

CITY OF WAUWATOSA

MEMORIAL CIVIC CENTER
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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, April 29, 2003
Council Chambers

PRESENT: Aids. Casey, Heins, Jenkins, Kopischke, Stepaniak – 5

ALSO PRESENT: T. Wontorek, City Admin.; A. Kesner, City Atty.; M. Brown, Personnel Dir.

Ald. Jenkins as Chair called the meeting to order at 7:30 p.m.

Memorandum of Understanding (MOU) with the Wauwatosa Peace Officer's Association (WPOA) reflecting a change in the use of compensatory time off

Mr. Wontorek said per the committee's instruction from a previous meeting, they met with representatives of the union for further negotiations regarding a Memorandum of Understanding (MOU). Both parties reached an agreement on two points regarding compensatory time off: 1) in the event an officer has to be called in as a replacement for an officer using compensatory time, that officer will be paid either the straight-time or overtime rate, as appropriate; and 2) the replacement officer will not be able to accumulate compensatory time off for that work. This addresses the city's concern about the possibility of pyramiding compensatory time off. The additional language is included as item C-6 in the draft MOU. He added that the department will provide supervisors with additional guidance on maintaining staffing levels. He recommended that the MOU with the Wauwatosa Peace Officer's Association (WPOA) be approved.

Ald. Heins asked about how the training would be provided. Mr. Wontorek responded that the department would provide guidance on how granting compensatory time off can be used while maintaining appropriate staffing levels.

Moved by Ald. Heins, seconded by Ald. Kopischke to recommend approval of the Memorandum of Understanding (MOU) with the Wauwatosa Peace Officer's Association (WPOA) --

Ald. Kopischke said that while he would prefer the previous compensatory time off arrangement, he realized that this agreement was the best alternative.

In response to questions regarding overtime and straight time in the police department work schedule, Mr. Wontorek explained that the department's work schedule consists of 4 consecutive days on duty followed by 2 consecutive days off duty with bi-weekly pay periods. The first two bi-weekly pay periods contain 84 hours each. There are opportunities to avoid overtime in the third by-weekly pay period which contains 67.2 hours and provides 2 additional 8.4 hour days at straight time. Ald. Casey asked about the fiscal impact. Mr. Wontorek said that with no previous experience to draw on, their projections showed a significant variation in the estimated dollar cost depending upon a number of factors. He added that they will have to look into creating a code number for tracking this activity. Ald. Stepaniak said he would like to have this tracking on compensatory hours done as soon as the MOU takes effect in order to see if there is a rise in the number of hours.

Vote on the motion was, Ayes – 5

The meeting adjourned at 7:40 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa