

SUMMARY OF NEGOTIATED SETTLEMENT

EMPLOYER: CITY OF WEST ALLIS

BARGAINING UNIT: ENGINEERING TECHNICIANS AND AIDES ASSOCIATION

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.

1) **CONTRACT TERM:** January 1, 2008 through December 31, 2010

2) **WAGES:**

A) Year 2008: Effective January 1, 2008, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 2% and effective April 1, 2008, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 1%.

B) Direct Deposit – all employees shall be enrolled in Direct Deposit by December 31, 2008

C) Year 2009: Effective January 1, 2009, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 2% and effective April 1, 2009, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 1%.

D) Effective January 1, 2009: add one step in each salary range (take 5 years to get to the top step; divide current salary ranges into 6 steps – beginning, 4 middle levels, ending)

E) Year 2010: Effective January 1, 2010, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 2% and effective April 1, 2010, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 1%.

3) **TUITION REIMBURSEMENT:** Effective January 1, 2010, tuition reimbursement shall increase from \$1500 per person per calendar year to \$1750 per person per calendar year.

4) **AUTOMOBILE ALLOWANCE:** Effective January 1, 2010 increase the amount allotted for the construction site wear and tear from forty dollars (\$40) per month to forty five dollars (\$45) per month for a total of seventy dollars (\$70.00) per month flat rate (\$25 flat rate and IRS mileage rate remains in place).

5) DENTAL INSURANCE:

- A) City agrees to continue paying 100% of the premium cost for the duration of the contract (prorated based on budgeted FTE for part-time employees).
- B) Effective the first of the month following ratification of the contract, increase Dental insurance annual maximum benefit from \$1000/person/plan year to \$1,500/person/plan year.

6) HEALTH INSURANCE:

- A) PPO PODIATRY - effective the first of the month following ratification of the contract, cover podiatry service like any other medical service.
- B) PPO Plan/Prescription Drugs – effective March 1, 2009, increase prescription drug mail order copay to 2.5 times retail OR \$25/\$50/\$75.
- C) PPO Plan/\$75 ER Copay – effective March 1, 2009, maintain \$75 ER copay; remove emergency room copay waiver clause for doctor directed (waiver clause would remain for admission and transport by ER vehicle).
- D) PPO Plan/Office Visit Copay - effective March 1, 2009, maintain \$20 office visit copay; add: “waive for preventative/wellness/routine visits”; remove the maximum plan year out of pocket limits of \$200/single, \$400/couple, \$600/family.
- E) Retiree Health Insurance - All 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.

7) FUNERAL LEAVE: effective January 1, 2008: modify to move adult child from 3 to 5 day category and add step-mother and step-father to wording of 5 day category.

8) VACATION ACCRUAL: new hires, hired on or after the first of the month following ratification of the contract, will begin accruing vacation upon date of hire following the vacation schedule: if hired prior to the 15th of the month, accrue 1/12 for that month, if hired on or after the 15th of the month, begin accrual the 1st of the month following hire date.

9) RESIDENCY: effective the first of the month following ratification of the contract, the perimeter for establishing non-residency shall be established as follows: 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.

10) RATIFICATION

It is understood that the terms of this Summary have been affirmatively approved by the membership of the West Allis Engineering Technicians and Aides Association.

FOR THE COMMON COUNCIL
FOR THE CITY OF WEST ALLIS:

FOR THE WEST ALLIS ENGINEERING
TECHNICIANS AND AIDES ASSOCIATION:

Kurt E. Kopplin, Chairperson
Administration & Finance Committee

Robert Hutter, President

Date Signed _____

Date Signed _____

James W. Sengstock, President
West Allis Common Council

Aaron Lehmkuhl, Secretary

Date Signed _____

Date Signed _____

Dan Devine, Mayor

Date Signed _____