

**TENTATIVE AGREEMENT between the CITY OF WEST ALLIS  
and WAPPA, Local #35 (Police Union)**

**Article 5 – Compensation**

Effective January 1, 2008	2% Increase Across the Board
Effective April 1, 2008	1% Increase Across the Board

Effective January 1, 2009	2% Increase Across the Board
Effective April 1, 2009	1% Increase Across the Board

After the annual wage increase in 2009, increase the wages of the Spec. 1 class by \$480  
After the annual wage increase in 2009, increase the wages of the Spec. 2 class by \$120

Effective January 1, 2010	2% Increase Across the Board
Effective April 1, 2010	1% Increase Across the Board

All employees shall be enrolled in Direct Deposit no later than January 1, 2009

**Section 4 - Out of Classification Pay:**

Effective January 1, 2009

<u>Acting CO Pay</u>	<u>\$1.50 per hour for each hour worked</u> <u>(Excluding daily lunch hour)</u>
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Effective January 1, 2010

<u>CRU Members</u>	<u>\$10.00 per month increase</u>
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**Article 6 – Hours of Work**

Section 7 - A Time Trade – In 2009, each employee will be permitted **six (6)** unrestricted time trades.

**Article 10 - Vacations**

Section 3 – **Amend the current language to reflect the current practice of selecting less than one week blocks of vacation.** Vacation days will be selected in one week blocks as determined by the Department vacation schedule. Employees may select two (2) one (1) week blocks at one time, provided that the blocks are consecutive.

Article 10 – Vacations continued:

**Effective January 1, 2008, newly hired employees shall begin accruing vacation upon date of hire following the current vacation schedule. If hired prior to the 15<sup>th</sup> of the month, the employee accrues vacation from the 1<sup>st</sup> of the month, if hired on or after the 15<sup>th</sup> of the month, the employees accrual begins on the 1<sup>st</sup> of the month following the date of hire.**

Article 11 – Holidays

**Holiday pay is pro-rated for those employees who are in the wage steps progression or who have been appointed to a specialty position or promoted during the course of the year.**

Article 14 – Hospital/Surgical Care, Dental and Life Insurance

**Effective March 1, 2009 - Increase Dental Insurance annual maximum benefit to \$1,500**

Section 1 (A) (2) (b) - Effective March 1, 2009, employees shall pay \$10/\$20/\$30 for retail (34 day supply) prescriptions and **\$25/\$50/\$75** for mail order (90 day supply) prescriptions.

Section 1 (A) (3) (b) - **Effective March 1, 2009**, employees shall pay a \$20.00 office visit co-pay with maximum plan year out-of-pocket of \$200/single, \$400/couple, \$600/family. **This co-pay is waived for wellness and preventative services.**

Section 3 (A) (3) (b) - Any member who retires January 1 – February 28(9) of **2008 through 2010** will be granted the March 1 cap rates for retiree health insurance premium calculation purposes; this provision will sunset December 31, 2010.

Section 3 (A) (4) - **Effective March 1, 2009**, Emergency room co-pay (may be waived if admitted, transported by emergency vehicle or doctor directed) shall be \$75.00 (~~same waiver conditions apply except for doctor directed – member must receive a written confirmation from the provider's office that they were directed to go to the emergency room; this written communication must be submitted directly to the insurance carrier along with the billing for \$75.00 from the provider~~).

**Effective on or after the first of the month following ratification** – Newly hired employees, hired on or after the first of the month following ratification of the contract, must have 15 years of service with the City to qualify for retiree health insurance

#### **Article 16 – Residency**

Section 1 (B) – 5 - The perimeter for establishing non-residency shall be established as listed below: The residence shall be **south of Highway 60, east of Highway P, south of Hwy. MM, east of Hwy. 67, north of Hwy LO, east of Hwy. E and north of Highway 20. To establish qualified residency, the residence must have a postal address inside of the boundaries or on one of the highways named below. All employees hired before January 1, 2008 shall be “grandfathered” at their current residence; if said employee moves, must be within boundaries**

**Housekeeping:** - Update the formatting of the contract for consistency purposes including but not limited to: Capitalization, Header formatting, hyphens, underscoring, and numbering as examples.