

## CITY OF WAUWATOSA

MEMORIAL CIVIC CENTER  
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### EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, May 13, 2003  
Council Chambers

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

ALSO PRESENT: Ald. Becker; Ald. Matthews; T. Wontorek, City Admin.; W. Kappel, Public Works Dir;  
M. Brown, Personnel Dir.

Ald. Jenkins as Chair called the meeting to order at 7:25 p.m.

#### **Memorandum of Understanding (MOU) with Union Local 305 regarding drop off attendant position at the public works yard**

Mr. Kappel reported that after unsuccessful discussions with the Union Local 305 regarding a lower rate of pay for the drop off attendant, they developed an alternate plan for staffing the position. They created a three-party addendum to the solid waste collection contract. In this agreement, The Salvation Army would provide the attendant. Just before implementation of the agreement, the union informed him that they were still interested in bargaining for the position. He received a letter from The Salvation Army indicating that they would not be able to participate in the agreement unless this issue was settled with the union. Implementation of the three-party agreement was placed on hold by mutual agreement of all three parties until the union issue could be worked through.

Mr. Kappel said after much discussion, he and the union agreed to a Memorandum of Understanding (MOU) to keep the drop off attendant in the bargaining unit at a flat rate of \$13.50 with annual increases as negotiated by future labor union agreements. As a result of the MOU, they propose to close the yard on Mondays and have it staffed Tuesday through Saturday. He pointed out that there were advantages to the attendant being a city employee as compared to working for another agency. Managers will have greater control over the site and there will be direct supervision in order to ensure good customer service. They will also be able to take immediate action instead of going through another party in any situation.

Mr. Kappel said they have only had an attendant in the yard on Saturdays and revenue levels have dropped from the previous year. Leaving the site without staffing opens it to abuse by commercial entities, non-residents and the potential for someone to dispose of hazardous material improperly. This could be very costly to the city. He said they would still like to have The Salvation Army participate in collecting items at the drop off site.

In response to questions regarding how The Salvation Army will participate, Mr. Kappel said if this agreement passes, the only change for The Salvation Army will be that they won't be the front line staffing, but they will still have someone to oversee their niche in the yard.

Ald. Jenkins asked if the yard could be staffed with a seasonal worker. Mr. Kappel responded that they had attempted to use a seasonal worker, but the union will not agree to that arrangement on a prolonged basis.

Ald. Heins asked about the drop off attendant's duties during the winter months. Mr. Kappel answered that the yard is used almost 365 days a year. They are constantly trying to prevent people from using the drop off center on Sundays when it is usually not staffed. He pointed out that one incident of illegal hazardous waste dumping could cost the city an entire year's pay. They could also use the person in other areas of the public works department if needed, although the attendant's primary responsibility would be the drop off center.

Moved by Ald. Heins, seconded by Ald Casey to recommend approval of the Memorandum of Understanding (MOU) with Union Local 305 --

Ald. Casey said he wished the agreement had worked out; however, the MOU was still an improvement at the lower pay rate. He noted that if permit sales remain at the 2002 level, the permit fees may have to be raised. He said the budget is not going to get any easier over the next few years and he hoped that message was getting out.

Ald. Jenkins asked if there was no other alternative. Mr. Kappel responded that there is no other viable alternative. If the agreement isn't made, they stand to lose the agreement with The Salvation Army.

Vote on the motion was, Ayes: 5

### **Health insurance negotiations**

Moved by Ald. Casey, seconded by Ald. Heins to convene into closed session per Wis. Stat. 19.85(1)(e): Deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business, whenever competitive bargaining reasons require a closed session, and may reconvene into open session – 5

The committee convened into closed session at 7:36 p.m.

The meeting adjourned at 8:04 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

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