

SUMMARY OF NEGOTIATED SETTLEMENT

EMPLOYER: CITY OF WEST ALLIS

BARGAINING UNIT: WEST ALLIS FEDERATION OF NURSES, LOCAL 5038

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) **VACATION ACCRUAL:** Modify for new hires effective January 1, 2006 (new hires will begin accruing vacation upon date of hire following the vacation schedule: if hired prior to the 15th of the month, accrue 1/12 for that month, if hired on or after the 15th of the month, begin accrual the 1st of the month following hire date; this process negates the payout at retirement)
- 4) **FUNERAL LEAVE:** Move Mother-in-law/Father-in-law, Brother-in-law/Sister-in-law from 1 day paid absence to 3 days paid absence
- 5) **PROFESSIONAL LIABILITY INSURANCE ALLOWANCE:** effective January 1, 2006, employees will receive up to ~~\$75.00~~ \$110.00 per year for professional liability insurance upon proof of purchase or renewal.
- 6) **DENTAL INSURANCE:** Amend contract language, Article IX Insurance, Section 4, Dental Insurance, lines 16-18 as follows: "...The City will pay 100% of the monthly premium ~~in the amounts of \$83.70 per family plan and \$30.56 per single plan and any increase occurring during the term of this labor agreement.~~"
- 7) **INCORPORATION OF TWO (2) POSITIONS THROUGH WERC UNIT CLARIFICATION:**
 - Article I, Recognition, Section 1, modify language as follows: "...as defined in Section 111.70(1)(d) Wisconsin Statutes, for all regular full-time and regular part-time professional ~~Registered Nurses~~ Public Health Nurses, Public Health Specialists, and Community Health Nutritionists in the employ of the City of West Allis, excluding supervisory, managerial, executive, confidential and all other employees as certified by..."
 - Article V, Compensation, Section 2: Add Public Health Specialist to the N-7 salary schedule
 - Article V, Compensation, Section 2: Add new salary schedule N-5, Community Health Nutritionist, utilizing the non-represented salary schedule (P-22, R and P ranges); 12-31-05 range to be adjusted according to the Wages cited in 2 A & B above.

7) Incorporation of Two (2) Positions through WERC Unit Clarification Continued:

- Incumbents assigned as a Public Health Specialist and Community Health Nutritionist at the time of this tentative agreement will be grandfathered to receive the registered nurse license allowance and professional liability insurance allowance while they are employed with the City of West Allis.
- It is a given that the Public Health Specialist and Community Health Nutritionist position incumbents are subject to all terms and conditions of the contract.

8) HEALTH INSURANCE

- **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)

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
- **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).

9) HOUSEKEEPING ITEMS:

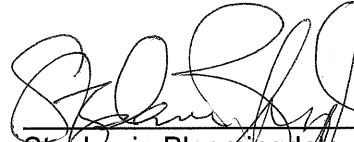
- Article IX, Insurance, Section 1 (A): update to reflect current City policy
- Update Side Agreements

10) RATIFICATION:

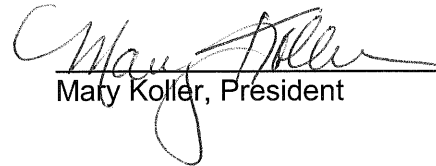
FOR THE COMMON COUNCIL
CITY OF WEST ALLIS:

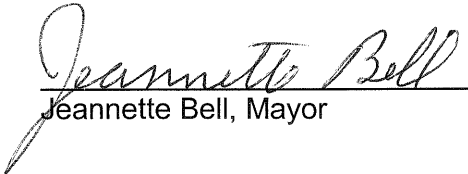

_____, Date 2-14-07
Michael J. Czaplewski, Chairperson
Administration and Finance Committee

FOR THE WEST ALLIS FEDERATION OF
NURSES, LOCAL 5038:


_____, Date 3/1/07
Stephanie Bloomingdale
Director of Public Policy
WI Federation of Nurses & Health
Professionals


_____, Date 2-14-07
James Sengstock, President
West Allis Common Council


_____, Date 2/19/07
Mary Koller, President


_____, Date 1-27-06
Jeannette Bell, Mayor


_____, Date 2/14/07
Susan Jungbluth, Secretary