

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) **CONTRACT TERM:** January 1, 2012 through December 31, 2014
- 2) **WAGES:**
 - A) Year 2012: Effective October 1, 2012, 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) Year 2013: Effective April 1, 2013, 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) Year 2014: Effective January 1, 2014, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 2%.
- 3) **Incorporate Memorandum of Understanding – Certification of National Registry of EMT-Advanced (Paramedic) as new section of contract, Appendix C (Attachment 1)**
- 4) **Article VII, Compensation, revise Section 4, Paydays, as follows:**

"...Departmental paydays for all employees shall be on ~~every other~~ Friday of the bi-weekly pay period or at the end of the normal working day on Thursday if Friday is a holiday or Wednesday if Thursday and Friday are holidays. All employees shall be enrolled in Direct Deposit ~~no later than February 1, 2009...~~"
- 5) **Article XXI, Pensions, Section 1, revise as follows:**

Employees shall be enrolled in the ~~State of Wisconsin Municipal Retirement Plan System (WRS) in accordance with~~ pursuant to Section ~~40.20~~ 40.22, Wisconsin Statutes.

 - (A) Effective January 1, 1987, the City shall pay up to eight percent (8%) of all paid earnings to the Wisconsin Retirement Fund; this payment will be made in lieu of the retirement contributions otherwise required to be deducted earnings of participating employees pursuant to Section 40.05(1), Wisconsin Statutes.
 - (B) Effective October 1, 2012, employees shall pay 3% of the employee required contribution in accordance with Section 40.05(1), Wisconsin Statutes and any other applicable laws.
 - (C) Effective April 1, 2013, employees shall pay up to 6% of the employee required contribution in accordance with Section 40.05(1), Wisconsin Statutes and any other applicable laws.
- 6) **Article XVI, Hospital/Surgical Care, Dental and Life Insurance – effective January 1, 2012, recognize plan year of March 1 to February 28(9) for health and dental plans.**
- 7) **Article XVI, Hospital/Surgical Care, Dental and Life Insurance – revise as presented in Attachment 2 (effective January 1, 2012 unless stated otherwise).**

8) Article XXIV, Residency – revise Section 1, (A), as follows:

"... Members shall reside in the City of West Allis or the perimeter described in B below, and shall at all times, maintain a telephone in their residence, or may substitute a cellular and/or wireless telephone that enables reliable contact with the employee through the use of ordinary voice communications. (Employees who substitute cellular and/or wireless telephones for the telephone in their residence shall have no expectation of compensation for carrying the phone, or for any expenses related to the activation, replacement or costs of using the wireless telephone). Employees who substitute a cellular and/or wireless telephone for the landline telephone in their residence shall maintain the device in good working order and shall consider any phone call received from the West Allis Fire Department to be a record of contact with the employee. This would be a record of contact for vacation picking, overtime, minimum staffing, etc. The member and shall within twenty-four (24) hours notify the Chief of any change of address or telephone number through which they may be reached in case of emergency or special duty."

9) Article XXVI, Grievance Procedure – revise as presented in Attachment 3 which is reflective of the 2005-06 contract language.

10) Article XXX, Miscellaneous Provisions, Section 3 (A) – revise as follows:

~~"The City will reimburse up to \$300.00 per year of tuition and seminar costs incurred through enrollment in courses or seminars directly related to an employee's job. Effective January 1, 1993, the City will reimburse up to \$400.00 per year tuition and seminar costs incurred through enrollment in courses or seminars directly related to an employee's job. Effective January 1, 2012, the City will reimburse up to \$600 per year of tuition and seminar costs incurred through enrollment in courses or seminars directly related to an employee's job."~~

11) Article XVI, Hospital/Surgical Care, Dental and Life Insurance – add new section as follows:

"SECTION 6. By December 1 of each year the bargaining unit shall notify the City in writing which Hospital/Surgical Care Division the bargaining unit shall participate in. (Note: Division represents a group within a Health Plan. For example, the "WAPPA Division" or "Non-Represented/Elected Officials Division" of the PPO Plan)."

12) Housekeeping Item: update format and language of the contract for consistency purposes including but not limited to: capitalization, header format, hyphens, underscoring, numbering, etc. For example:

- a. Titles capitalized or not (fire fighter, equipment operator, etc.)
- b. Fire fighter, fire fighting (one or two words)
- c. Formatting consistencies (such as, A-1 or A. 1. or (A) (1))
- d. Have numbers in parentheses consistently (such as - one (1) hour)
- e. Hyphenation consistencies (example: 8-hour employees or 8 hour employees)
- f. Capitalization consistencies (that is, Work Reduction Day or work reduction day, medicare or Medicare, etc.)
- g. Update titles (such as, Comptroller and Finance Manager to Finance Manager/Comptroller)
- h. Underscore Article titles consistently
- i. Delete references to outdated information (that is, maintain most up to date information)
- j. Change DILHR to Department of Workforce Development

13) Ratification: It is understood that the terms of this Summary have been affirmatively approved by the membership of the West Allis Professional Fire Fighters Association.

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

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

James W. Sengstock,
Chairperson, Administration & Finance
Committee

Dion Volk, President

Date Signed _____

Date Signed _____

Thomas G. Lajsic, President
West Allis Common Council

Joe G. Breznik, Secretary

Date Signed _____

Date Signed _____

Dan Devine, Mayor

Date Signed _____