

CITY OF WAUWATOSA

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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, December 9, 2003
Council Chambers

PRESENT: Aids. Casey, Heins, Jenkins, Kopischke – 4

EXCUSED: Ald. Stepaniak

ALSO PRESENT: T. Wontorek City Admin.; A. Kesner, City Atty.; W. Kappel, Public Works Dir.;
M.Brown, Personnel Dir.; Dr. N. Kreuser, Health Officer; L. Nielsen, Pub. Health
Nurse Supv.

Ald. Jenkins as Chair called the meeting to order at 7:00 p.m.

Reclassification of six laborer I positions in the public works operations division to laborer II

Mr. Kappel said he would like to reclassify six laborer I positions to laborer II. His plan is to have only one laborer classification at the field level. He said the basic difference between a laborer I and a laborer II is the necessity to possess a Commercial Driver's License (CDL). This license allows employees to drive the larger pieces of equipment such as garbage packers and most of the dump trucks used for snow plowing. As the department has begun to trim positions, it is becoming increasingly important that every employee has the ability to drive the larger vehicles. Two different laboring positions in the department are no longer relevant or practical. In order to assure the orderly transition to some of the budget reductions, it is important that the department move to one laboring classification as soon as possible.

Mr. Kappel said the total cost of the change is slightly less than \$6,000 with \$3,000 needed for the cost of benefits. He requested authorization to enter into discussions with AFSCME AFL-CIO, local 305, in order to formulate a Memorandum of Understanding (MOU) regarding the reclassification. He will then submit the MOU to the committee.

Ald. Casey said that as the city downsizes, it is important that the people left are able to do their jobs and receive the proper training. Mr.Kappel said that the employees involved would be at the top step of the pay scale in both classifications.

Moved by Ald. Heins, seconded by Ald. Casey to recommend
approval of the reclassification of six laborer I positions to
laborer II – 4

Uniform allowance for non-represented police department employees and amendment to municipal code Section 2.52.090A.1 (for introduction)

Mr. Kesner said the 2002-2004 agreement between the City of Wauwatosa and the Wauwatosa Peace Officers Association provides for an increase in uniform allowance for represented officers during the year 2003 from \$500.00 to \$550.00 per year. Section 2.52.090 of the Wauwatosa Code provides this same uniform allowance to non-represented employees in the amount of \$500.00. He said the ordinance has not been changed to be consistent with the contract for represented employees. He recommended amending Section 2.52.090A.1 to provide that full-time employees in the police department shall receive uniform allowance payments totaling \$550.00 per year. This would be effective from the beginning of the calendar year 2003. He said there will be no fiscal impact.

Moved by Ald. Kopischke, seconded by Ald. Heins to recommend sending the amendment of Section 1.52.090A to the Common Council for introduction – 4

Update on status of Health Benefits 101 meetings

Mr. Wontorek said the city and representatives of all employee groups have gone through an extensive review of the city's insurance plan and a number of other plans that are available in the market. They would like to have a report ready by March or April of 2004. He said discussions regarding employee contributions will be held during the union negotiations.

Ald. Kopischke asked when union negotiations will begin for 2005. Mr. Wontorek said they would like to get started no later than April or May 2004. He cautioned that they will need more time to hold these meetings because the discussions will be very detailed. Ald. Casey asked how the consultant's participation has benefited the meetings. Mr. Wontorek responded that the consultant has been very helpful and has been able to communicate the issues with objectivity and clarity.

Update on staff reductions and strategy regarding collective bargaining

Mr. Wontorek gave a status report on the number of lay offs and the shifting of positions due to employees "bumping" other employees from positions throughout the city. Dr. Kreuser expressed concern that the future shifting of staff due to layoffs may affect the perceived stability of the department with regard to implementation of large amounts of grant money. She said other health departments may decide that the lack of stability is detrimental to the fiduciary responsibility of Wauwatosa's health department. Dr. Judith Miller, Wauwatosa Board of Health, 614 N. 77th Street, gave strong support to Dr. Kreuser's concerns. She said the city could be held responsible and experience closer scrutiny if the situation is not stabilized.

It was the consensus of the committee that department heads, and the health department in particular, should let the committee know if the situation becomes critical.

The meeting adjourned at 7:34 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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