CITY OF NEENAH
CITY OF MENASHA

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JAMES G. GODLEWSKI
City Attorney / HR Director

October 24, 2011

Mike Janke
President, Local 275
IAFF, Neenah-Menasha Firefighters
125 E. Columbian Ave.
Neenah, WI 54956

Re: Initial Offer, Cities of Neenah and Menasha to Local 275; 2012 Contract

Dear Mike:

This letter is intended to be the Cities' initial proposal for modification to the collective bargaining agreement between the Cities of Neenah & Menasha and the Local 275, IAFF, Neenah-Menasha Firefighters. The City reserves the right to add to or delete any of these offers at any time. Any provision for which modifications are not set forth in this or subsequent offers shall remain unchanged in the contract.

1. **Article 9, ¶A.(1)a.:** Clarify that temporary military leave applies to both monthly and annual duty tours.
2. **Article 12, ¶ B – Sick Leave Administration:** Clarify the definition of immediate family is intended to be the same as under the Family and Medical Leave Act. Also establish a second tier sick leave payout on retirement for new employees hired after 1/1/2012 consistent with the second tier payout for other city employees, which is 50% of total accumulation to a maximum of 720 hours.
3. **Article 12, ¶C – Banked Sick Leave Account:** Eliminate this paragraph for new employees hired on or after January 1, 2012.
4. **Article 19 – Health & Dental Insurance:** Eliminate references to City of Menasha plans as those are no longer available for employees. Eliminate ¶D, Vision Plan, as that was only available under Menasha Plans.
5. **Article 19, ¶ A and Appendix 1 – Health Insurance:** The Cities propose to increase employee premium contribution by 5% points for each heath insurance plan. Detailed summaries of these plan changes will be distributed later.
6. **Article 19 ¶ B and Appendix 2 – Dental Insurance:** The Cities also propose to add a 10% employee premium contribution for dental insurance.
7. **Article 19 ¶ G – Retiree Dental Insurance Coverage:** In order to bring the fire department into line with other City departments, modify retiree dental coverage to provide coverage for only the COBRA period.

8. **Article 19 ¶H – Change in Plans:** Eliminate this paragraph, as plan structure is now a prohibited subject of bargaining.

9. **Article 27: Pension Contribution:** Require employees to pay the public safety employees required contribution to the Wisconsin State Retirement Fund as outlined in Wis. Stat. §40.05(1)(a).

10. **Article 29, ¶C, second paragraph:** Clarify that tuition reimbursement only applies to registration and associated costs of courses & seminars directly related to firefighting.

11. **Sideletter No. 5:** Eliminate the first category of school credits as the last employee in that category has retired. Clarify current practice that employees hired on or after 1/1/1997 are not eligible for Associates Degree school credit pay.

12. **Sideletter No. 7: Light Duty:** Amend the language of the sideletter to provide a procedure for conversion of vacation time to light duty compensation.

13. **Sideletter No. 9: No Reopener:** Eliminate as expired on December 31, 2011.

14. **Contract Term & Wages:** The City proposes a one-year contract with a fair and equitable wage increase in 2012.

15. **Contract Wages, Wage Addendums:** Modify the addendums for firefighters hired before 1/1/2003 to only provide for the year 6 steps, since the prior steps will never be used.

The City reserves the right to amend, add, delete or modify these proposals as negotiations continue leading to a successor agreement. The making or withdrawal of proposals is not intended to waive any existing rights of the City.

We look forward to completing these negotiations in a quick and amicable manner.

Very truly yours,

James G. Godlewski,
Neenah City Attorney

Pamela Captain
Menasha City Attorney

cc: Fire Chief Al Auxier
Deputy HR Director Heather Barber