

CITY OF WAUWATOSA

MEMORIAL CIVIC CENTER
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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, January 6, 2004

Council Chambers

PRESENT: Alds. Casey, Heins, Jenkins, Kopischke (7:04 p.m.), Stepaniak – 5

ALSO PRESENT: T. Wontorek City Admin.; A. Kesner, City Atty.

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

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

Mr. Kesner said the ordinance amendment was introduced at the December 9, 2003 meeting. He explained that 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 will be effective from the beginning of the calendar year 2003. He said there will be no fiscal impact.

Moved by Ald. Heins, seconded by Ald. Casey to recommend approval of the amendment to ordinance Section 2.52.090A.1 --

Mr. Kesner noted that the language in the section clearly refers only to non-represented police department employees.

Vote on the motion was Ayes: 4

Additional earned or accrued vacation and executive leave pay for laid off employees

Mr. Wontorek referred to a letter from Matt Brown, former Personnel Director, written on behalf of employees recently laid off. In the letter, Mr. Brown requested payment for earned or accrued vacation leave. Mr. Wontorek noted that under all the contracts and under city ordinance, vacation time is earned on a calendar year basis and is not considered available for use or allowable until January 1 of the following year. The only exceptions to the policy are provisions for employees who retire or become deceased while employed.

Mr. Brown compared the policy exception for retired or deceased employees to the situation of employees who were forced to leave through lay offs on December 31st.

It was the consensus of the committee that despite sympathy for the plight of laid off employees, the contract language is very clear. Deciding against the contract language would set a precedent that would involve increased costs to the city. Not setting a precedent is especially important given that the budget environment is going to be the same in 2005.

Moved by Ald. Stepaniak, seconded by Ald. Casey to recommend denial of the request for earned or accrued vacation and executive leave pay for laid off employees – 5

The meeting adjourned at 7:08 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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