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In the Matter of the Petition of

SUPERIOR FIREFIGHTERS ASSOCIATION,  
LOCAL NO. 74, IAFF

for final and binding arbitration involving  
firefighter personnel in the employ of the  
CITY OF SUPERIOR (FIRE DEPARTMENT)

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WISCONSIN EMPLOYMENT  
RELATIONS COMMISSION

Decision No. 20786-A

Appearances: Steven A. Gotelaere, President, for the Union  
William R. Sample, Representative, for the Employer

The Superior Firefighters Association, Local No. 74, IAFF, hereinafter referred to as the Union, filed a petition on March 21, 1983 with the Wisconsin Employment Relations Commission, hereinafter referred to as the Commission, to initiate compulsory final and binding arbitration pursuant to Sec. 111.77(3) of the Municipal Employment Relations Act for the purpose of resolving an impasse arising in collective bargaining between it and the City of Superior, hereinafter referred to as the Employer, on matters affecting the wages of firefighting personnel. An informal investigation was conducted on June 15, 1983 by a member of the Commission's staff who advised the Commission that the parties were at impasse on the existing issues outlined in their final offers and that he was closing the investigation. The Commission concluded that an impasse existed between the Union and the Employer. It certified that the conditions precedent to the initiation of compulsory final and binding arbitration with respect to negotiations between the Union and the Employer had been met and it ordered that the parties select an arbitrator. Upon being advised that the parties had selected Zel S. Rice II as the arbitrator the Commission issued an order on July 13, 1983 appointing the undersigned as the impartial arbitrator to issue a final and binding award in the matter.

The final offer of the Employer, attached hereto and marked Exhibit A proposed a \$50.00 per month increase to all classifications effective January 1, 1983. All other terms of the agreement running from January 1, 1982 to December 31, 1983 were to remain the same. The Union's final offer, attached hereto and marked Exhibit B, proposed a 6.5% increase for all classifications effective January 1, 1983.

There are 54 employees in the bargaining unit and the total increase in wages that would result from the Union's proposal is \$68,958.88 per year. The Employer's proposal would increase salaries by \$32,400.00 per year.

The Union relies on a comparable group consisting of the cities with populations from 25,000 to 50,000 that have similar industries. They are Stevens Point, Sheboygan, LaCrosse, Eau Claire, Beloit, Fond du Lac and Neenah. The 1983 wages for a captain range from a low of \$21,576.00 at Fond du Lac to a high of \$26,182.00 at Beloit. The Employer's 1982 salary for a captain was \$20,483.00. The motor pump officer's salaries for 1983 in the comparable group range from a low of \$19,604.00 a year at Fond du Lac to a high of \$20,793.00 at Neenah. The Employer's 1982 salary for a motor pump officer is \$19,771.00. The 1983 wage for a firefighter in the comparable group ranges from a low of \$19,368.00 at Fond du Lac to a high of \$20,950.00 at Sheboygan. The Employer's 1982 annual salary for a firefighter was \$19,398.00. The differential between a firefighter and a motor pump officer for 1983 in the comparable group ranges from a low of \$236.00 at Fond du Lac to a high of \$2,886.00 at Beloit. The Employer's 1983 differential is \$373.00. The differential between a motor pump officer and a captain in the comparable group for 1983 ranges from a low of \$1492.00 at Neenah to a high of \$3453.00 at Sheboygan. The Employer's 1982 differential between a motor pump officer and a captain is \$712.00. The Superior School District gave its teachers an 8 1/2% increase for the 1982-83 school year which resulted in an increase in the steps for teachers in the bachelors degree lane of \$1113.00 to \$1728.00 per year. This included an increase in the annual increments from \$612.00 to \$664.00.

The Employer's tax levy for 1983 operations based upon its 1982 tax roll was \$3,128,483.00. The Employer's tax levy for 1982 operations based on its 1981 tax roll was \$3,442,712.00. Its tax levy for 1981 operations based on its 1980 tax roll was \$4,232,141.00. The Employer's budget increase for the fire department from 1981 to 1982 was 6.7% and the actual expenditures increased 6.9% over the 1981 expenditures. The Employer's 1983 budget for the fire department only increased by .06%, but there is one less fire station and nine fewer employees than in 1982.

The Employer had a 1982 surplus of \$431,558.00. The Employer had undesignated funds at the end of 1982 in the amount of \$795,188.00.

The Employer has 252 employees in four separate bargaining units. It made proposals to each of the bargaining units of wage and salary improvements that would cost \$600.00 per year for each employee in the four separate bargaining units. The total cost of the wage and salary improvements proposed by the Employer to the four bargaining units was \$151,200.00. The four bargaining units represented the clerical employees, the public works employees, the police and the firefighters. All four of the unions representing the bargaining units rejected the Employer's proposal and have utilized the arbitration procedures of the Wisconsin Statutes. In the case involving the clerical workers the Employer's final offer was to increase its contribution for family health insurance coverage from \$135.00 a month to \$159.25 per month and to increase wages to all classifications by \$30.00 per month. The Union representing the clerical employees sought a 3% increase in all wage rates on January 1, 1983 and a 4% increase on all wage rates on July 1, 1983 and it sought to have the Employer pay 90% of the family health insurance premium. Arbitrator Haferbecker issued an award on July 20, 1983 directing the Employer to incorporate the Union's final offer into the collective bargaining agreement for 1983. The total increase in cost was over 6 1/2% including improvements in salary and contributions to health insurance and adjustments for retirement and social security.

The county in which the Employer is located has suffered a substantial decline in employment since 1980. In 1980 there were 18,480 jobs in the county and by 1982 that had declined to 15,890. The five major firms in the city limits of the Employer have lost 663 jobs since 1980 and there has been a substantial decline in shipments from the Employer's harbor. Since 1980 there

rate had improved by declining to 12.7% although it was still the highest in northwestern Wisconsin.

The Employer has 54 firefighters in the bargaining unit with an average age of 41.5 years and an average seniority of 14.6 years. The average monthly salary under the 1982 wage agreement was \$1637.88. The monthly cost of other benefits was \$134.88 for vacations, \$60.66 for holidays, \$18.75 for uniform allowances, \$20.64 for longevity, \$103.44 for health insurance, \$463.52 for pensions, and \$37.23 for workers compensation. Thus the total average monthly cost for each employee in the bargaining unit was \$2,476.92 and the total average yearly cost for each employee was \$29,723.04. The 1983 wage settlements received by firefighters in the comparable group range from a low of 3.2% in Sheboygan to a high of 8.23% in Fond du Lac. The increase in Fond du Lac was based on a three year agreement reached in 1981 when the economic circumstances were somewhat different than exist now. The second highest wage increase in the comparable group was 6% in Neenah. The Union's proposal is 6.5% would be the highest percentage increase in the comparable group except for the Fond du Lac agreement. Some of the 1983 settlements in the comparable group included improvements in insurance and other benefits while the Union seeks an increase in wages only. The Employer's proposal would result in an average monthly wage for bargaining unit members of \$1687.88. The cost of other benefits such as vacation, holidays, uniform allowance, longevity, health insurance pension and workers compensation would raise the total average monthly cost of a firefighter to \$2,547.89 per month or \$30,574.68 per year. The Union's proposal would provide an average monthly wage for a firefighter of \$1744.34 per month and the cost of the other benefits would raise the total average monthly cost of a firefighter to \$2,626.29 a month or \$31,515.48 per year. These figures should be compared with the 1982 average yearly cost of \$29,723.04. The Employer's proposal would result in a wage increase of 3.2% and the total package increase would be 2.86%. The Union's proposal would provide a 6.5% wage increase and an overall package increase of 6.03%. The 1982 consumer price index increased 10.5 points or 3.73%.

The Employer has been undergoing a substantial decline in population since 1950. At that time the population was 35,325 and in 1980 it was 29,571. The future projections are 28,143 for 1990 and 26,060 for the year 2000. The Employer has an equalized property valuation of \$494,265,000.00 and it involves 7,966 residential properties. Its per capita equalized property valuation is \$17,000.00 while all of the other cities in the comparable group have per capita equalized property valuations in excess of \$20,000.00. In 1979 the Employer's per capita income was lower than all of the cities in the comparable group except LaCrosse and Eau Claire. The Employer's tax rate is ninth highest in the state and it is higher than any other city in the comparable group except Sheboygan. In 1981 the county in which the Employer is located had the eighth highest delinquency in real estate taxes. The 1982 delinquency rate and rank are quite similar.

The \$795,188.00 in undesignated funds that the Employer had at the end of the 1982 calendar year has been transferred out of surplus and expended for projects that were not included in the budget. Only about \$4500.00 remains in the surplus account. The Employer estimates that it will be about \$90,000.00 short of the projected revenues for 1983 because of the decline in state aid. Some accounts for 1983 are already over spent because of overtime and other unanticipated expenses.

Subsequent to the completion of the hearing in this matter, the arbitrators in the disputes involving the public works employees and the police issued their awards. The final offer of the police proposed a 5% increase in their current salaries and that the Employer's contribution towards insurance would increase to 95% of the cost of the family plan and 100% of the cost of the single plan. The Employer's final offer proposed a \$38.00 per month increase across the board to all employees in the police bargaining unit and a \$14.50 per month increase in the Employer's family health insurance contribution. The arbitrator selected the Union's final offer which resulted in an increase in the Employer's costs for wages and health insurance of 5 1/2%. In the arbitration involving the public works employees the union submitted a proposal that wages be increased by 3% effective January 1, 1983, and an additional 4% effective July 1, 1983. It also proposed that the Employer pay 95% of the family premium and 100% of the single

premium. The Employer proposed a wage increase of \$30.00 per month across the board effective January 1, 1983, and proposed to pay up to \$159.25 per month toward the family premium and \$69.00 toward the single premium. The arbitrator selected the final offer of the Union which provides a 7% lift in the salaries for 1983 at a cost of 5%. It also included an improvement in the amount of health insurance paid by the Employer and the reallocation of the sweeper classification to a higher rate.

Douglas County was involved in mediation arbitration proceedings with five bargaining units. They included the Parkland Health Facility employees, the Department of Social Services employees, the registered nurses, the bargaining unit represented by the Communication Workers of America and the Highway Department employees. Consent Awards were issued by the mediator/arbitrators involved in each of the proceedings after reaching agreement in mediation sessions. The county and the Parkland Health Facility employees agreed to extend the existing collective bargaining agreement to December 31, 1984, with no increase in wage rates for calendar year 1983. However the county agreed to pay each full time employee in the unit a lump sum payment of \$400.00 on December 30, 1983. Part-time employees will receive a portion of the lump sum payment based on the number of hours worked during the year. Effective January 1, 1984, the county will pay 100% of the single health insurance premium, 100% of the life insurance premium and a 90% of the family health insurance premium up to a maximum of \$155.00. There will also be a 7% wage increase across the board to all classifications in the bargaining unit effective January 1, 1984. The consent award issued by the arbitrator reflected that agreement. The social worker and other professional employees in the Department of Social Service and the county agreed on a two year contract from January 1, 1983, until December 31, 1984. Effective January 1, 1984, wage rates will be increased by 4% and on July 1, 1984, they will be increased by another 4%. On January 1, 1984, the employees in the Child Support I and II classifications will have an additional \$40.00 added to their wages after the 4% increase. The parties agreed that the county would pay 100% of the single health insurance and 90% of the family health insurance up to a maximum of \$155.00 a month. They also agreed that the county will pay the employer's contribution to the Wisconsin Retirement Fund,

and effective January 1, 1982, it will pay an amount not to exceed 5% of the first \$18,725.00 of annual income on behalf of each eligible employee.

Effective January 1, 1984, the county will pay an amount not to exceed 5% of the first \$21,500.00 of annual income of each eligible employee. Employees who have six or more years of seniority will accumulate one and one-half days vacation per month worked during the preceding year, not to exceed 15 days vacation day per year, and employees with 19 or more years of service will be granted two additional days of vacation. A consent award reflecting this agreement was issued by the arbitrator. The registered nurses and the county agreed that effective December 30, 1983, all registered nurses will receive a lump sum payment in lieu of a wage increase of \$400.00. Part-time employees will receive a pro rata share of the \$400.00 based on the number of hours they actually worked. On January 1, 1984, an across the board increase of 7% will be applied to all classifications and the county will pay 90% of all family health insurance premiums up to a maximum of \$155.00 per month and 100% of single health insurance premiums and 100% of the life insurance premiums for its eligible employees. A consent award reflecting those agreements was issued by the arbitrator. The county and the bargaining unit represented by the Communication Workers agreed that all employees will receive a 7% increase effective January 1, 1984, and all employees will receive a lump sum payment of \$400.00 per employee on December 30, 1983. Effective January 1, 1984, the Employer will pay 90% of the family health insurance premium up to maximum of \$155.00. The parties agreed that a side letter will be written which states that the parties agreed that the \$400.00 lump sum payment in 1983 does not establish precedence in future negotiations. The current collective bargaining agreement reflecting the new agreements reached in the mediation sessions will be extended to December 31, 1984. The arbitrator issued a consent award reflecting those agreements. The county and the employees in the Highway Department reached agreement to extend the current contract to December 31, 1984, and the reopening provision was deleted. Effective December 30, 1983, all full time employees will receive lump sum payments in lieu of a wage increase in the amount of \$400.00. Part-time employees will receive a pro rata share of that lump sum payment based on the number of hours worked. The county and the employees agreed on an across the board increase of 7% to all classifications on January

1, 1984 and the Employer will pay 90% of the family health insurance premium up to a maximum of \$155.00 per month and 100% of the single health insurance premium and 100% of the life insurance premium.

The Employer argues that the agreements reached by the county with the five bargain units with which it was involved in mediation/arbitration and in which consent awards reflecting those agreements were reached were much closer to the Employer's proposal than the Union's proposal of 6.5% increase in wages. It points out that the Employer is facing a possible deficit for its 1983 operations even without the increases demanded by the unions in the four mediation/arbitration proceedings and which have been awarded by arbitrators in three of those proceedings. The Employer contends that it is experiencing a decline in state aids and the 1983 state aids will fall \$90,000.00 short of projections. It asserts that by the year end several departmental funds will be overspent and one of those will be the fire department, which is \$37,000 over its 1983 budget. The Employer argues that the excess funds which were available in mid-year 1983 should not have been used for salary increases because they will not be available in 1984. It has been the Employer's practice for 9 years not to use excess funds for salary increases because the levy for the following year would have to be double the amount levied for salary increase in order to fund an increase that was given but not levied for in the preceding year as well as funding the increase for the following year. The Employer argues that the State of Wisconsin controls 60% of the city's revenue in the form of state aids; and when the state aids stay the same or decline, the entire burden falls on the local taxpayers.

The Union points out that the Employer admits that it is not arguing its ability to pay. The Union contends that the Employer lowered its tax levy for the years 1981, 1982, and 1983 and had a surplus at the end of 1982. It suggests that the Employer's evidence projecting its future conditions should not be considered and the arbitrator should base the award on the conditions that exist now. The Union asserts that wage comparisons show that a 6 1/2% increase is in line with wage increases of other fire departments in other communities and settlements of other public employees in the city. All of the organized employees of the Employer and of the school district have received



wage increases in excess of 5% for 1983. The Union contends that the Employer's across the board proposal would maintain an already low pay differential between the ranks. It contends that the Employer's offer is lower than all other settlements in the city and lower than all comparables and settlements in the area. It takes the position that imposition of the Employer's proposal on it would have an adverse effect on the financial status of the members of the bargaining unit and their ability to maintain their standard of living. The Union argues that the Employer has not taken into consideration any factor other than its unilateral decision to offer a \$50.00 a month increase to each member of the four bargaining units that resorted to mediation/arbitration. It asserts that the Employer gave no consideration to departments or job classifications and its proposal would disrupt the long standing relationships and differentials between classifications and between bargaining units.

#### DISCUSSION

In reaching a decision the arbitrator is required to give weight to the lawful authority of the Employer, the stipulations of the parties, the interests and welfare of the public and the financial ability of the unit of the government to meet costs, comparison of the wages, hours and conditions of employment of the employees involved in the proceeding and other employees performing similar services and other employees in public employment and private employment in comparable communities, the cost of living, overall compensation received by employees and factors normally or traditionally taken into consideration in this type of matter. There is no issue with respect to the lawful authority of the Employer or the stipulations of the party and the arbitrator finds that those factors would support the position of either party.

The Employer concedes that it has the financial ability to meet the costs of the Union proposal but it takes the position that it would not be in the best interest and welfare of the public to do so. A review of the Employer and Union exhibits indicate that the Employer's financial situation improved during 1983 over previous years. There was a surplus at the start of the year but a substantial amount of that has been used for for capital improvements. The Employer's rather favorable financial condition for 1983 should not be the only basis for increasing compensation. The fact that the Employer began the year

with a surplus and has remained in good financial condition provides some support for the Union's contention that the employees should be compensated at a level comparable to that of other firefighters in comparable cities and other city employees and municipal employees in the area. The Employer estimates a deficit for its 1983 operations. It could accurately be described as the result of budgeting policy. The fact that the Employer created a 1983 deficit because of budgeting policy does not translate into inability to pay. The evidence on the financial condition of the Employer the arbitrator does not indicate that it is financially necessary to grant a wage increase substantially lower than that given by other public employers and it would not be a hardship for the Employer to grant the request of the Union. The Employer points to the substantial unemployment in the area and the substantial decline in population since 1950 as a basis for rejecting the Union's proposal. Certainly the high rate of unemployment in the area impacts upon the Employer's ability to pay. However it also impacts favorably upon the amount of state aid that the Employer receives. The Employer did not receive the amount of state aid in 1983 that it estimated but it received enough so that it has been in good financial condition and continues to be that way. The projected decline in population in the future may be something for the Employer to consider in future negotiations. It might also impact upon the number of employees that it will be necessary for the Employer to have. However it does not mean that the Employer should not now pay its firefighters at a rate comparable to other firefighters around the state. It can and should maintain the relationship between them and other municipal and private sector employees in the area.

The arbitrator considers the comparability factor to be one of the most important in determining the appropriateness of a proposal. The wages of public employees in comparable communities doing comparable work are very significant. In the absence of some compelling reason, existing relationships with other employees of the Employer should be maintained. The patterns of increases given by other employers in the community are important in determining the appropriateness of either party's offer. The Employer's firefighter classification receives a salary of \$19,398.00 per year. While there are no communities in the immediate area of the Employer that are of comparable size and have pro-

professional firefighters, the Union points to other communities around the state that are somewhat comparable in size. They are Stevens Point, Sheboygan, LaCrosse, Eau Claire, Beloit, Fond du Lac and Neenah. The Employer's firefighter classification now receives \$19,398.00 per year. Of all those communities of comparable size that employ professional firefighters, only Fond du Lac has a lower wage rate for 1983. The Union's proposal would boost the salary of the firefighter classification to \$20,659.00, which is \$291.00 lower than the annual salary paid by Sheboygan and \$159.00 higher than Neenah. All of the other communities in the comparable group pay the firefighter classification a lower salary than the Union proposes. The Employer's proposal would give its firefighter classification the third highest salary in the comparable group but it would be \$502.00 lower than the second highest in the comparable group. All of the other firefighter classifications in the comparable group would receive a lower wage than that proposed by the Employer. The 1983 increases in the comparable group range from a low of 4 1/2% at Beloit to a high of 8.2% at Fond du Lac. The differential between a firefighter and a motor pump officer for 1983 in the comparable group ranges from a low of \$236.00 at Fond du Lac to a high of \$2,886.00 at Beloit. The Employer's differential is \$373.00 and would remain the same under the Employer's proposal. Four of the communities in the comparable group have a much larger differential between a firefighter and a motor pump officer and three of them are somewhat lower.

The Employer has the smallest differential in the comparable group between a motor pump officer and a captain. Under the Union's proposal that differential would be increased somewhat but the Employer would still have the smallest differential between those two classifications. The differential in every other community in the comparable group between a motor pump officer and a captain is at least twice as big and in Sheboygan and Beloit it is almost five times as big. Under the Employer's proposal the differential would remain the same.

During 1982 the Employer paid a firefighter \$19,398.00 per year and a squad man in the police department \$19,548.00. The differentials between squad man and sergeant was \$470.00 and between sergeant and detective was \$538.00. The police, as a result of the recent arbitration award, received a 5% increase in wages as well as an increase in the Employer's contribution to the health

insurance. The squad man now receives an annual salary of \$20,525.00. The Union's proposal would raise the annual raise of a firefighter to \$20,659.00 which would be slightly higher than that of the police but the firefighters would not receive the improvement in the health insurance program. The Employer's proposal would increase the differential between a firefighter and a squad man in the police department to \$527.00 as well as providing the police with better health insurance benefits. The arbitrator's award gave the police a percentage increase which increased the differential between the various ranks. The Employer's proposal for firefighters retains the already low differential between the various ranks. The Employer made proposals with across the board flat dollar figure increases to all of its employees that are represented by labor organizations. All four of the bargaining units rejected the Employer's proposal and the disputes were submitted to arbitration. In the other three mediation/arbitration disputes the arbitrators rejected the Employer's proposal and adopted the position of the Union. The awards resulted in wage increases of 3% on January 1, 1983, and 4% on July 1, 1983, plus an improvement in the Employer's contribution to the health insurance premiums for the clerical employees and the Department of Public Works employees and 5% wage increases and improvements in the health insurance contribution for the police. As a result of these arbitration awards the internal comparabilities of the Employer indicate that the increased cost of the improvements awarded to those employees is about the same as that sought by the Union. The Employer's proposal, if implemented, would disrupt the existing relationships between the firefighters and the employees in the other bargaining units.

The Employer's proposal compresses the wage rates and maintains the already small differentials between the various classifications within the Fire Department. The evidence presented indicates that the differentials between the classifications are low when compared to the comparable group and adoption of the Employer's proposal would keep the dollar amount of the differential the same while decreasing the percentage of the differential. In the hearing the Union argued that the differential was already too small in terms of dollars as well as percentage. The Employer offered no evidence supporting its position on the differentials but the fact that proposed a flat dollar figure across the

board increase would indicate that it was satisfied to have the dollar differential remain the same and the percentage differential narrowed. When wage increases have been given by employers there has been an attempt to maintain the percentage differentials between the various classifications unless they reflected an unreasonable dollar differential. There seems to be no basis for narrowing the percentage differential and there is at least some support for increasing the dollar differential. Accordingly, the Union's salary proposal reflects the traditional approach to maintaining the percentage differentials and increasing the dollar differentials.

The Union's final offer more closely approximates the improvements in the collective bargaining agreements between the Employer and its other bargaining units resulting from the arbitration awards and fits in the middle of the range of percentage increases given to firefighters in other comparable communities throughout the state. The Employer points out that Douglas County employees recently agreed to consent awards giving them lump sum payments of \$400.00 in 1983 and an increase of 7% of their 1982 wages for 1984. While the lump sum increases for 1983 were lower than the Employer's proposal to the firefighters the 7% increase on 1982 wages for 1984 appeared to be rather generous and makes the lump sum amount of \$400.00 for 1983 acceptable. The school district and the union representing its maintenance employees settled for a 5% wage increase for 1983 and the union representing its custodians, secretaries, drivers and teacher aids settled for a 5.3% increase. The school district gave its teachers an 8 1/2% increase for the 1982-1983 school year.

The Employer's proposal is much closer to the increase in the cost of living than that of the Union. Certainly this is an argument in favor of the Employer's position. However during the period that the cost of living was accelerating at a rapid rate the wages for municipal employees generally lagged behind. The rate of increase in the cost of living was not a determining factor when it was increasing at a rapid rate and it is no more significant now when it is increasing at a substantially lower rate.

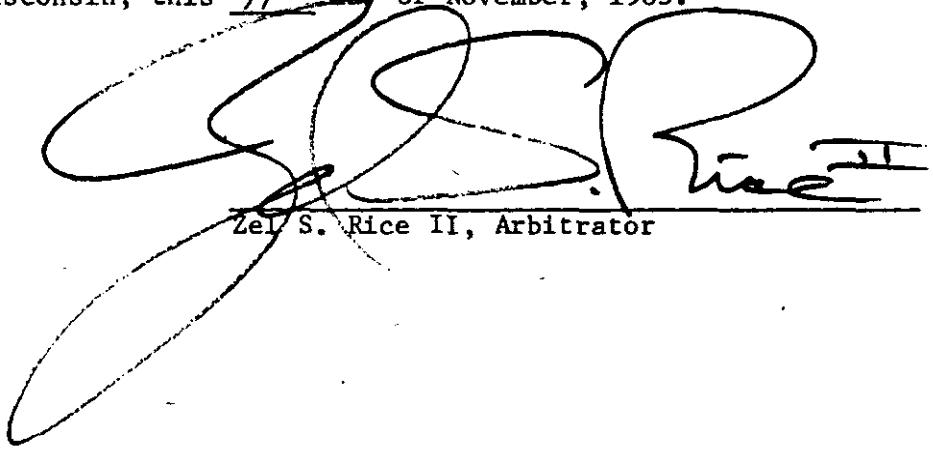
The Employer has been unable to point to any settlement for 1983 comparable to its final offer other than the \$400.00 lump sum settlement for 1983 reached

by the county with four of the bargaining units representing its employees. However those settlements were part of a two year agreement which includes a 7% increase on the 1982 wages for the 1983 calendar year and substantial improvements in the Employer's contribution to the health insurance costs for 1984. The Employer's final offer is substantially below the pattern of settlements not only in terms of percentages but also in terms of absolute dollars. It has the ability to pay and given the pattern of settlements with firefighters in comparable communities around the state and with the Employer's other bargaining units and other municipal employees in the area, the Union's final offer is more reasonable.

FINDINGS AND AWARD

After full consideration of the criteria listed in the statutes and after a careful and extensive examination of the exhibits and arguments of the parties the arbitrator finds that the Union's offer attached hereto and marked exhibit B is more appropriate than that of the Employer and directs that the Union's proposal be incorporated into an agreement containing the other items to which the parties have agreed.

Dated at Sparta, Wisconsin, this 17<sup>th</sup> day of November, 1983.



Zel S. Rice II, Arbitrator

EXHIBIT A

Final Offer  
from  
City of Superior

(A)

to  
International Association of Firefighters  
Superior Local No. 74

1. Agreement for the second year of the current contract running from January 1, 1982 to and including December 31, 1982
2. \$50.00 per month increase to all classifications described in Appendix A of the current labor agreement, effective January 1, 1983.
3. No changes to any other terms and conditions of employment

Signed this 15<sup>th</sup> day of June 1983

William R. Sample  
Representative

EXHIBIT B



(B)

#2

*Superior Fire Fighters Association*

LOCAL 74

SUPERIOR, WISCONSIN 54880



*Final offer to the city of  
Superior for 1983*

*wages only . 6.5 %  
for all classification effective  
Jan. 1 1983.*

*Stephen Hotala  
President Local 74*

*6/15/83*