

THE CITY OF WAUWATOSA
AND
POLICE AND FIRE DISPATCHERS
CITY OF WAUWATOSA EMPLOYEES, LOCAL 494
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

2008 - 2010

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PREAMBLE

THIS AGREEMENT is made and entered into at Wauwatosa, Wisconsin under the provisions of Section 111.70 Wisconsin Statutes by and between the City of Wauwatosa through its Common Council, hereinafter referred to as the "City" and the Police and Fire Dispatchers, City of Wauwatosa Employees Local 494 International Brotherhood of Electrical Workers through its duly authorized officers hereinafter referred to as the "Union".

It is mutually agreed: The City's obligation to provide efficient, responsive service to the citizens of the City of Wauwatosa and fulfill its obligation to deal equitably with its employees, should not be obstructed by disputes between it and its employees.

Accordingly, in order to increase general efficiency, to maintain the existing harmonious relations between the City and its employees, to promote morale, well-being and security of said employees, to set forth herein their agreement with respect to rates of pay, hours of work, and conditions of employment among the employees, and to promote orderly procedures for the processing of any grievance between the employer and the employees, the following agreement is made.

Article I -- Recognition

Section 1.

The City hereby recognizes the Union as the exclusive bargaining agent for the unit of representation certified by the Wisconsin Employment Relations Commission "Certification of Representatives No. 10742," dated March 9, 1972 for the positions of Police and Fire Dispatchers in the Police Department, but excluding supervisory and confidential personnel and all other employees.

Section 2.

The City recognizes the right of the Union to represent the employees covered by the unit of representation in conferences and negotiations with the City, or its authorized representative on questions of wages, hours and conditions of employment.

Section 3.

When negotiations are conducted, one dispatcher who is designated a negotiator for the Union and who is scheduled to work during that time, will be paid his/her regular wages by the City. The City shall have no overtime liability due to this provision.

Section 4.

When an employee is scheduled for a hearing relating to a matter which is for the purpose of discipline in the form of suspension or dismissal, the Union Business Representative shall be notified and given an opportunity to be present at said hearing.

Article II -- Scope of Negotiations

The parties agree that the clauses and provisions set forth in this Agreement constitute the entire Agreement between the parties.

Article III -- Waiver of Rights

Each party to this Agreement expressly retains all rights possessed by it or them under Wisconsin or Federal laws, regulations or statutes. In the event that any clause, provision or portion of this Agreement is held invalid or inoperative, such invalidity or inoperativeness shall not affect other clauses, provisions, or portions of this Agreement and negotiations shall be instituted to adjust the invalidated clause.

Article IV -- No Lockout - No Strike Clause

Section 1.

The City agrees that so long as this Agreement is in effect, there shall be no lockouts.

Section 2.

The Union, its officers, agents, members and employees covered by this Agreement agree that so long as this Agreement is in effect, there shall be no strikes, sit-downs, slow-downs, stoppages of work, boycott or any unlawful acts that interfere with the City's operation of the Police, Fire or other City services. Any violations of the foregoing provision may be made the subject of disciplinary action, including discharge and such action or management's determination of the facts on which such action is based may not be raised as a grievance under this Agreement.

Article V -- Management Rights

Section 1.

Except to the extent explicitly abridged by specific provision of this Agreement, the City reserves and retains solely and exclusively all of its common law, statutory and inherent rights to manage its own affairs as such rights existed prior to the execution of this or any previous agreement with the Union or any other Union. The sole and exclusive rights of Management which are not abridged by this Agreement shall include but are not limited to its right to determine the existence or non-existence of facts which are the basis of a Management decision, to determine the services and level of services to be offered by the City Council free of liabilities of this Agreement, to establish or continue policies, practices and procedures for the conduct of the operation of the City and from time to time to change or abolish such policies, practices or procedures, the right to determine and from time to time re-determine the type of operations, methods and processes to be employed, to discontinue processes or operations or to discontinue their performance by employees of the City, to determine the number and types of employees required, to assign work to such employees in accordance with requirements determined by the employer, to establish and change work schedules and assignments, to transfer, promote or demote employees, or lay off, terminate or otherwise relieve employees for lack of work or other legitimate reasons, to determine the fact of lack of work, to suspend for cause, and otherwise to take such measures as the employer may determine to be necessary for orderly and efficient operation of the public service.

Section 2.

Any dispute with respect to Management Rights shall not in any way be subject to arbitration, but any grievance with respect to the reasonableness of the application of said Management Rights may be subject to the grievance procedure contained herein.

Article VI -- Grievance Procedure

Section 1.

The parties agree that prompt and just settlement of grievances is of mutual interest and concern. Grievances to be processed within this procedure shall involve matters of interpretation, application or enforcement of the terms of this Agreement, and, as such, only those items may be processed under the grievance procedure.

Section 2.

The grievance process must be initiated by the aggrieved employee within five work days of the alleged violation or within five work days of the aggrieved being aware of the alleged violation but not more than thirty days from date of occurrence of the incident. Any grievance not reported or filed within the time limits set forth above shall be invalid.

Section 3.

Any employee may process his/her grievance as outlined in this article, and shall have the right to representation by the Union in conference with the City.

Section 4. Procedure

A. Step 1. The aggrieved employee shall present the grievance in writing to his/her supervisor. If the grievance is not resolved within three work days the aggrieved employee may process the grievance as outlined in Step 2.

B. Step 2. Within 5 work days of the supervisor's decision in Step 1, the grievance shall be presented in writing to the City Administrator. The City Administrator may hold meetings with appropriate personnel to assist in arriving at a decision. Within ten work days he/she shall state his/her position in writing to the aggrieved employee. Within ten work days after receipt of the statement, the aggrieved employee shall process his/her grievance, except those items excluded per Article V, Section 2, as outlined in Article VII, Arbitration, or the matter shall be considered resolved by all parties.

Article VII -- Arbitration

Section 1. Procedure

As to those matters involving the interpretation of rights granted to employees in the bargaining unit by this Agreement, and in the event that such grievance is not then disposed of as aforesaid, either party, no later than ten work days after receipt of the City Administrator's decision may request arbitration before an impartial arbitrator. A copy of said request stating the act or omission appealed from and the basis of the appeal shall be sent to the Personnel Director and/or the Business Manager of the Union, whichever is applicable. Within ten work days after the notice of appeal to arbitration is given, the City and the Union shall meet and endeavor to select an arbitrator. If, after three days following the meeting, agreement as to the arbitrator is not

reached, the City and the Union shall alternately strike from such list, the appealing party making the initial strike, and the remaining person shall act as arbitrator. The arbitrator shall be empowered to convene, to hear the evidence pursuant to such rules and procedure as he/she may adopt and to make a written decision which shall be final and binding. The parties shall bear equally the fees of the arbitrator and the record, if any, of the proceedings had, if the arbitrator determines to make a record. The City and the Union shall bear individually the cost and the compensation of its own witnesses, exhibits and representation.

Section 2. Limitations on Grievance Arbitrators

A. Arbitration shall be limited to:

1. An interpretation of Articles of this Agreement, and
2. A grievance as herein defined arising out of the express terms of this Agreement.

B. Arbitration shall not apply to matters relating to demotion, dismissal or other matters covered under Civil Service Articles of appeal as set forth in this Agreement.

C. The arbitrator shall neither add to nor detract from nor modify the language of this Agreement in arriving at a determination of any issue that is presented that is proper for arbitration within the limitations expressed herein. The arbitrator shall have no authority to change wage rates or salaries. The arbitrator shall expressly confine himself/herself to the precise issues submitted for arbitration and shall have no authority to determine any other issue not so submitted to him/her or to submit observations or declarations of opinion, which are not directly essential in reaching the determination issue submitted for decision.

D. No issue whatsoever shall be arbitrated or subject to arbitration unless such issue results from an action or occurrence which takes place following the execution of this Agreement, and no arbitration determination, or award shall be made by an arbitrator which grants any right or relief for any period of time whatsoever prior to the execution date of this Agreement or following the termination of this Agreement. The above shall not apply to arbitration in process at this termination.

Article VIII -- Authorized Leave

Section 1. Vacations

A. All full-time shall be entitled to an annual vacation with pay on the following basis:

1. Two weeks (10 working days) after 1 year of service.
2. Three weeks (15 working days) after 5 years of service.
3. Four weeks (20 working days) after 13 years of service.
4. Five weeks (25 working days) after 20 years of service.

Vacation as set forth is allowable for use by an employee only on or after January 1 of the year subsequent to the earning of the vacation. After making an original, not a random,

vacation selection through the selection periods, a dispatcher cannot withdraw the vacation selection without supervisory approval.

B. Vacation period shall be arranged and designated on the basis of the foregoing vacation allowances, and the vacation period, if deemed advisable by the supervisor, may be divided into two or more periods. The number of employees on vacation at any one time shall be determined by the City.

C. Vacations not taken may be arranged for and taken in a succeeding year upon the approval of the supervisor and of the Chief of Police.

D. Upon termination of service with the City, an employee shall be entitled to a lump sum payment in lieu of any annual vacation allowable at the time of such termination.

E. An employee whose service with the City is terminated by reason of voluntary retirement after attaining age 62 shall receive in addition to a lump sum payment for vacation allowable at the date of retirement, a lump sum payment for vacation earned in the current year and normally allowable in a subsequent year equal to one-twelfth of a full vacation for each full month of service in the current year to date of termination. Where the total length of service in the current year from January 1 to date of retirement includes a fraction of a month, only the number of whole months of service shall be counted towards computation of the amount of lump sum payment in lieu of vacation. Fractions of a month shall be disregarded.

F. Whenever an employee of the City shall die during the term of his/her employment with the City, the surviving spouse or designated beneficiary shall receive in addition to a lump sum payment for vacation allowable at the time of the employee's death a lump sum payment for vacation the employee earned in the current year and normally allowable in a subsequent year equal to one-twelfth of a full vacation for each full month of service in the current year to date of death.

G. In the case of employees who have returned from military leave to their employment and have been reinstated as by law provided, such employee shall not be entitled to the aforementioned vacations unless they have been engaged in the service of the City continuously for a period of at least three months prior to the first vacation after such return.

H. The initial vacation shall be figured on the basis of the previous calendar year. The third, fourth and fifth week of vacation shall be credited to an employee during the calendar year of such employee's employment anniversary date, and if such employee shall not continue his/her employment with the City until his/her employment anniversary date within such calendar year, the additional week vacation pay shall be deducted from such employee's final pay check. Where a full-time employee has not had a full year's service in the prior calendar year, the vacation period shall be reduced so that the same shall be in proportion to the actual period of service performed. Vacations, leaves of

absence with pay and absence due to illness or injury compensable under the Worker's Compensation law of the State shall be construed as such service for the purpose of computing the total allowable vacation.

I. An employee shall not convert his/her vacation time to sick leave time in the event the employee becomes ill or injured during his/her scheduled vacation period.

J. Part Time Employees

Effective for hours worked on and after January 1, 1993, a part time employee shall be entitled to prorated annual vacation based on the schedule in Subsection A, above, and the number of hours he/she works. Two thousand hours shall be considered a complete work year.

Section 2. Holidays

A. After a period of 90 days of full time employment with the City, all full time employees assigned to a 5-2, 5-2 schedule shall be entitled and shall receive 104 hours of paid time off during the year for the following holidays: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, December 24th, December 31st, 4.0 personal holidays and such other days as the Common Council designates or may, from time to time, be proclaimed by the Mayor and ratified by the Common Council.

B. After a period of 90 days of full time employment with the City, all full time employees assigned to a 4-2,4-2 shall have his/her overtime record credited 109.2 hours for the following holidays: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, December 24th, December 31st, 4.0 personal holidays and such other days as the Common Council designates or may, from time to time, be proclaimed by the Mayor and ratified by the Common Council.

Full-time employees shall be eligible for two personal holidays after they have completed sixty days of employment.

Section 3. Sick Leave

After the completion of a minimum of 1,000 hours of full time employment with the City, full-time employees on a weekly or a monthly salary may be given leave of absence with pay in the manner hereinafter set forth. Sick leave accumulation will begin from the first day of full time employment. Sick leave may be earned at the rate not to exceed 100.8 hours in a calendar year. The maximum accumulation may not exceed 156 working days. An employee may use sick leave for personal injury or illness, or for the sickness of his/her immediate family. Immediate family is defined as the employee's spouse, child, brother, sister, parent or counterpart step relative or a relative living in the same household as the employee or on account of absence in compliance with quarantine regulations of health authorities.

Upon the request of the Chief or his/her designee, when the employee is absent from duty on account of illness, they shall furnish a statement from a health care provider, certifying the nature

and seriousness of the sickness, or the certificate of an authorized Christian Science practitioner certifying that the employee is under Christian Science treatment. The return to work by an employee after absence from duty on account of illness shall be subject to the approval of the department head.

It is intended that such leave of absence shall be figured for a full prior year's service on the basis of the previous calendar year. Where such service has not been rendered, such leave shall be reduced so that the same shall be in proportion to the actual period of service performed.

Vacations, leaves of absence with pay and absence due to injury or illness compensable under the Worker's Compensation Law of this state shall be construed as such service for the purpose of computing the maximum leave of absence with pay allowable.

Willful violation of any of the provisions hereof by any employee, or the willful making of any false report regarding illness or sick leave, shall subject the employee committing such violation, or making such false report, to disciplinary action and shall be considered a cause for discharge, suspension, demotion, or dismissal, subject to the law and rules regulating such action.

Employees who are working a 4-2 work schedule shall not use sick leave on their working days for medical or dental appointments except when medically necessary.

Section 4. Leaves of Absence

Notwithstanding the foregoing, the City agrees to provide all leave benefits required under the Wisconsin Family and Medical Leave Act, Section 103.10 et. seq., Wis. Stats. If permitted by the Act, the benefits as outlined above shall run concurrently with the required leave set forth by Sec. 103.10 Wis. Stats. Nothing in this Section shall be interpreted to increase any employee's statutory leave rights under Sec. 103.10, Wis. Stats.

Leaves of absence without pay may be granted for any cause considered by the department head as sufficient upon approval of the City Administrator.

Section 5. Military Leaves

A. Any employee in the classified service who has resigned to enter military training or services in the armed forces of the United States or is absent on account thereof shall be automatically granted military leave and shall be reinstated to his/her former position provided:

1. He/she requests reinstatement at any time before six months after the completion of his/her service in said armed forces or his/her absence during federal hospitalization because of injuries or sickness resulting from said training or service and presents proof of his/her honorable discharge or release from such active service or hospitalization;
2. He/she is still qualified to perform the duties of such position;
3. He/she is able to perform the duties of such position certified to by the Civil Service physician of said City;

4. The City's circumstances have not so changed as to make it impossible or unreasonable to restore him/her.

B. All employees in the classified service who are in the Reserves of any of the armed forces shall be granted leaves of absence during their customary annual two-week training period and shall receive their regular pay less amount received from the United States government incidental to said training period including all allowances and allotments for themselves and dependents during such training period, not exceeding two weeks in any one year.

Section 6. Jury Duty

All regular salaried employees, excluding employees paid on the basis of an hourly rate, when on jury duty shall receive compensation from the City equal to the difference between their regular salaries and the amount received for such jury duty, excluding, however, jury duty pay received for any jury duty day on which such regular salaried employee is not normally scheduled to work for the City.

Section 7. Witness Duty

All regular salaried employees, excluding employees paid on the basis of an hourly rate, when subpoenaed to appear as a witness in connection with work duties during the normal course of an employee's working schedule, shall receive compensation from the City equal to the difference between their regular salaries and the amount received as witness fees.

Section 8. Funeral Leave

In the event of the death of a full-time employee's husband, wife, mother, father, child, son-in-law, daughter-in-law, brother, sister, father-in-law, mother-in-law, grandfather, grandmother or counterpart step relative or a relative living in the employee's household, the employee shall be allowed up to three regularly scheduled days of paid leave between the day of the death and the day after the funeral inclusive.

In the event of the death of a full-time employee's brother-in-law, sister-in-law, grandparents of the employee's spouse, or the employee's domestic partner or grandchild, the employee shall be granted one day of paid leave.

An employee requesting funeral leave shall advise his/her supervisor of the death and the approximate date of the funeral.

In the event the funeral is located at a distance that requires additional leave for travel time, the employee may be allowed up to three days of leave, chargeable to his/her accumulated sick leave balance, with the approval of the employee's department head. No reasonable request for such travel shall be denied.

Article IX -- Wisconsin Retirement Fund Contributions

Employees shall be covered under the State of Wisconsin Retirement Fund in accordance with applicable provisions of the Wisconsin Statutes and the regulations of the Wisconsin Retirement Fund. The City shall pay the employee's contribution to the Fund in addition to the City's required contribution. Payments made by the City under the provisions of this Section which formerly were employee's contribution shall not be considered the City's contribution.

Article X -- Discipline

Section 1.

A. Minor infractions of rules, regulations, and operating procedures will be dealt with informally by warning, counseling, admonition, or instruction. Repeated minor infractions and major violations will be reported in writing. Any written report of warning, counseling, admonition, or instruction with completed disposition becomes a permanent part of the personal file of the employee concerned. Before such report is filed, the employee concerned shall be given an opportunity to review and initial it, and to file any added comments he/she may wish to make.

B. Whenever the Chief of Police believes that an employee in the classified service in his/her department has acted in such a manner as to show him/her to be incompetent or to have merited demotion, suspension or dismissal, he/she shall report in writing to the Civil Service Commission, setting forth specifically his/her complaint and may suspend the employee at the time such complaint is filed. The Commission shall forthwith notify the accused employee of the filing of such charges and on request, provide him/her with a copy of same.

C. The Commission shall appoint a time and place for the hearing of said charges, the time to be within three (3) weeks after the filing of the same, and shall notify the person possessing the appointing power and the accused of the time and place for such hearing. In addition, the Union's Business Representative shall be notified of such hearing. The Union Representative will be allowed to be present at such hearing for the purposes of representation of the accused employee officer. At the termination of the hearing, the Commission shall determine whether or not the charge is well founded and shall take such action by way of suspension, demotion, discharge or reinstatement as it may deem requisite and proper under the circumstances and as its rules may provide. The decision of the Commission shall be final.

D. Copies of all notices set forth herein will be sent at the time of filing to the Union Business Representative and the Personnel Director.

Article XI -- Insurance

Section 1. Health Insurance

A. General Provisions

1. Effective January 1, 2008, continuing for the term of this Agreement and its

extensions, the Union through its designated representative(s) shall participate in good faith in a joint labor/management health insurance standing committee on at least a quarterly basis.

2. Fixed Cost Sharing.

Effective January 1, 2008, all employees on the City's health plans shall pay the City \$5 single/ \$13 family biweekly through a payroll pre-tax deduction as a cost sharing contribution.

Effective January 1, 2009, each employee shall pay the City \$10 single/ \$26 family biweekly through a payroll pre-tax deduction as a cost sharing contribution. If the employee completes the minimum wellness requirements of the City's wellness program that employee's cost share contribution shall be reduced to \$5 single / \$13 family. The minimum wellness requirements shall be at City expense and shall include completion of the following: (1) comprehensive HRA including fasting blood screen; (2) age and gender appropriate routine screening to include, at a minimum, mammograms, pap screens, colorectal cancer screening and PSA test for prostate cancer; and (3) employee wellness coaching.

Effective January 1, 2010, each employee shall pay the City \$13 single / \$35 family biweekly through a payroll pre-tax deduction as a cost sharing contribution. If the employee completes the minimum wellness requirements in the above paragraph that employee's cost share contribution shall be reduced to \$6.50 single / \$17.50 family.

B. Health Plans

Effective January 1, 2008 and continuing for the term of this Agreement and its extensions, the health insurance coverage, at the City's expense, shall be identical to those provided to full time employees on December 31, 2007 with the following modifications:

1. Preferred Provider Plan (PPO)

a. Routine and Preventive Care. Routine tests and procedures and preventive care shall be covered 100% in-network, 70% out-of-network.

b. Annual Deductibles With Health Risk Assessment. Effective January 1, 2008 Effective January 1, 2008 employees who complete the City's minimum wellness requirements as set forth in Article XI, Section 1, A above shall pay the following annual deductible: In-Network \$200 for single, \$400 for family; Out-of-Network \$400 single, \$800 family.

c. Annual Deductibles Without Health Risk Assessment. Effective January 1, 2008 employees who do not complete the City's minimum wellness requirements set forth in Article XI, Section 1, A above shall pay the following annual deductible: In-Network \$300 for single, \$600 for family; Out-of-Network \$500 for single, \$1,000

for family.

d. Out of Pocket Annual Maximum. Effective January 1, 2005, employees shall pay an \$800 individual out-of-pocket annual maximum or a \$1,600 family out-of-pocket annual maximum for in-network or out-of-network services. Effective January 1, 2007, employees shall pay a \$1,000 individual out-of-pocket annual maximum or an \$1,800 family out-of-pocket annual maximum for in-network or out-of-network services. Effective January 1, 2004, employees shall pay 30% co-payment for out-of-network services.

e. Lifetime Maximum. Effective January 1, 2006 the individual lifetime maximum shall be increased to \$2 million with no more than \$1 million per year.

f. Mental Health Services. Effective January 1, 2002, there shall be an annual maximum of 30 days for in-patient/transitional mental health services at 100%. After the first 30 days, the next 40 days shall be at 90% for in-network and 80% for out of network. Annual maximum of 70 days.

g. Retail Prescription. Effective January 1, 2008, for each retail prescription, employees shall pay \$15 for each first tier prescription, \$24 for each second tier prescription, and \$40 or 20%, whichever is greater, not to exceed \$80 for each third tier prescription. Each retail prescription co-pay shall be for a 30 day supply. For each maximum 90 day mail order prescription, employees shall pay \$30 for each first tier prescription, \$48 for each second tier prescription, and \$80 or 20%, whichever is greater, not to exceed \$160 for each third tier prescription. There shall be no reimbursement for employee prescription co-pays.

h Over-The-Counter Medications. Effective January 1, 2005 the plan will include coverage as a generic for the purchase of over-the-counter medications for which a prescription drug exists, such as medications for acid reflux and allergy. Effective January 1, 2005, there shall be a \$5,000 lifetime maximum on the diagnosis and correction of infertility but excluding in-vitro fertilization, infertility and artificial insemination services.

i. Chiropractic. Effective January 1, 2005, for chiropractic services the plan will pay 90% In-Network and 70% reasonable and customary Out-of-Network costs for a maximum of 36 visits per calendar year.

j. Optical Insurance. Effective January 1, 2005, the City shall provide VIPA 70 Gold or equivalent insurance with a \$10 deductible.

2. HMO Plan

a. Effective January 1, 2008 and continuing for the term of this Agreement and its extensions, the HMO health insurance coverage, at the City's expense, shall be the

same as those provided to full time employees on December 31, 2007 with the following modifications.

b. Office Visit Co-Pay. Effective January 1, 2007 employees shall pay \$20 for each office visit.

c. Annual Deductible. Effective January 1, 2007 employees shall pay \$400 for single and \$1,000 for family.

d. Emergency Room Co-Pay. Effective January 1, 2005 employees shall pay \$100 for an emergency room visit, waived if the patient is admitted.

e. Urgent Care Co-Pay. Effective January 1, 2005 employees shall pay \$50 for an urgent care visit.

f. In-patient Co-Pay. Effective January 1, 2005 employees shall pay a \$250 per admission co-pay.

g. Prescription Co-Pay. Employees on the HMO have the same prescription benefit as the Self-Funded PPO Plan above.

h. Chiropractic. Employees on the HMO have the same chiropractic benefit as the Self-Funded PPO Plan above.

i. Vision. Employees on the HMO have the same vision benefit as the Self-Funded PPO Plan above.

Section 2. Life Insurance

A. The City shall pay the entire premium for life insurance under the group plan contracted for by the City. The insurance for each full-time employee shall be an amount equal to the even \$1,000 next exceeding the basic wage of salary paid to the employee for the preceding calendar year with a minimum coverage of \$10,000. The basic wage or salary is the amount paid to the employee at his/her appropriate rate for working his/her regular schedule, excluding premium and overtime pay as of October 1 of the preceding year.

B. As of January 1, 2008, all active full time employees have an additional coverage option of two (2) times their annual salary, provided that the employee pays the cost of the additional coverage. Part time employees shall have the option to purchase, at their own expense, a coverage amount equal to one-time their annual salary as established above, provided that the employee pays the additional cost of coverage.

C. For full-time employees who retire at age 65, a paid-up life insurance policy in the amount of \$2,500 shall be provided for each full-time employee. Full-time employees retiring prior to age 65 must have 25 years of service and pay full cost of policy if they desire to obtain above coverage at age 65.

D. Active full-time employees on weekly or monthly salary will be provided dependent life insurance coverage as follows:

1. Spouse \$1,500.00
2. Each dependent child age 6 months through age 19 (age 23 if a student) - \$750.00. Coverage for children to age 6 months will be \$100.00 per child.

Section 3. Dental Insurance

The City agrees to continue to provide dental insurance coverage and benefits at the same level as provided on December 31, 2007, except that: (1) the self-funded dental plan shall pay 80% of class C services, have annual benefit maximum of \$2,000 for other than class D orthodontia and lifetime maximum per person for Class D orthodontia of \$2,500; and (2) the annual benefit maximum on the fully insured plan shall be \$2,000.

Section 4. Retiree Health Insurance

A. During the first thirty (30) days after termination of employment in the service of the City, former employees are eligible for enrollment at their own expense under the group health insurance contracted for by the City, if on the last day of employment they were members of one of the City's health insurance groups and if any one of the following sets of circumstances exists:

1. Retirement is necessary by reason of total and presumably permanent disability as determined by the Wisconsin Retirement Fund or appropriate local pension board of trustees. (In this event the thirty (30) day period of eligibility for enrollment commences with the day after the date of such determination of disability).
2. Effective for the 1991-1992 Agreement, the City shall provide coverage in its group health insurance, single or family as appropriate, for any employee with 15 years or more of service who retires at age 55 or after, with such payments to continue until the employee becomes part of a Medicare Program, becomes part of a new employer health insurance group which provides coverage equivalent to that of the City of Wauwatosa, or until the employee dies. The City shall pay the full amount of the premium for such group health insurance coverage but not to exceed 110% of the preceding premium.
3. An employee must have 15 years of service with City and be age 55 or older at the time of retirement to qualify to continue coverage on the City's group health insurance plans. For employees hired before January 1, 2008, and that retire on or after January 1, 1990, the City shall pay the full amount of the premium for group health insurance coverage but not to exceed 110% of the preceding premium. For employees hired after January 1, 2008, the City shall pay a percent of premium according to the following table:

Years of Service with the City	15 years	20 years	25 years	30 years
City Contribution of Premium	15%	30%	40%	50%

B. Eligible retirees under the age of sixty-five are protected to the same extent as active Medicare Extended 365 Days and/or the Medicare Carve-out Coverage applicable. The covered dependents of eligible retirees have the same protections as determined by their employees in the regular City group, and those age sixty-five and over are protected by own ages.

C. The dependents covered by the employee's membership in the City's group on the last day of employment may be covered by his/her membership in the retired employee's group so long as they are otherwise eligible. The number of such dependents so covered may be decreased from time to time, but new dependents may not be added, nor may any previously deleted ones be reinstated. An otherwise eligible dependent may retain his/her coverage in the group after the death of the retired employee, provided that the dependent shall pay the entire cost for such coverage. If the spouse is one of the dependents extending coverage after the death of the employee, coverage for all of the dependents, including the spouse, is terminated on the date of the spouse's remarriage.

D. The City will not pay or advance any part of the premiums except as noted above. The quarterly premiums are payable to the City Treasurer no later than the tenth of the month preceding each calendar quarter year.

Section 5. Retirement Health Care Savings Plan (RHCSF)

A. Sick Leave Conversion at Retirement

Employees hired after January 1, 2008, shall convert their accumulated unused sick leave, up to the maximum of 156 days, into their RHCSF. The conversion will be at the employee's regular rate of pay on the date of retirement. The employee's conversion amount is based upon total years of service at the time of retirement and will be based off the following table of conversion and City premium contribution:

Retiree Health Insurance for FTEs Hired After January 1, 2008				
Employee Years of Service	15 years	20 years	25 years	30 years
Sick Leave Conversion upon Retirement	100%	80%	60%	50%

B. Annual Sick Leave Conversion

Employees hired before January 1, 2008, shall convert 1/6 of their annual unused sick leave (up to 2 days) at the end each year into their RHCSP provided that the employee has any amount over six (6) full days of unused sick leave remaining in that year. The cash conversion will be at the employee's regular rate of pay on December 31 of that year.

Employees hired after January 1, 2008, shall convert ¼ of their annual unused sick leave (up to 3 days) at the end each year into their RHCSP provided that the employee has any amount over six (6) full days of unused sick leave remaining in that year. The cash conversion will be at the employee's regular rate of pay on December 31 of that year.

All conversions into the RHCSP shall be made at the rate of pay at the date of retirement. The balance of the RHCSP shall be used for qualifying health insurance expenses only to ensure the funds are triple-tax free per Internal Revenue Service requirements.

C. City Payments into Plan

For employees hired after January 1, 2008 and who have satisfactorily completed probation, the City shall pay \$500 one time into the employee's RHCSP

For employees hired before January 1, 2008, the City shall pay \$250 one time into the employee's RHCSP.

D. Vesting

The City's contributions into the plan, including payments under Section 5,C above shall vest with employees after 15 years of service with the City. Funds contributed by employees either through sick leave conversion or through direct salary contributions shall vest immediately with employees.

Article XII -- Non-discrimination

Section 1.

The City and the Union agree that their respective policies will not violate the rights of or discriminate against any employee covered by this Agreement because of sex, creed, color, age, national origin, or in the applications or interpretations of this Agreement.

Section 2.

The Union and the City further agree not to discriminate against individuals for exercising rights granted under Wisconsin State Statutes 111.70.

Section 3.

The parties further agree that discriminatory practice charges shall be processed under appropriate State and Federal laws and regulations and are expressly excluded from the grievance procedure provided in this Agreement.

Article XIII -- Pay Policy

Section 1.

Employees shall be paid in accordance with the rates of pay indicated in Appendix A, which represent an increase of 3.25% for 2008 above those in effect in 2007, an increase of 2.75% for 2009 above those in effect in 2008, and an increase of 2.75% for 2010 above those in effect in 2009. The increases will be effective each year at the beginning of the pay period that includes January 1.

Section 2. Pay Periods

The pay periods shall be two-week periods ending on alternate Saturdays and payment shall be made on the twelfth day following the end of the pay period; but, in the event payday falls on a legal holiday or work holiday, payment shall be made the last preceding work day. Paydays may be advanced upon instructions of the Mayor. All payments shall be made via direct deposit into a checking or savings account.

Section 3. New Hires

A. A newly hired full or part time dispatcher shall receive a rate of pay that is 70% that of Step 1 as indicated in Appendix A during their training.

B. Ordinarily, the training period is expected to last 1,040 hours. However, the training period may be extended by an additional 200 hours at the discretion of the Chief of Police or his/her designee, after seeking input from the regular dispatcher(s) involved in the newly-hired dispatcher's training. The training period is defined to mean that period of time the employee is receiving instruction from and working under the direction of another dispatcher who is receiving the trainer's rate of pay and includes all training necessary before the person would be considered capable of performing the job function alone.

C. Where, during the training period, the newly-hired dispatcher does perform the job function without working under the direction of another dispatcher, the trainee shall receive the regular Step 1 rate of pay for that work.

D. The end of the newly hired dispatcher's training period shall be determined by the Chief of Police or his/her designee based on the recommendation of the dispatcher(s) responsible for the new employee's training and other methods of evaluation.

Section 4. Shift Premium

Employees scheduled to work the following hours shall be paid a shift premium for all time worked as provided below. The shift premium is in addition to the employee's weekly or monthly base salary and is not to be included with base rates for calculation of overtime rates.

4-2 schedule

7:00 a.m. to 3:24 p.m.	No premium
3:00 p.m. to 11:24 pm.	25¢ per hour
11:00 p.m. to 7:24 a.m.	30¢ per hour

5-2 schedule

8:00 a.m. to 4:00 p.m.	No premium
4:00 p.m. to midnight.	25¢ per hour

Section 5. Overtime Pay

A. All full-time employees shall work extra hours as required and directed by the supervisor. All such extra hours of work shall be approved by the supervisor. Such extra hours in excess of the normal workday as defined in Article XV, Section 1, shall be at one and one half times the employee's hourly rate based upon his/her regular salary. Each full-time dispatcher shall be allowed to go into minus time for a total of 25.2 hours and each full-time probationary dispatcher shall be allowed to go into minus time for a total of 12.6 hours. Employees called in for overtime will be guaranteed two (2) hours work.

B. Overtime Pay Out

1. An employee may choose to be paid for overtime worked in the same pay period it was worked or may choose to bank the overtime hours. The employee must notify the department of that choice in the pay period in which the hours are worked. If an employee is in minus time that employee must pay back any overtime hours to bring them to "0" before the employee is allowed to receive a cash payout.

2. Any employee entitled by this section to accumulate overtime shall be paid not later than November 20 for such overtime as of the end of the last complete biweekly pay period in October as is in excess of 24 hours. All accumulated overtime of 24 hours or less as of such date shall be carried forward to the next succeeding year.

3. Any such employee upon leaving the service of the City or upon going on military leave shall be paid all accumulated overtime.

4. All overtime herein referred to shall be figured on the basis of regular salary as of the date the extra hours of work were performed, reduced to an hourly rate.

C. Payment for overtime hours set forth herein are subject to the provision of Article XV, Hours of Work.

D. All hours worked on a dispatcher's off-day or scheduled vacation day or scheduled use of banked overtime shall be compensated at time and one-half by credit to the employee's overtime off account.

E. Call In for Work

1. If the Chief of Police or his/her designee determines an employee must be called in for work, the following sequence shall be used:

Part Time employees,
Volunteer Full Time by seniority,
Order the least senior Full Time dispatcher on duty to hold over,
Order the least senior Full Time dispatcher scheduled to work the next shift in early,
Order other Full Time on duty to stay over,
Order other next shift other Full Time in early,
Order by seniority the least senior regular off Full Time in,
Order by seniority the least senior X-off Full Time in,
Order by seniority least senior vacation Full Time in,
Order in non bargaining unit employees. (All not to exceed 16 hour shifts)

When fewer than two (2) unit employees are present for duty, the City shall first call in part-time relief personnel prior to calling back off-duty, full-time dispatchers. Dispatchers on duty may assist in calling in personnel. If deemed necessary, full-time dispatchers will stay beyond their scheduled shift as needed and will report to work early as needed on an overtime basis. In the event of an emergency, the City reserves the right to forego the above call-in procedure and to assign non-bargaining unit personnel to dispatch for a period as long as the emergency may exist. Scheduling problems related to vacation leave, overtime off, sick leave (when the City has at least four hours' advance notice of such sick leave) or any authorized leave do not constitute an emergency.

2. The Union agrees to hold the City harmless for the payment of any wages or overtime lost due to the maintenance and updating of the overtime roster. Union members shall also be responsible for maintaining and updating the overtime book, and the Union agrees to hold the City harmless for losses occasioned by the administration of this subsection of the Agreement.

F. Overtime for Part Time Dispatchers

1. A part time Dispatcher will be paid overtime if he/she has worked more than 8.4 hours in one work day; if he/she works more than 33.6 hours on consecutive work days; or if he/she works more than 40 hours in one work week (Sunday through Saturday).

2. It is the responsibility of the full time Dispatcher requesting or scheduling days off to be certain the hours scheduled for a part time Dispatcher will be paid at straight time. It is also the responsibility of the part time Dispatcher accepting the hours of work to be sure they will be paid at straight time.

3. An employee will not be granted time off if the employee's replacement will be paid at overtime rates. A replacement for an employee on sick leave or on previously scheduled vacation time may be paid at overtime rates. All overtime must be assigned according to the overtime call back procedure and noted in the overtime book.

Article XIV -- Differential Pay

Section 1. Compensation

All full-time personnel shall be granted leave of absence for the period of temporary disability due to injury or illness compensable under Worker's Compensation laws of the state not exceeding one year in the aggregate after the start of such disability in any one case or accident.

All full-time personnel shall receive pay from the City less the amount of Worker's Compensation paid by the City and/or the City's insurance carrier. In no event will such supplemental pay and Worker's Compensation benefit in aggregate exceed the employee's normal net "take home" pay.

Section 2. Limited Duty

An employee whose illness or injury is compensable under Worker's Compensation laws shall inform the Chief of Police or his/her designee when he/she is released by a physician to return to limited duty. The employee must return to work the limited duty assignment provided one is available within the employee's restrictions.

Section 3. Medical Status Report

An employee whose illness or injury is compensable under Worker's Compensation laws shall present a copy of the City's Medical Status Report to his/her physician at each appointment. The completed form should be given to the employee's supervisor as soon as possible after it is completed.

Article XV -- Hours of Work

Section 1.

The normal work day shall consist of 8.4 hours for 4-2 employees and 8.0 hours for 5-2 employees.

Section 2.

Work schedules for current employees shall be maintained for the duration of this Agreement subject, however, to the provision of C. below.

Section 3.

Work schedules may be changed by the Chief of Police when, in his/her judgment, such change is necessary to meet staffing requirements or for the efficient operation of the department. Any change shall be subject to a minimum 72 hour notice to the employees affected.

Section 4.

Nine (9) full time dispatchers will be assigned to a 4-2 schedule. Additional positions shall, at the discretion of the Police Chief or his designee, be placed on 4-2 or 5-2 schedules. Shift preference shall be based on seniority.

Section 5.

All hours worked within the normal work week shall be compensated within the employee's biweekly pay.

Section 6.

Change in duty time may be made between employees or within the duty schedule of an employee covered under this agreement provided that said employees are within the same job classification, and changes, in the judgment of the supervisor, will not hinder the efficient operation of the department and said changes are approved by the supervisor. A one hundred eighty (180) day repayment period is allowed between trades of duty days, provided such trades have been completed by December 31st of the year in which they occur. The City shall have no liability for overtime payment because of changes in duty hours set forth in this provision.

Section 7.

It shall be the employee's responsibility to accurately report hours worked by filling out a departmental time sheet. As of January 1, 2008, the department will no longer utilize a time clock.

Section 8.

If the Chief or his / her designee determines it is necessary to call in a part-time Dispatcher to work as a replacement for an OPEIU Desk Clerk, the order in which employees are called to work shall be determined by rosters maintained by the Union.

Section 9. Part-time Dispatcher Availability.

In order to maintain departmental efficiency and dispatcher skills, part-time dispatchers need to be available to work a minimum number of hours, as determined and scheduled by the department. City may 'order-in' part time dispatchers to slots for which they reported they were available. Failure to work the minimum number of scheduled hours monthly may subject the part-time dispatcher to discipline, including termination.

After a part-time dispatcher has agreed to work a scheduled time slot, the dispatcher is required to work those hours or to arrange for a replacement part-time dispatcher. Failure to work the scheduled hours may subject the part-time dispatcher to discipline, including termination.

Part-time dispatchers are required to be available to work one shift on either of the following: (1) Thanksgiving, New Years Eve, New Years Day and (2) Christmas Eve, Christmas Day.

Article XVI -- Uniforms

Section 1.

Full time employees hired before January 1, 2008 shall receive a clothing allotment, upon completing probation, not to exceed \$200 per employee per year. This allotment can be used to purchase work pants and shirts that have been deemed acceptable by the Police Chief or his/her designee.

Part time employees hired before January 1, 2008 shall receive an allotment of \$75 per employee per year upon completion of probation.

For full time employees hired after January 1, 2008, the City shall provide four (4) shirts and two (2) pants and a \$200 per employee per year allotment upon completion of probation. Each employee, regardless of start date shall be reimbursed for purchases up to the above amounts upon furnishing a receipt of their purchase to the Police Chief or his/her designee.

Article XVII -- Notices

Section 1.

All notices in writing by the Union shall be sent to the Common Council in care of the City Clerk's office with a copy to the Personnel Director. The notice to the Common Council shall be sent by certified mail.

Section 2.

Notices in writing from the City to the Union Business Agent shall be sent by certified mail.

Article XVIII -- Seniority, Lay-off, Recall, Call-Back

Section 1.

The application of seniority principles shall be on a unit basis for employees covered by this Agreement.

Section 2.

Seniority shall be defined for the purpose of this Agreement, as the net credited service of the employee. Net credited service shall mean continuous employment with the City beginning with the date on which the employee began work after last being hired, less any deductions for leaves of absence and less periods of absence on account of temporary leaves of absence in excess of three months in any 12 consecutive months; plus time lost due to injury compensable under Worker's Compensation Statutes; plus any time spent in the Armed Forces of the Country or any other absence approved by the City Administrator.

Section 3.

An employee shall be considered to be on probation and shall not be entitled to any seniority rights until after he/she has completed one calendar year of service consisting of a minimum of 2,000 hours per continuous service from date of last hire. No claim or grievance shall be made by the Union or the employee with respect to lay-off, transfer, or discharge of the employee during such period of probation. If such employee shall be continued in the employ of the City after the expiration of the probation period, his/her length of service shall be computed from his/her date of last hire.

Section 4.

In all cases of lay-off or reductions of forces and re-employment, the City shall give due consideration to seniority, the individual qualifications of the employee to perform the work in question and the efficient operation of the particular function and its decision shall not be arbitrable.

Section 5.

Full-time vacancies shall be filled through open competitive examinations conducted in accordance with Civil Service Commission rules and procedures. Notice of vacancies above the entry level shall be posted on the appropriate bulletin board. Any employee desiring to fill any such posted vacancy shall make application in writing to the City through the Civil Service Commission office in City Hall. If, in the sole opinion of the City, two or more applicants for a single vacancy are in all respects equally qualified to fill such vacancy, it shall be filled by the employee among such equally qualified applicants having the longest continuous service, but if, in the sole opinion of the City, one of such applicants is better qualified to fill such vacancy than any other applicant, it shall be filled by such better qualified applicant without regard to length of continuous service of such better qualified applicant. This decision shall not be arbitrable under Article VII of this Agreement. All employees promoted to positions covered under this Agreement shall serve a six month probationary period.

Part-time employees will be allowed the opportunity to apply for and participate in the competitive exam when a full-time opening occurs. Part-time employees whose final score is within 5% of the top numerical score shall be placed on the certified list submitted to the department head from which the successful applicant will be selected. If there is more than one qualified part time employee applicant, and, in the sole opinion of the City, one of the applicants is better qualified to fill such vacancy than any other applicant, the position shall be filled by such better qualified applicant. This decision shall not be arbitrable under Article VII of this Agreement. All employees promoted to positions covered under this Agreement shall serve a six month probationary period.

Section 6.

Notwithstanding any of the foregoing provisions of this Article, all seniority rights and all other rights under this Agreement shall be lost if any one of the following occurs: (a) an employee quits of his/her own accord, (b) an employee is dismissed for cause; or, (c) an employee does not return to work when recalled after lay-off, unless excused for illness or other valid reason, or (d) an employee is absent from the payroll due to lay-off continuously for one year or more.

Article XIX -- Dues Check-off

Section 1.

Upon receipt of a voluntary written individual order from any of its employees covered by this Agreement in a form being provided by the Union, the Employer will deduct from the biweekly pay due such employee, those biweekly dues required as the employee's membership dues in the Union. Such orders shall be effective only as to membership dues becoming due after the date of delivery of such authorizations to the Personnel office. Deductions shall be in such amount as shall be certified to the City in writing by the authorized representative of the Union. New authorizations must be submitted as indicated above by employees returning after a leave of absence without pay in excess of twelve (12) months. Money collected from the members as dues shall be forwarded to the Secretary-Treasurer of the Union within five (5) days after each deduction. The City shall be saved harmless in the event of any legal controversy with regard to application of this provision.

Section 2.

The City agrees to deduct a biweekly sum (fee) from the pay of employees within the bargaining unit as their proportionate share of the cost of the collective bargaining process and contract administration. Such amount deducted shall be in no instance exceed the biweekly dues uniformly required of all members of the unit as certified by the officers of the Union. Such deductions shall be made from the employee's pay for each biweekly pay period in which he/she has sufficient earnings to cover the same deductions for taxes, insurance, retirement and other deductions. In the event that an employee shall not have sufficient earnings due him during the pay period, no fees shall be withheld and the City shall have no obligation to subsequently withhold dues or fees that may have been due for that pay period. The provision of this clause shall be subject to the duty of the Wisconsin Employment Relations Commission.

Section 3.

This clause shall take effect in the first full month following the signing of the Agreement.

Section 4.

The amount of dues to be deducted from an employee's biweekly wages shall be as established by letter from the Union directed to the Employee Relations Manager.

Article XX -- Duration of Agreement

This Agreement shall become effective January 1, 2008 and shall remain in full force and effect until December 31, 2010 inclusive, and thereafter shall be considered automatically renewed for successive twelve month periods unless at least one hundred twenty days prior to the end of any twelve month effective period either party shall serve written notice upon the other that it desires cancellation, revision or modification of any provision or provisions of this Agreement. In the event the parties do not reach written agreement by the expiration of December 31 in a particular year, as provided herein, then this Agreement shall in all respects be deemed void and terminated. The parties hereto by written agreement may extend said period for the purpose of reaching a new Agreement.

Article XXI -- Longevity Pay

During this agreement longevity pay shall be paid according to the following schedule:

- \$3.69 biweekly after five (5) years of service;
- \$6.00 biweekly after ten (10) years of service;
- \$8.31 biweekly after fifteen (15) years of service;
- \$10.62 biweekly after twenty (20) years of service; and
- \$12.92 biweekly after twenty-five (25) years of service.

Longevity pay shall commence with the first pay period after the anniversary date of the employee's employment.

Article XXII -- Liability and Legal Defense

If an employee in any action or special proceeding is proceeded against by a party other than the City or its agents in an official capacity or as an individual because of acts committed by carrying out duties as an employee, and a jury or court or other hearing body finds that the employee was

acting within the scope of employment, the judgment as to damages and costs entered against the employee shall be paid by the City.

Regardless of the result of the litigation or proceedings, the City, if it does not provide legal counsel to the employee, shall pay reasonable attorneys' fees and costs of defending the employee unless it has been found that the employee did not act within the scope of employment. The employee shall give notice to the Chief of an action or special proceeding commenced against such employee as soon as reasonably possible. If the employee refuses to cooperate in the defense of the litigation, the employee is not eligible for indemnification or for the provision of legal counsel. There shall be no limit to the amount of liability except as otherwise provided by law.

Exceptions: This provision shall not apply to charges of criminal misconduct or other intentional wrongdoing nor shall it apply where charges are brought for disciplinary reasons by the Chief of the Department or other officers of the City.

Article XXIII -- Lead Dispatcher Assignment

This is a non-supervisory assignment, not a promotion, not permanent in nature and not based on a Civil Service eligibility list for assignment. Duties of the assignment are outlined in an Assignment Description issued by the Department. If a person serving in the assignment of lead dispatcher is to be removed from said assignment, the employer must have reasonable justification for such removal or termination of assignment. Sole selection for the assignment shall rest with the employer from a solicited list of applicants, limited to those employees covered by this agreement. .

Article XXIV – County Grounds

City agrees to inform Union if it exercises dispatch responsibilities on the County Grounds and agrees to discuss any impacts on wages or working conditions.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this June 24 day of _____, 2008 at Wauwatosa, Wisconsin.

In the Presence Of:

CITY OF WAUWATOSA

[Signature]

Carla A. Ledesma

Carla Ledesma, City Clerk

In the Presence Of:

POLICE AND FIRE DISPATCHERS
CITY OF WAUWATOSA EMPLOYEES
LOCAL
494, International Brotherhood
of Electrical Workers

[Signature]

[Signature]

[Signature]

[Signature]

City of Wauwatosa – IBEW Local 494 2008 – 2010 Contract

APPENDIX A - Base Wage Schedule						
2008 Base wage						
Percentage Increase			3.25%			
		Train	Step 1	Step 2	Step 3	Maximum
Dispatcher	Hourly*	\$14.4521	\$20.6460	\$20.9956	\$21.4116	\$21.7780
	Biweekly	\$1,156.1717	\$1,651.6738	\$1,679.6487	\$1,712.9258	\$1,742.2369
Lead Dispatcher	Hourly*		\$21.4752	\$21.8249	\$22.2408	\$22.6072
(Assignment)	Biweekly		\$1,718.0118	\$1,745.9885	\$1,779.2630	\$1,808.5760
Part Time Rates	Hourly	\$14.3099	\$20.4427	\$20.7924	\$21.2085	\$21.5749
* Hourly rates are used for the calculation of overtime pay.						
2009 Base wage						
Percentage Increase			2.75%			
		Train	Step 1	Step 2	Step 3	Maximum
Dispatcher	Hourly*	\$14.8495	\$21.2137	\$21.5730	\$22.0004	\$22.3769
	Biweekly	\$1,187.9664	\$1,697.0949	\$1,725.8390	\$1,760.0312	\$1,790.1484
Lead Dispatcher	Hourly*		\$22.0657	\$22.4251	\$22.8524	\$23.2289
(Assignment)	Biweekly		\$1,765.2571	\$1,794.0032	\$1,828.1927	\$1,858.3119
Part Time Rates	Hourly	\$14.7035	\$21.0048	\$21.3642	\$21.7917	\$22.1682
* Hourly rates are used for the calculation of overtime pay.						

2010 Base wage						
Percentage Increase		2.75%				
		Train	Step 1	Step 2	Step 3	Maximum
Dispatcher	Hourly*	\$15.2579	\$21.7971	\$22.1662	\$22.6054	\$22.9923
	Biweekly	\$1,220.6355	\$1,743.7650	\$1,773.2996	\$1,808.4321	\$1,839.3775
Lead Dispatcher (Assignment)	Hourly*		\$22.6725	\$23.0418	\$23.4808	\$23.8677
	Biweekly		\$1,813.8016	\$1,843.3382	\$1,878.4680	\$1,909.4155
Part Time Rates	Hourly	\$15.1078	\$21.5825	\$21.9517	\$22.3910	\$22.7778
* Hourly rates are used for the calculation of overtime pay.						

Salaries indicated above are expressed in hourly and biweekly rates respectively.

Each employee who trains any other employee shall receive 85 cents per hour for those hours employees train others as directed by the supervisor.

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