

11.



City of West Allis Matter Summary

7325 W. Greenfield Ave.
West Allis, WI 53214

File Number	Title	Status
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R-2008-0165 Resolution In Committee

Resolution to approve Summary of Negotiated Settlement with the West Allis Engineering Technician and Aides Association (ET&AA), for 2008-2010.

Introduced: 7/1/2008

Controlling Body: Administration & Finance Committee

Sponsor(s): Administration & Finance Committee

COMMITTEE RECOMMENDATION

Adopt

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
<u>JUL - 1 2008</u>			Barczak				
			Czaplewski				
			Kopplin	✓			
			Lajsic	✓			
			Narlock	✓			
			Reinke	✓			
			Roadt				
			Sengstock				
			Vitale				✓
		Weigel					
		TOTAL		4			1

SIGNATURE OF COMMITTEE MEMBER

Krist Kopplin

Chair

Vice-Chair

Member

COMMON COUNCIL ACTION

ADOPT

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
<u>JUL - 1 2008</u>			Barczak	✓			
			Czaplewski	✓			
			Kopplin	✓			
			Lajsic	✓			
			Narlock	✓			
			Reinke	✓			
			Roadt	✓			
			Sengstock	✓			
			Vitale	✓			
		Weigel	✓			✓	
		TOTAL		9			1



City of West Allis

7525 W. Greenfield Ave.
West Allis, WI 53214

Resolution

File Number: R-2008-0165

Final Action:

Sponsor(s): Administration & Finance Committee

JUL - 1 2008

Resolution to approve Summary of Negotiated Settlement with the West Allis Engineering Technician and Aides Association (ET&AA), for 2008-2010.

WHEREAS, the current agreement with the West Allis Engineering Technician and Aides Association ended on December 31, 2007; and,

WHEREAS, the City and the West Allis Engineering Technician and Aides Association have entered into negotiations for a new agreement; and,

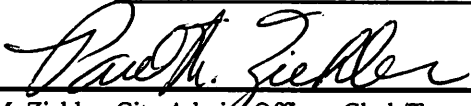
WHEREAS, the City and the West Allis Engineering Technician and Aides Association have reached a tentative settlement for the three year period of January 1, 2008 through December 31, 2010; and,

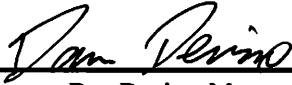
WHEREAS, the Administration & Finance Committee has reviewed the Tentative Agreement and is recommending approval; and,

WHEREAS, the membership of the West Allis Engineering Technician and Aides Association has voted and ratified the Tentative Agreement.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of West Allis that the attached Summary of Negotiated Settlement between the City and the West Allis Engineering Technician and Aides Association, for the period January 1, 2008 to and including December 31, 2010 be and is hereby approved.

BE IT FURTHER RESOLVED that the proper City officers and representatives be and are hereby authorized and directed to execute the aforesaid Summary of Negotiated Settlement on behalf of the City in the form of a new three year Agreement.

ADOPTED JUL - 1 2008

Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

APPROVED 7/3/08

Dan Devine, Mayor

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.

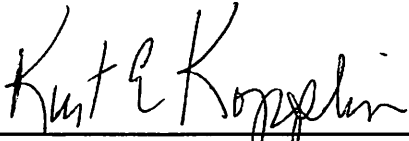
9) RESIDENCY: effective the first of the month following ratification of the contract, the perimeter for establishing non-residency shall be established as follows: The residence shall be south of Highway 60, east of Highway P, south of Hwy. MM, east of Hwy. 67, north of Hwy LO, east of Hwy. E and north 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.

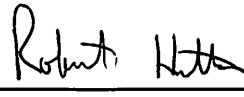
FOR THE COMMON COUNCIL
FOR THE CITY OF WEST ALLIS:

FOR THE WEST ALLIS ENGINEERING
TECHNICIANS AND AIDES ASSOCIATION:



Kurt E. Kopplin, Chairperson
Administration & Finance Committee

Date Signed 7-8-08



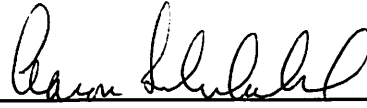
Robert Hutter, President

Date Signed 7-8-08



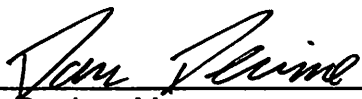
James W. Sengstock, President
West Allis Common Council

Date Signed 7-9-08



Aaron Lehmkuhl, Secretary

Date Signed 7-8-08



Dan Devine, Mayor

Date Signed 7/15/08