

**TENTATIVE AGREEMENT**  
between  
**AFSCME LOCAL 80, CLERICAL AND PUBLIC WORKS UNITS**  
and the **CITY of WEST ALLIS**

1. Term of Contract – Three (3) Years
2. Wages: 3% each January 1 for the term of the contract (January 1, 2008; January 1, 2009; January 1, 2010)
3. Effective January 1, 2009: Add one step in salary ranges (take 5 years to get to the top step; divide current salary ranges into 6 steps – beginning, 4 middle levels, ending); Exhibit A (both contracts), Step Increments, change “slide” from 5 years to 6 years (to reflect this additional step)
4. Effective January 1, 2008:

PW CONTRACT: Amend Article VIII, Wages, Hours and Working Conditions, Section B. Vacations, 2. Administration of the vacation plan shall be in accordance with the following practices: (b) by adding the following on line 11, page 21, as indicated in shaded text:

**“A monthly rate measured from the employee’s last anniversary date of appointment by dividing the accruable vacation by twelve (12) and then multiplying the number of months served. An employee appointed...”**

CLERICAL CONTRACT: Amend Article VIII, Wages, Hours and Working Conditions, Section B. Vacations, 2. Administration of the vacation plan shall be in accordance with the following practices: (b) by adding the following on line 23, page 21, as indicated in shaded text:

**“...of service credit. A monthly rate measured from the employee’s last anniversary date of appointment by dividing the accruable vacation by twelve (12) and then multiplying the number of months served. An employee appointed...”**

5. Effective January 1, 2008:

PW CONTRACT: Article VII, Seniority, F. Transfers, 1. Permanent Transfers, lines 16-17, page 15, delete “ten (10) calendar” and replace with “three (3) work”:

**“1. All vacant Civil Service positions in the classifications of Clerk-Typist and Clerk I shall be posted for ~~ten (10) calendar~~ **three (3) work** days from notification of all potential candidates.”**

CLERICAL CONTRACT: Article VII, Seniority, G. Permanent Transfers, 1., line 3, page 18, delete “ten (10) calendar” and replace with “three (3) work”:

**“1. All vacant Civil Service positions in the classifications of Clerk-Typist and Clerk I shall be posted for ~~ten (10) calendar~~ **three (3) work** days from notification of all potential candidates.”**

6. Vacation Accrual – modify for new hires effective the first of the year following ratification of the contracts to reflect the following: new hires will begin accruing vacation upon date of hire following the vacation schedule: if hired prior to the 15<sup>th</sup> of the month, accrue 1/12 for that month, if hired on or after the 15<sup>th</sup> of the month, begin accrual the 1<sup>st</sup> of the month following hire date; this process negates the payout at end of employment.
7. Mandatory direct deposit of payroll - all employees shall be enrolled no later than December 31, 2008
8. Dental Insurance – effective the first of the month following ratification of the contract, increase maximum coverage per person per plan year from \$1,000.00 to \$1,500.00
9. All employees hired 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
10. Retiree Health Insurance – cease to provide health insurance upon Medicare eligibility for new employees hired the first of the month following ratification of the contract
11. Health Insurance – Podiatry coverage – effective the first of the month following ratification of the contract, cover podiatry service like any other medical service
12. Funeral Leave – include adult children in the five (5) day provision
13. City agrees to administer a payroll deduction as requested by AFSCME for disability type insurance (like union dues deduction)
14. Dispatchers (not Dispatcher/Trainer position)– training duties – receive \$1/hour for every hour so worked