

## SUMMARY OF NEGOTIATED SETTLEMENT

The undersigned, being duly authorized representatives and/or agents for the indicated parties hereto, agree that the following Summary represents the terms of the negotiated agreement for wages, hours and other conditions of employment for the above-captioned bargaining unit.

**EMPLOYER:** CITY OF WEST ALLIS

**BARGAINING UNIT:** LOCAL 80 (DPW UNIT), AFSCME, AFL-CIO

1) **CONTRACT TERM:** January 1, 2006 through December 31, 2007

2) **WAGES:**

- A) Year 2006: Effective July 1, 2006, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 1.5%.
- B) Year 2007: Effective July 1, 2007, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 1.5%.

3) **RECLASSIFICATIONS:**

Effective January 1, 2006 the Labor-Management Reclassification Committee as set forth in the Summary of Negotiated Settlement between the City of West Allis and Local 80, DPW Unit, shall be incorporated in to the contract as Exhibit I:

### EXHIBIT I

#### LABOR MANAGEMENT RECLASSIFICATION COMMITTEE

Effective January 1, 2006, a Labor-Management Reclassification Committee will be instituted, consisting of six (6) members -- three (3) from management and three (3) from the collective bargaining unit.

- A. All requests for reclassifications of existing positions must be made before the Reclassification Committee. Requests shall initially be submitted to the Personnel Manager.
- B. Either management or the collective bargaining unit must complete and submit a Reclassification Questionnaire to the Committee for consideration.
- C. The Labor-Management Reclassification Committee shall meet quarterly (or as needed) to deliberate the merits of any requests.
- D. All six (6) members of the Committee shall be present to conduct business. A simple majority vote will determine approval of the reclassification for implementation.
- E. Should a 3-3 tie or deadlock occur, the Committee will cease deliberations and the reclassification request will default to the grievance and arbitration procedure in the contract.

4) **CONTRACT LANGUAGE UPDATES:**

- A) Update contract language to replace any reference to age 65 with "Medicare Eligible" (as found in the Table of Contents and pages 30 and 33).
- B) Modify Article IV Union Activity, Section C – Access to Records page 7, to be consistent with Wisconsin Statutes.

- C) Modify Article VIII, Wages, Hours and Working Conditions, Section J – Working Hours, Work Week, and Overtime, subsection 4 – Payment of Overtime Hours Worked, page 39, by adding the following paragraph after line 11:

**“In lieu of payment for overtime hours worked, employees shall be allowed to accrue compensatory time by banking the hours earned. Compensatory time banked pursuant to this section may be used for time off when approved by an employee’s department head. The granting of compensatory time off, in all cases, shall be at the sole discretion of the employee’s department head. In December of each year, employees shall receive payment for all hours of compensatory time, in excess of forty (40) hours, that are banked in the employees account as of the last pay period ending in November of that year. Any hours earned in December that would result in the accrued banked hours exceeding forty (40) hours shall also be paid. Employees shall also have the option to receive payment, on a monthly basis, for all or any part of the hours remaining in their account bank as of the last day of the month, provided the employee notifies the Finance Division at least three (3) days prior to the last day of the month and indicates the amount of such banked time to be paid. Such payment shall be made by the second pay period following the request. All hours paid under this section will be deleted from the employee’s account as of that pay period. All accrued banked hours carried over to January of the next year shall be compensated exclusively as time off.”**

- D) Modify Article Article VIII, Wages, Hours and Working Conditions, Section J – Working Hours, Work Week, and Overtime, subsection 4 – Payment of Overtime Hours Worked, page 39, by adding the following on line 6:

**“...VIII, (J) (6) or requested to be added to the employee’s compensatory time (bank) account.”**

- E) Modify Article Article VIII, Wages, Hours and Working Conditions, Section J – Working Hours, Work Week, and Overtime, subsection 6 – Procedures Governing Minus Hours Account, page 41, by adding the following on line 5: (Mike/Sheryl – wording I added...)

**“...as wages pursuant to Article VIII (N) and Article VIII (J) (4).”**