

SUMMARY OF NEGOTIATED SETTLEMENT

EMPLOYER: City of West Allis

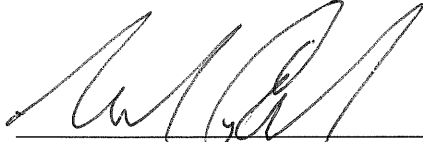
BARGAINING UNIT: West Allis Federation of Nurses, Local 5038, American Federation of Nurses, AFL-CIO

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 settlement for wages, hours and other conditions of employment for the above-captioned bargaining unit.

- I. Contract Term: January 1, 2002 through December 31, 2002.
- II. Wages: Effective September 1, 2002, the base hourly wage in each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 3.0%.
- III. Effective January 1, 2002 amend Article V, Compensation, Section 2, page 16 by deleting N-4 (Registered Nurse) in its entirety and renaming N-6 (Public Health Nurse) as Public Health Nurse I.

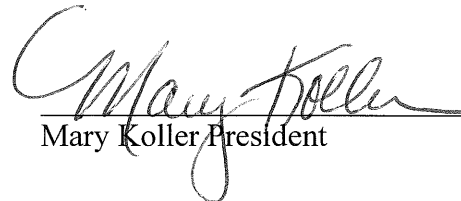
Effective January 1, 2002 amend Article V, Compensation, Section 2, page 16 by creating the salary range for Public Health Nurse II by deleting "Step 1" of the old N-6 salary range, renumbering steps 2-6 as Steps 1-5, and increasing the new Step 5 by \$1.00. This includes both resident and perimeter pay.
- IV. Renewal Agreements: The following side agreements are renewed for the term of the contract:
 - A. SPLIT Shift Schedule
 - B. School Term Position – Department Agreement.
- V. Pension: Update WRS contribution for the term of the contract.
- VI. Administration: The payment of back wages as set forth above, beginning September 1, 2002 (3.0%) for item II above and beginning January 1, 2002 for item III above, shall be paid by separate check at the beginning of the first full pay period subsequent to the signing of this agreement or as soon as is administratively possible.
- VII. Ratification: It is understood that the terms of this Summary have been affirmatively approved by the membership of the West Allis Federation of Nurses, Local 5038, AFT, AFL-CIO.

FOR THE COMMON COUNCIL
FOR THE CITY OF WEST ALLIS:



Michael J. Czaplewski, / Date 7-16-04
Chairperson, Administration &
Finance Committee

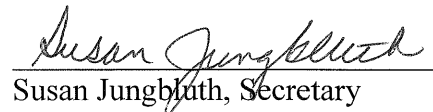
FOR THE WEST ALLIS FEDERATION
OF NURSES, LOCAL 5038:




Mary Koller President / Date 7/2/04



James Sengstock, President / Date 7/13/04
West Allis Common Council



Susan Jungbluth, Secretary / Date 7-2-04



Jeannette Bell, Mayor / Date 7-9-04