

## 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. Term of Contract – One (1) Year; January 1, 2011 to December 31, 2011

This one (1) year agreement is based on certain economic factors and final results of the City's 2010 budget performance. (This agreement to be approved by Common Council and union membership by November 2009 when the 2010 budget is approved and the appropriations ordinance is passed.)

2. The three (3) major economic factors that caused the City's 2010 budget problem shortfall are reduced investment earnings, lower building/plumbing/electrical permit revenue, and loss of State shared revenues. Therefore, these three (3) factors will be the basis for judging the 2010 performance results and will be the basis for any 2011 employee wage increase. [These three (3) factors are all representative of a negative economy locally, statewide, and nationally.]

3. Any raise for 2011 will be based on 2010 results for the above three (3) mentioned economic factors (investment earnings, permit revenue, State shared revenues). [The 2010 budget for investment earnings, permit revenue, and State shared revenues will be approximately equal to the estimated 2009 actual dollar amount which will be a reduction from the higher 2009 budgeted amount.] The following details will be the basis of any wage increase for 2011:

a.	Up to 250K:	0.0% wage increase
b.	250K – 500K:	0.5% wage increase
c.	500K – 750K:	1.0% wage increase
d.	750K – 1.0M:	1.5% wage increase
e.	1.0M – 1.25M:	2.0% wage increase
f.	1.25M – 1.5M:	2.5% wage increase
g.	1.5M & over:	3.0% wage increase

4. Upon completion of the City's Comprehensive Annual Financial Reports and external City Audit, on or about June 30, 2011, indicating the final three (3) revenue total amounts, salary increases will be implemented according to the respective threshold amounts, retroactive to January 1, 2011.
5. The City provides a good faith commitment to the West Allis Professional Fire Fighters Association, Local 1004, to maintain 2010 budgeted positions unless caused by unforeseen economic conditions for 2010 and 2011 (such as, but not limited to, a social/terrorist upheaval/unrest, additional loss of 25% or greater in State shared revenues, etc.). (The City retains the right to change organizational structure and introduce management efficiencies that might affect positions.)

It is understood that the terms of this summary have been affirmatively approved by:

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

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

\_\_\_\_\_  
Kurt E. Kopplin,  
Chairperson, Administration & Finance  
Committee

\_\_\_\_\_  
Peter D. Rohde, President

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

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

\_\_\_\_\_  
James W. Sengstock, President  
West Allis Common Council

\_\_\_\_\_  
Joe G. Breznik, Secretary

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

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

\_\_\_\_\_  
Dan Devine, Mayor

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