

CITY OF WAUWATOSA

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

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, March 29, 2005

Council Chambers

PRESENT: Alds. Bruderle-Baran, Jenkins, Kopischke, Stepaniak – 4

EXCUSED: Ald. Casey

ALSO PRESENT: B. Aldana, Asst. City Atty.; W. Kappel, Pub. Works Dir.

Ald. Jenkins as Chair called the meeting to order at 7:45 p.m.

Ordinance amending code Section 2.58.320 pertaining to the residence requirement

The committee reviewed the ordinance amending code Section 2.58.320 which includes the Parks and Forestry Superintendent position in the residency requirement.

Moved by Ald. Kopischke, seconded by Ald. Stepaniak to recommend approval of the ordinance amending code Section 2.58.320 to include Parks and Forestry Superintendent position in the residency requirement – 4

Ordinance amending code Section 2.58.021 pertaining to executive leave **Proposed resolution regarding implementation of executive for current employees**

Ms. Aldana said that the ordinance amendment is connected with the resolution in the next item. She said it was her understanding that employees who were originally hired with executive leave and are approaching the 7 year mark would be eligible for executive leave until they hit 5 weeks of vacation. Employees hired prior to the implementation of executive leave would not be included if they don't already have it. She was under the impression that the goal was to limit the number of employees eligible by only applying executive leave to those who already have it.

Ald. Kopischke indicated that this would not include an overwhelming number of people if every employee above pay grade 10 or higher were included regardless of the hiring date.

Ald. Stepaniak said there seems to be four groups of people above pay grade 10 involved in this issue: 1) new employees granted executive leave at the discretion of the City Administrator; 2) employees who now have executive leave and would like to continue in the same way; 3) employees who had executive in the past that has lapsed; and 4) employees who have never had executive leave and are not included because of their hiring date.

Ald. Bruderle-Baran expressed concern that some employees would be left out because they were hired before the advent of executive leave. Many employees' past experience with this type of executive incentive was that it was not administered equitably by a former administration.

Ms. Aldana said the draft resolution gives the City Administrator the ability to grant executive leave at his/her discretion according to the level of experience the employee had at the time they were hired.

Ald. Jenkins suggested that the ordinance amendment and the resolution be held in order to give the committee another chance to look at the number of employees involved. Ms. Aldana noted that executive leave is paid leave, but it is not paid out if it is not taken.

Ald. Stepaniak said he was hesitant to include all employees above pay grade 10 even for the purposes of equity because this might create a whole new set of expectations. He would like to be mindful of the original purpose for offering executive leave before ascribing a solution.

The committee discussed the balance between creating equity and avoiding establishing a new set of expectations. It was the consensus of the committee to hold these two items for two weeks.

The meeting adjourned at 8:01 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

svh