

239



# City of West Allis

## Matter Summary

7525 W. Greenfield Ave.  
West Allis, WI 53214

File Number	Title	Status
R-2004-0273	Resolution	In Committee
Resolution to approve Summary of Negotiated Settlement with the West Allis Professional Fire Fighters' Association, Local 1004, for the Tunnel Rescue Task Rate.		
Introduced: 9/7/2004		Controlling Body: Administration & Finance Committee

### COMMITTEE RECOMMENDATION

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
SEP 21 2004			Barczak				✓
			Czaplewski	✓			
			Dobrowski				
			Kopplin				
			Lajsic				✓
		✓	Narlock				
			Reinke	✓			
			Sengstock				
	✓		Vitale				
			Weigel	✓			
TOTAL				3			2

### SIGNATURE OF COMMITTEE MEMBER

Chair

Vice-Chair

Member

### COMMON COUNCIL ACTION

**ADOPT**

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
SEP 21 2004	✓		Barczak				✓
			Czaplewski	✓			
			Dobrowski	✓			
			Kopplin	✓			
			Lajsic				✓
			Narlock	✓			
		✓	Reinke	✓			
			Sengstock	✓			
			Vitale	✓			
			Weigel	✓			
TOTAL				8			2



**STANDING COMMITTEES OF THE  
CITY OF WEST ALLIS COMMON COUNCIL  
2004**

**ADMINISTRATION & FINANCE**

Chair: Michael J. Czaplewski  
Vice-Chair: Martin J. Weigel  
Gary T. Barczak  
Thomas G. Lajsic  
Rosalie L. Reinke

**PUBLIC WORKS**

Chair: Richard F. Narlock  
Vice-Chair: Linda A. Dobrowski  
Kurt E. Kopplin  
Vincent Vitale  
James W. Sengstock

**SAFETY & DEVELOPMENT**

Chair: Thomas G. Lajsic  
Vice-Chair: Vincent Vitale  
Gary T. Barczak  
Martin J. Weigel  
Rosalie L. Reinke

**LICENSE & HEALTH**

Chair: Kurt E. Kopplin  
Vice-Chair: James W. Sengstock  
Linda A. Dobrowski  
Richard F. Narlock  
Michael J. Czaplewski

**ADVISORY**

Chair: Rosalie L. Reinke  
Vice-Chair: Gary T. Barczak  
Linda A. Dobrowski  
Vincent Vitale  
Martin J. Weigel



# City of West Allis

## Resolution

7525 W. Greenfield Ave.  
West Allis, WI 53214

File Number: R-2004-0273

Final Action:

SEP 21 2004

Resolution to approve Summary of Negotiated Settlement with the West Allis Professional Fire Fighters' Association, Local 1004, for the Tunnel Rescue Task Rate.

BE IT RESOLVED by the Common Council of the City of West Allis that the attached Summary of Negotiated Settlement between the City and the West Allis Professional Fire Fighters' Association, Local 1004, for the Tunnel Rescue Task Rate be and is hereby approved.

BE IT FURTHER RESOLVED that the proper City officers and representatives be and are hereby authorized and directed to execute the aforesaid Summary of Negotiated Settlement on behalf of the City.

ADM\ORDRES\ADMR261

ADOPTED

September 21<sup>st</sup> 2004

Paul M. Ziehler

Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

APPROVED

September 24, 2004

Jeannette Bell

Jeannette Bell, Mayor

## **SUMMARY OF NEGOTIATED SETTLEMENT**

### **TUNNEL RESCUE TASK RATE**

**EMPLOYER:** City of West Allis

**BARGAINING UNIT:** West Allis Professional Fire Fighters' Association, Local 1004

In preparation for the performance of tunnel rescue services for the Milwaukee Metropolitan Sewerage District (MMSD), the fire department has proposed a change in working conditions for certain members of the bargaining unit. Specifically, the changes relate to an increase in required training activities, limitations in time trade opportunities, vacation and work reduction day selection and work shift and station restrictions. Approximately 42 members will be affected. The union seeks compensation for these members in the form of an annual task rate.

The department is implementing a tunnel rescue team for which the City is compensated in lump-sum payments identified within a five-year contract with MMSD. The contract will take affect retroactive to June 1, 2004, if approved by the MMSD Board of Directors, the West Allis Police and Fire Commission, and the West Allis Common Council. The proposal submitted by the City identified "incentive pay", which contractually is replaced by "task rate". In addition to the budgeted amount in the MMSD proposal is an administrative fee, which includes a 50% increase in available incentive funding.

All negotiated items listed below are available without impact to the regular City budget, but rather through MMSD tunnel contract language. Please note that Local 1004 is aware that all task rates included in this agreement are contingent upon the MMSD contract. They have agreed that this agreement implies no expectation that the City of West Allis will provide support to continue the tunnel rescue services or any related compensation unless specifically negotiated and contained in labor contracts or otherwise provided in annual fire department budgeting.

#### **Restrictions upon normal workplace practices**

The fire department must operate in a manner that provides a 5-person response team within 30 minutes and a second 5-person response team within 2 hours of the original call for help, which could originate at any MMSD construction site in Milwaukee County. In order to accomplish this, members of the tunnel rescue team must be on-duty, located in a position to provide immediate response. Therefore, restrictions must be enforced upon:

1. Vacation and Work Reduction selection.
2. Time trade limitations.
3. Shift and station selection.

## **Physical Examinations**

1. Required annual physical exams.

## **Commitment to Tunnel Rescue Team**

Because of the time and effort required to train members of the tunnel team (third-party and equipment costs), members must agree to a minimum time that they will commit to membership. The same logic implies that retention of trained members beyond their minimum commitment is valuable as well. Finally, members who wish to leave the program must give lengthy notice (12 months) so their replacement can be trained. This impacts the member's ability to regain workplace practices that are available to other members not committed to the tunnel team. This commitment impacts the workforce by:

1. Required two-year commitment.
2. Required advanced notification of exit from program (one year expectation).

## **Compensation (Tunnel Team task rate)**

For 2004:

1. 2.5% of top firefighter base pay, frozen at 2005 rate, prorated from July 1, 2004.

For continuous service:

1. For 2005 and 2006, 2.5% of top firefighter base pay, frozen at 2005 rate.
2. For 2007, 2008 and 2009, 3.5% of top firefighter base pay, frozen at 2005 rate.

## **Administration**

Task Rate payments set forth herein shall be administered as outlined in Department Policy 7.02.5, "Technical Rescue Team Members", revised 8/31/2004.

## **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, IAFF Local 1004.

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

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

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

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

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

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

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

**FOR THE WEST ALLIS PROFESSIONAL  
FIRE FIGHTERS' ASSOCIATION:**

\_\_\_\_\_  
Richard F. Gale, President

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

**FOR THE CITY OF WEST ALLIS BOARD OF  
POLICE AND FIRE COMMISSIONERS:**

\_\_\_\_\_  
Janet Nelson, President

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

\_\_\_\_\_  
Joseph Kempen, Vice President

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

ADM\MISC\FIRE.TunnelRescueTR Agmt.0804



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## **Administration**

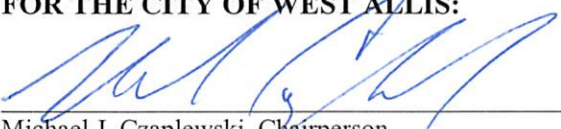
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## **Ratification**

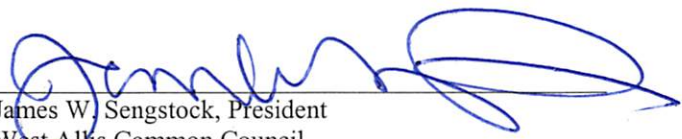
It is understood that the terms of this Summary have been affirmatively approved by the membership of the West Allis Professional Fire Fighters' Association, IAFF Local 1004.



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

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

Date Signed 10/5/04

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

Date Signed 10/5/04

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


Date Signed September 24, 2004

**FOR THE WEST ALLIS PROFESSIONAL  
FIRE FIGHTERS' ASSOCIATION:**


  
\_\_\_\_\_  
Richard F. Gale, President

Date Signed 9/30/04

**FOR THE CITY OF WEST ALLIS BOARD OF  
POLICE AND FIRE COMMISSIONERS:**

  
\_\_\_\_\_  
Janet Nelson, President

Date Signed September 28, 2004

  
\_\_\_\_\_  
Joseph Kempen, Vice President

Date Signed 9/30/04

ADM\MISC\FIRE.TunnelRescueTR Agmt.0804