold format) is provided for your review; final formatting will be completed upon approval.

### Key highlights of the proposed agreement include:

- **Term:** Three-year agreement covering 2026–2028.
- **Wage Adjustments:**
  - 3.0% effective April 1, 2026
  - 3.0% effective April 1, 2027
  - 2.5% effective April 1, 2028
- **Specialty Pay:** Eliminates separate specialty pay, while retaining specialty assignments.
- **New Assignment:** Establishes an EMS Shift Coordinator assignment (no increase to authorized staffing).
- **Promotions:** Updates promotional processes for Lieutenant and Driver Engineer classifications.
- **Leave Benefits:**
  - Adjustments to sick leave accruals and maximum accrual limits
  - Modifications to Paid Time Off (PTO) accrual structure
- **Vacation Selection:** Updates to the vacation selection process.
- **Contract Language:** Numerous updates to improve clarity, align with current practices, and correct grammar.

We respectfully request your approval of this successor agreement. It represents a strong and cooperative effort by all parties involved and helps position the City for continued excellence in fire and emergency services delivery.

Please let me know if you have any questions or would like additional details on any aspect of the agreement.