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## **Summary of Negotiated Settlement**

### **10/7/25**

The City's labor negotiator and the executive board of the West Allis Professional Fire Fighter's Association, IAFF Local 342, have agreed to a tentative collective bargaining agreement to replace the current CBA set to expire on December 31, 2025. The following is a summary of the changes from the 2022-2025 contract to this tentative agreement.

- The term of this CBA shall be 4 years (from January 1, 2026, to December 31, 2029)
  - o Terminated automatically upon the effective date of a replacement CBA with a joint fire department
- Using the pay scale from the end of 2025 as a starting point, pay shall be increased for all positions in the following amounts (first pay period thereafter):
  - o 1.00% on January 1, 2026
  - o 2.00% on July 1, 2026
  - o 1.50% on January 1, 2027
  - o 2.00% on July 1, 2027
  - o 3.00% on July 1, 2028
  - o 3.00% on July 1, 2029
- All Mobile Integrated Health MOUs are superseded by inserting into this CBA proper language to reflect current practice.
- The City shall offer Association Members the opportunity to have payroll deductions contributed toward a VEBA Retiree Medical Trust called the Medical Expense Reimbursement Plan offered by the International Association of Fire Fighters.
- Residency restrictions for Association Members are removed.
- The cap on the amount of total sick time accrued and unused is removed. The cap on the amount of sick time used in a year remains unchanged.
- Pay dates for any special pays would take place on the same date as the City's standard payroll cycle.
- Any typos/errors, incorrect information, or outdated information shall be deleted/edited. Terms used throughout the CBA shall be amended so they are internally consistent.