

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, December 13, 2005
Council Chambers

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

ALSO PRESENT: T. Wontorek, City Admin.; B. Aldana, Asst. City Atty./Personnel Admin.; Chief D. Redman, Fire; Asst. Chief J. Hevey, Fire

Ald. Jenkins as Chair called the meeting to order at 7:33 p.m.

Change in method of staffing the fire department command vehicle

Chief Redman said that since 1998 the command vehicle has been staffed in four different ways: 1) regular hours by command staff; 2) captains acting as duty chief; 3) captains working overtime and acting as duty chief; or 4) command officers working extra “fill-in” shifts and receiving a daily stipend for the hours worked. They have recognized the desirability of having a command officer in the command vehicle at all times. Five officers are not sufficient to guarantee 100% availability. They use captains acting as duty chief about 50% of the time. The recent re-classification of the non-sworn Fire Marshal position to a sworn command officer position now provides six command officers for rotation to cover vacations and other absences. Chief Redman said that he can also be included to cover absences thus ensuring 100% coverage for the command vehicle.

Chief Redman said that in 1998, the rate for a staff officer working a 24-hour “fill-in” shift was \$500. This was adjusted a few years later to \$600. The cost of overtime in 2006 for a captain acting as duty chief is \$920. With an adjustment for pay increases between 2000 and 2006, the current rate would be approximately \$720 per 24-hour “fill-in” shift. He proposed using command staff “fill-in” to cover absences in the duty chief position with the extra hours compensated by a ratio of 75% of the hours paid at the daily “fill-in” stipend and 25% compensated by allowing time off during the normal 8-hour work day. There will be an additional cost of \$10,500 in “fill-in” pay which is partially offset by \$3,040 in savings in “out of category” pay for captain’s acting pay. The total new cost is \$7,460. Sufficient funds can be shifted from the overtime account into the “out of category” pay in regular salaries for 2006. In addition to the new cost, they should shift \$5,640 from overtime to “out of category” pay because a portion of “fill-in” pay was improperly budgeted as overtime, but paid from regular salaries. He recommended approval of this method of providing command vehicle staffing by command officers 100% of the time.

Ald. Bruderle-Baran asked about adjusting the stipend pay to \$720. Chief Redman said the stipend pay has not been adjusted in about five or six years. They are asking for a transfer of \$13,100 to address the funds and they should be shifting the funds to correct a budgeting error. The \$7,640 is the actual new cost of adding 350 new hours of stipend pay.

Moved by Ald. Bruderle-Baran, seconded by Ald. Casey to recommend approval of a change in the method of staffing for the fire department command vehicle --

Ald. Casey asked what type of incidents the command vehicle responds to. Asst. Chief Hevey said the command vehicle responds to any report of a structure fire, commercial building fire alarm, HazMat incident or when they need a command officer to supervise at a location. Basically, the command vehicle responds anytime there is a call.

Vote on the motion was Ayes: 5

Ordinance amending Sections 2.59.045, 2.59.60, and 2.59.070 of the city code to provide a 3% salary increase effective the first pay period in 2006 for non-represented employees

Ms. Aldana said these ordinance sections will need to be amended in order to reflect rate increases for non-represented employees that follow the union negotiated rate increases.

Moved by Ald. Bruderle-Baran, seconded by Ald. Kopischke to send to the Common Council the ordinance amending Sections 2.59.045, 2.59.60, and 2.59.070 of the city code to provide a 3% salary increase effective the first pay period of 2006 for non-represented employees for introduction – 5

Moved by Ald. Casey, seconded by Ald. Kopischke 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 7:48 p.m.

Update regarding contract negotiations with OPEIU Union Local 35

The meeting adjourned at 8:03 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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