

## **SUMMARY OF NEGOTIATED SETTLEMENT**

**EMPLOYER:** CITY OF WEST ALLIS

**BARGAINING UNIT:** WEST ALLIS PROFESSIONAL FIRE FIGHTERS ASSOCIATION, LOCAL 1004

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 units.

1. Contract Term: January 1, 2018 to December 31, 2019

2. Wages:

- a. 1% ATB effective the first full pay period following January 1, 2018.
- b. 0.75% ATB effective the first full pay period following October 1, 2018.
- c. 2% ATB effective the first full pay period following January 1, 2019.

3. Article XXX - Miscellaneous Provisions – create new Section 4 to read:

“SECTION 4. LATERAL HIRES. Lateral hires will only apply to the position of entry level Fire Fighter.

Entry level Fire Fighters hired under this lateral hire provision may receive a starting annual salary in the Fire Fighter pay range and a vacation allowance commensurate with their education, training and years of experience prior to beginning their employment with the City of West Allis and the West Allis Fire Department. Such determination shall be at the discretion of the Fire Chief, with approval from the Police and Fire Commission.

All other provisions of this Agreement apply. Lateral hires will enter the Department as probationary firefighters and all probationary requirements shall be governed by Department Policies.”

4. Article XVI, Hospital/Surgical Care, Dental and Life Insurance –

A. Amend Section 2 (A) by replacing “January 1, 2015 and December 31, 2017” with “January 1, 2018 and December 31, 2019”.

B. Amend Section 1 as follows (grey highlight = new/updated wording; strike-through = deletion):

~~“(A) Employees who participate in health insurance provided to them by the City in accordance with Section 2.76 (12) of the Revised Municipal Code shall pay the following monthly premium share contributions through February 29, 2016:~~

~~(1) Those who participate in a City-sponsored Health Risk Assessment (HRA)<sup>†</sup>:~~

~~(a) Five percent (5%) not to exceed Sixty Dollars (\$60.00) per month for a single plan.~~

~~—— (b) Five percent (5%) not to exceed Ninety Dollars (\$90.00) per month for a couple plan.~~

~~—— (c) Five percent (5%) not to exceed One Hundred Twenty Dollars (\$120.00) per month for a family plan.~~

~~(2) Those who do not participate in a City-sponsored Health Risk Assessment (HRA)<sup>†</sup>:~~

- ~~—— (a) Seven and one-half percent (7.5%) not to exceed Seventy-five Dollars (\$75.00) per month for a single plan.~~
- ~~—— (b) Seven and one-half percent (7.5%) not to exceed One Hundred Twelve Dollars (\$112.00) per month for a couple plan.~~
- ~~—— (c) Seven and one-half percent (7.5%) not to exceed One Hundred Eighty Dollars (\$180.00) per month for a family plan.~~
- (B) ~~Employees who participate in health insurance provided to them by the City in accordance with Section 2.76 (12) of the Revised Municipal Code shall pay the following monthly premium share contributions effective March 1, 2016 through February 28, 2017:~~
- ~~(1) Employees who participate in a City-sponsored Health Risk Assessment (HRA) shall contribute seven and one-half percent (7.5%) towards their monthly premium share<sup>1</sup>.~~
- ~~(2) Employees who do not participate in a City-sponsored Health Risk Assessment (HRA) shall contribute fifteen percent (15%) towards their monthly premium share<sup>1</sup>.~~
- (GA) Employees who participate in health insurance provided to them by the City in accordance with Section 2.76 (12) of the Revised Municipal Code shall pay the following monthly premium share contributions effective March 1, 2017 through February 28, 2019:
- (1) Employees who participate in a City-sponsored Health Risk Assessment (HRA) shall contribute ten percent (10%) towards their monthly premium share<sup>1</sup>.
- (2) Employees who do not participate in a City-sponsored Health Risk Assessment (HRA) shall contribute twenty percent (20%) towards their monthly premium share<sup>1</sup>.
- (B) Employees who participate in health insurance provided to them by the City in accordance with Section 2.76 (12) of the Revised Municipal Code shall pay the following monthly premium share contributions effective March 1, 2019:
- (1) Employees who, along with their spouse, participate in a City-sponsored Health Risk Assessment (HRA) shall contribute twelve percent (12%) towards their monthly premium share<sup>2</sup>.
- (2) Employees who, along with their spouse, do not participate in a City-sponsored Health Risk Assessment (HRA) shall contribute twenty percent (20%) towards their monthly premium share<sup>2</sup>.
- <sup>1</sup> If a Health Risk Assessment (HRA) is not offered in any given plan year, employees will be subject to the rate listed in (A)(1). Eligible dependents (spouse/children) may participate in City-sponsored HRA's.
- <sup>2</sup> If a Health Risk Assessment (HRA) is not offered in any given plan year, employees will be subject to the rate listed in (B)(1). An employee's eligible child(ren) may participate in City-sponsored HRA's. "

5. Amend Article XI, Overtime, Section 6, per the January 2017 signed Memorandum of Understanding regarding Minimum Staffing Overtime, as follows (grey highlight = new/updated wording; strike-through = deletion):

"Whenever non-exempt employees are called for extra duty to fill minimum staffing requirements, such personnel will be reimbursed in cash at time and one-half of their regular base hourly rates ~~of a full paid Fire Fighter~~ for such time so worked."

6. Amend Article XV, Sickness Disability A and B by replacing "licensed physician", "licensed physician or dentist" with "health care provider" wherein "health care provider" is defined as provided under

State and Federal FMLA - *a doctor of medicine, doctor of osteopathy, physician's assistant, podiatrist, dentist, clinical psychologist, optometrist, chiropractor, nurse practitioner, nurse midwife, or Christian Science Practitioner.*

7. **Housekeeping Item:** update format and language of the contract for consistency purposes including but not limited to: capitalization, header format, hyphens, underscoring, numbering, update titles/names (such as Human Resources Department and references to Fire Chief, AC, DC), etc.; and remove any references to outdated information (that is, maintain relevant/most up-to-date information).
8. **Ratification:** It is understood that the terms of this Summary have been affirmatively approved by the membership of the West Allis Professional Fire Fighters Association.

**FOR THE COMMON COUNCIL  
OF THE CITY OF WEST ALLIS:**

**FOR THE WEST ALLIS PROFESSIONAL FIRE  
FIGHTERS ASSOCIATION, LOCAL 1004**

\_\_\_\_\_  
**Kevin Haass**  
Chairperson, Administration & Finance  
Committee

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**Mark Sura**, President

Date Signed \_\_\_\_\_

Date Signed \_\_\_\_\_

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**Thomas G. Lajsic**, President  
West Allis Common Council

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**Michael Gundersen**, Secretary/Treasurer

Date Signed \_\_\_\_\_

Date Signed \_\_\_\_\_

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**Dan Devine**, Mayor

Date Signed \_\_\_\_\_