

SUMMARY OF NEGOTIATED SETTLEMENT

EMPLOYER: CITY OF WEST ALLIS

BARGAINING UNIT: WEST ALLIS PROFESSIONAL POLICE ASSOCIATION (WAPPA)

The undersigned, being duly authorized representatives and/or agents for the indicated parties hereto, agree 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, 2016 to December 31, 2018

2. **Wages:**

- A. Effective the first full pay period following January 1, 2016, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 2%.
- B. Effective the first full pay period following March 1, 2017, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 2%.
- C. Effective the first full pay period following January 1, 2018, 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 the first full pay period following October 1, 2018, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 1%.

Amend Article 5, Compensation, Section 1 as follows (shading references additions; strike-through references deletions):

"SECTION 1. Effective the first full pay period following ~~January 1, 2014 and January 1, 2015~~ January 1, 2016, March 1, 2017, January 1, 2018, and October 1, 2018, the salaries of the employees in the bargaining unit shall be established as shown in Appendix A.

Amend Article 5, Compensation, Section 4. Out-of-Classification Assignments, C. as follows (shading references additions; strike-through references deletions):

- "C. When a Patrol Officer is a designated primary or secondary Field Training Officer in a training cycle, he/she shall receive an additional Twenty-Five Dollars (\$25.00) per month. Patrol Officers when assigned as a Field Training Officer shall receive an additional One Dollar (\$1.00) per hour for every hour worked. Effective January 1, 2017, Patrol Officers when assigned as a Field Training Officer shall receive an additional One Dollar and Fifty Cents (\$1.50) per hour for every hour worked."

3. **Article 14, Hospital/Surgical Care, Dental and Life Insurance** – amend to reflect the following*:

A. Employee Monthly Premium Share – effective March 1, 2016 through February 28, 2017 reflect:

- Employees who participate in a City-sponsored Health Risk Assessment (HRA) shall contribute 7.5% towards their monthly premium share.
- Employees who do not participate in a City-sponsored Health Risk Assessment (HRA) shall contribute 20% towards their monthly premium share.

B. Employee Monthly Premium Share – effective March 1, 2017 through February 28, 2018 reflect:

- Employees who, along with their spouse, participate in a City-sponsored Health Risk Assessment (HRA) shall contribute 10% towards their monthly premium share.
- Employees and/or their spouse, who do not participate in a City-sponsored Health Risk Assessment (HRA) shall contribute 20% towards their monthly premium share.

C. Employee Monthly Premium Share – effective March 1, 2018 reflect:

- Employees who, along with their spouse, participate in a City-sponsored Health Risk Assessment (HRA) shall contribute 12% towards their monthly premium share.
- Employees and/or their spouse, who do not participate in a City-sponsored Health Risk Assessment (HRA) shall contribute 20% towards their monthly premium share.

4. * See Attachment 1 (red font references additions; strike-through references deletions):

5. **Contract Language Updates** (shading references additions; strike-through references deletions):

A. Revise Article 9 – Leaves and Article 14 – Hospital/Surgical Care, Dental and Life Insurance as set forth in Attachment 1.

B. Article 3 - Association Rights and Privileges, Section 4, remove word “courtroom” from line 3, page 6.

C. Article 3 - Association Rights and Privileges, Section 7, amend as follows: “SECTION 7. The Association members will be provided copies of proposed electronically notified of new or amended written rules and policies Department standards not less than ten (10) days prior to implementation.”

D. Article 5 - Compensation, Section 4 – Out-of-Classification Assignments, J., page 13, amend line 7 as follows: “..., excluding daily 30 minute lunch hour period.”

E. Article 5 - Compensation, Section 5, amend as follows:

~~“SECTION 5. Canine Handler Officer/Drug Detection Canine Officer – Canine Handlers Officers/Drug Detection Canine Officers shall receive Specialty I compensation be compensated at the Specialist I base hourly rate, and shall receive an additional 10 hours of pay per month at the rate of time and one-half (1 ½) per hour, for the daily care and maintenance of the police canine, as the offset for the daily care and maintenance of the police canine. Canine Handlers/Drug Detection Canine Officers shall be responsible for the performance and effectiveness of their canine. Handlers/Officers shall be required to provide and document twenty (20) hours per month of on-duty training at regular intervals and ten (10) hours of off-duty training per month of their police canine. All on-duty training of the police canine will be scheduled by the Handler’s/Officer’s respective shift commander. The ten (10) hours of off-duty training per month shall be compensated at time and one-half (1-1/2) for each overtime hour worked.”~~

F. Article 6 – Hours of Work, Section 1, page 14, amend lines 5 and 6 as follows: “...~~certain “specialty positions” and the Detective Sergeant-Identification Bureau Specialist III positions of the Forensic and Technical Services Bureau~~”,...”.

G. Article 6 – Hours of Work, Section 1, amend listing of specialty positions as follows:

~~Special Investigative Investigations Unit Patrol Officer Corporal
Warrant Officer
Neighborhood Watch/THINK Officer
School Resource Officer
Community Resource Officer
Canine Officer/Drug Detection Canine Officer
...
Drug Detection Canine Officer~~

H. Article 6 – Hours of Work, Section 5. Shift Selection, B., beginning at line 18 on page 17, amend as follows:

~~“(2) days off duty. Applicants for vacancies on the Special Investigative Unit shall be considered in the order of their seniority. The Chief shall give due consideration to seniority in assigning officers to the Special Investigative Unit, however, assignments shall not be on the basis of seniority. An officer, not selected for the Special Investigative Unit, and having greater seniority than the officer selected for the Special Investigative Unit, shall be entitled to consult with the Chief of Police as to the reasons for non-selection.”~~

I. Article 6 – Hours of Work, Section 7., beginning at line 17 on page 18, amend as follows:

~~“without eight (8) hours of time off between shifts as a result of a time trade. A time trade shall only be allowed when the “Off Schedule” is filled and no other additional time offs would be allowed. The employee who originated the time trade will not work back for the officer who worked on the date of the trade if there are openings for additional time off within the off schedule on the day the officer who worked takes an eight (8) hour time due~~

~~previously accumulated because of the time trade.~~ The exchange of regular off days...”

- J. Article 7 – Overtime, Section 7, page 22, amend line 4 as follows: “...work shift/unit...”
- K. Article 7 – Overtime, page 22, add a footnote to line 11, “...31 of the previous year¹.”
Footnote at bottom of page to read: ¹ See Article 17 – Miscellaneous Provisions, Section 7 – Miscellaneous Clarification as applicable.
- L. Article 7 – Overtime, Section 7, page 22, amend line 17 as follows: “...overtime on by November 30...”.
- M. Article 9 – Leaves, Section 2. Sickness Disability Program, A. Sickness Disability Program A (Employees hired prior to August 28, 1996), 14., page 34, amend line 18 as follows: “...not more than ~~five (5)~~ four (4) days...”.
- N. Article 9 – Leaves, Section 2. Sickness Disability Program, B. Sickness Disability Program B (Employees hired on/after August 28, 1996), 10., page 40, amend line 20 as follows: “...not more than ~~five (5)~~ four (4) days...”.
- O. Article 10 – Vacations, Section 3., beginning at line 9, amend as follows: “...conjunction with off days. If the three (3) vacation picks are not utilized on the December 31st deadline for selection for the following calendar year, employees may pick the remaining unused vacation picks throughout the year as long as the schedule is not closed for the requested days. Unused vacation picks would have to be a minimum of three (3) days and a maximum of ten (10) days.”
- P. Article 11 – Holidays, Section 6., amend 9. on page 49, line 1 as follows: “~~Three (3)~~ Four (4) “random” days...”, and line 3 as follows: “...random days may be taken in less than four (4) hour increments and must be ...”.
- Q. Article 13 – Pensions, Section 2., remove footnote in its entirety as referenced in line 16.
- R. Article 15 – Grievance Resolution Procedures, Section 1., update this Section to reflect “calendar days” wherein “working days” are noted, and “fifteen (15)” wherein “ten (10)” is noted; and amend page 59 - lines 15 and 16 as follows: “...Wisconsin Statutes, shall be processed in accordance with such statute. All “working days”, herein, shall be defined as ~~working days of the grievant.~~”.
- S. Article 16 – Residency, Section 1, update wording to reflect maintaining a telephone (cellular permitted) also entails maintaining the ability to accept/receive a voicemail message.
- T. Article 17 – Miscellaneous Provisions, Section 5., F., page 66, amend line 12 as follows: “...~~Police and Fire Commission~~ Police Chief of satisfactory...”.

U. Article 17 – Miscellaneous Provisions, Section 7., page 66, amend line 22 as follows:
“...Vacation carryover must be used by ~~May 4~~ July 1 or it will be lost. ...”.

6. Housekeeping Items:

- A. Update any reference to “Chief of Police” to “Police Chief” throughout the contract.
- B. Update format of contract for consistency purposes including but not limited to: capitalization, header format, hyphens, underscoring, numbering, etc.; and remove any references to outdated information (that is, maintain relevant/most up-to-date information).

6. Ratification: It is understood that the terms of this Summary have been affirmatively approved by the membership of the West Allis Professional Police Association.

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

**FOR THE WEST ALLIS PROFESSIONAL
POLICE ASSOCIATION, LOCAL #35:**



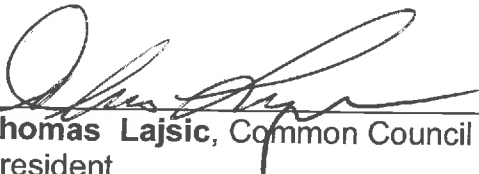
Kevin Haass, Chairperson,
Administration & Finance
Committee

Date Signed 6/13/16



Nick Stachula, President

Date Signed 6/14/16



Thomas Lajsic, Common Council
President

Date Signed 6/14/16



Allison Cerqua, Vice President

Date Signed 6/14/16



Dan Devine, Mayor

Date Signed 6/10/16