

CITY OF WAUWATOSA

MEMORIAL CIVIC CENTER
7725 WEST NORTH AVENUE
Telephone: (414) 479-8917
Fax: (414) 479-8989

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, February 8, 2005
Council Chambers

PRESENT: Aids. Bruderle-Baran, Casey, Jenkins, Kopischke, Stepaniak – 5

ALSO PRESENT: Aids. Becker; Herzog; T. Wontorek, City Admin.; A. Kesner, City Atty.; B. Aldana, Asst. City Atty.; Chief D. Redman

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

Amendment to Section 2.58.021 of the municipal code pertaining to executive leave

Ms. Aldana said the majority of people who are now at grade 10 or above were hired before 1994. That is the year that the executive leave ordinance was instituted. Anybody hired from that year forward had the expectation of executive leave.

Chief Redman said offering executive leave is a way to give professional recognition and is an extra incentive for retaining department level employees. Ms. Aldana added that an employee achieving 5 weeks of vacation would no longer receive executive leave. Mr. Wontorek said that executive leave has played a role in hiring new people and he considered it an incentive.

Ald. Casey noted that there are 58 people eligible on the list. He suggested that the list be narrowed down to half that number and that it be reinforced that executive leave is granted at the discretion of the City Administrator. Ms. Aldana explained that if an employee has built up vacation time in their former job, they are offered the time up front. That is closer to how that discretion is exercised. She said the other way to look at discretion in this case would be to consider starting a new employee at the amount of vacation they had at their former job as if they had worked the same amount of time with the city instead of making them start all over.

Ald. Casey said the city has a generous holiday policy compared with the private sector. He wouldn't want executive leave to be viewed as an entitlement.

Ald. Bruderle-Baran asked if job descriptions could be used to define who is eligible instead of pay grades. Ms. Aldana said that one of the problems with that method is that some of the employees are in a higher pay grade, but they do not have department head status.

Ald. Kopischke said he was in favor of doing something to correct the policy, but the question is equitably applying executive leave to all those eligible past and present. He said he would like to see what the policy looks like with each employee's grade at hire. He would like to also discuss whether the cut off should be grade 10 or grade 15.

Ald. Stepaniak said the original purpose of the executive leave policy was as a tool for recruiting good people. He suggested looking at different options in order to make an appropriate assessment of what is being offered in the marketplace.

Ald. Casey said if executive leave is critical as a recruitment and retention tool, this needs to be stated. The emphasis is on the city treating employees equitably.

It was the consensus of the committee to hold this item until the next meeting.

Update on collective bargaining

Moved by Ald. Stepaniak, seconded by Ald. Casey to convene into closed session per Wis. Stat. 19.85(1)(c): Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, and may reconvene into open session – 5

The committee convened into closed session at 7:50 p.m.

The meeting adjourned at 8:10 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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