

CITY OF WAUWATOSA

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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, March 30, 2004
Council Chambers

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

ALSO PRESENT: T. Wontorek City Admin.; A. Kesner, City Atty.; B. Aldana, Asst. City Atty.; N. Kreuser, Health Officer; L. Nielsen, Pub. Health Nurse Supv.; C. Thomas, Payroll and Benefits Mgr.; A. Zwaska, Admin. Intern

Ald. Jenkins as Chair called the meeting to order at 7:15 p.m.

Transition from a Level II to a Level III health department

Dr. Kreuser said the transition from a Level II to a Level III health department has been discussed at various meetings during the past year. The existing health officer ordinance was written with the health department as a Level III in anticipation of this transition. She said according to Chapter HFS 140, they are nearing completion of the requirements to become a Level III. The department needs to finish a tattoo and body piercing ordinance including a state agent contract and to create a Memorandum of Understanding (MOU) with a local laboratory that supports current & emergency threats. She said that as a Level III health department, they will qualify for an additional \$15,000 per year in baseline grant funding. The transition would be finalized in 2004. She recommended proceeding with the transition from the current Level II status to Level III. She noted that this transition would require no additional expenditures.

Ald. Casey pointed out that the city has no tattoo and body piercing establishments at this time. He asked about the impact of a tattoo and body piercing ordinance. Mr. Kesner said these establishments cannot be prohibited; however, the ordinance can provide a way to strongly regulate them. Dr. Kreuser said there would be an inspection process for tattoo and body piercing much like the inspections done for restaurants and massage establishments.

Ald. Stepaniak said the change to Level III would be on par with similar regulations in the Milwaukee and West Allis health departments and would support future collaborative efforts with surrounding communities.

Moved by Ald. Stepaniak, seconded by Ald. Heins to recommend approval
of the transition from a Level II to a Level III health department – 5

Criteria to qualify for city-paid health benefits

Mr. Wontorek said the question of modifying the current criteria to be eligible for city-provided health benefits came about due to the health department's consideration of alternatives to fill a full-time nursing vacancy. He said the Health Officer would like to add more hours to this position, but not up to full-time. The city could opt for the following alternatives: 1) adhere to the current language and practice that a full-time employee is one who must be scheduled for a forty hour work week over the course of the year, or 2) revise the ordinance and practice to include employees who are scheduled to work 40 hours per week for less than the full year. He said if alternative 2 is chosen the city should establish the minimum number of 40 hour work weeks per year to qualify and how to allocate the cost of the insurance between the employee and the city. Continuing with the current language and practice will not increase the city's health insurance costs. Modifying the ordinance and practice to

allow additional employees to participate in the health insurance program will increase the cost of health benefits due to claims the city would otherwise not be required to cover. He recommended that the city not modify its ordinance and practice.

Ald. Stepaniak said he would not want to modify the ordinance at this time. In the future, the city may want to look at a less than full-time employment option to enhance recruitment opportunities to fill future employee vacancies. He stressed that modifying the ordinance has major policy implications for the city's workforce and for benefits.

Ms. Aldana said that context is very important. The situation in the health department is that a full-time position was eliminated so another position had to be increased to continue to provide the level of service. Ms. Aldana said in her situation, she had been part-time. Her position has been increased to accommodate the elimination of the Personnel Director's position. She noted that in cases such as these changing the ordinance might not cause an extra expenditure. She thought it was good that this ordinance is open to consideration.

Moved by Ald. Heins, seconded by Ald. Kopischke to place this item in file to be brought back at a later date – 5

Status of employee health benefits

Moved by Ald. Kopischke 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 7:34 p.m.

The meeting adjourned at 8:01 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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