

## 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, 2006 through December 31, 2007
- 2) **WAGES:**
  - A) Year 2006: Effective January 1, 2006, 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 December 31, 2006, 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) Year 2007: Effective January 1, 2007, 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 December 31, 2007, 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:**
  - A. Effective January 1, 2006, tuition reimbursement shall increase from \$1000 per person per calendar year to \$1250 per person per calendar year.
  - B. Effective January 1, 2007, tuition reimbursement shall increase from \$1250 per person per calendar year to \$1500 per person per plan year.
- 4) **AUTOMOBILE ALLOWANCE:** Effective January 1, 2006 increase the amount allotted for the construction site wear and tear from thirty dollars (\$30) per month to forty (\$40) per month for a total of sixty-five dollars (\$65.00) per month flat rate (\$25 flat rate and IRS mileage rate remains in place).
- 5) **DENTAL INSURANCE:** City agrees to continue paying 100% of the premium cost for the duration of the contract.
- 6) **HEALTH INSURANCE:**
  - **Health Insurance Changes effective 3-1-07 (PPO and Standard Plan):** Increase monthly premium share caps from \$50/month single, \$75/month couple, \$100/month family to \$60/\$90/\$120 respectively (remain at 5% premium share up to capped amount).
  - **PPO Plan effective 3-1-07:**

Prescriptions (not subject to maximum out of pocket limits):

Retail Order (34 day supply)	co-pay of \$10/20/30
Mail Order (90 day supply)	co-pay of \$20/40/60 (2x's retail)

Out-of-Network Services: Coinsurance to 70/30 (deductible, maximum out of pocket and lifetime maximum remains as is)

**6. Health Insurance Continued:**

In-Network Services:

- \$20 Office Visit copay with maximum plan year out of pocket of \$200/single, \$400/couple, \$600/family
- \$75 emergency room copay (same waiver conditions apply except for doctor directed = member must receive a written confirmation from the provider's office that they were directed to go to the ER; this written communication must be submitted directly to the insurance carrier along with the billing for \$75 from the provider)
- No deductible
- Lifetime maximum remains unlimited

**7. 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:

\_\_\_\_\_  
Michael J. Czaplewski, Chairperson  
Administration & Finance Committee

\_\_\_\_\_  
Robert Hutter, President

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

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

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

\_\_\_\_\_  
Aaron Lehmkuhl, Secretary

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

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

\_\_\_\_\_  
Jeannette Bell, Mayor

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