

**EMPLOYEE RELATIONS COMMITTEE MEETING**

Tuesday, March 14, 2006

Council Chambers

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

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

Ald. Jenkins as Chair called the meeting to order at 7:40 p.m.

**Temporary increase in the number of allocated firefighter positions from 60 to 61**

Chief Redman said this is an efficiency of operations issue for the fire department. The department has six vacant firefighter positions to fill with an anticipated start date in late April. Five of the vacancies were unexpected with full salaries for the vacant positions budgeted in 2006. He is confident that another unbudgeted vacancy will occur by mid-summer. He would like to be able to fill the vacancy early as this provides efficiency in training a recruit class and reduces potential overtime costs. He would also prefer to have an even number of trainees. He added that it would not be cost effective to start training in the fall.

Chief Redman said there is no immediate fiscal impact. Current vacant positions provide a salary savings of \$86,000 which is well below budget in 2006 if the position is filled. There is some potential for 2007 personnel costs to be higher if the additional anticipated vacancy does not actually occur in 2006. He recommended that the number of allocated firefighter positions be increased from 60 to 61. The temporary increase would be rescinded when the next vacancy occurs.

Moved by Ald. Bruderle-Baran, seconded by Ald. Meaux to recommend approval of the temporary increase in allocated firefighter position from 60 to 61 --

Ald. Meaux asked if the vacancy does not occur would there be a 61<sup>st</sup> position added to the 2006 budget. Chief Redman responded that there would be a position allocated and the budget would cover that cost. There would be an additional cost if no other vacancy occurs. At that point, he would either look for ways to keep the position or consider a layoff. He noted that the six individuals are almost certain to retire by the end of next year and a year from now they will hire one less person.

Ms. Aldana indicated that this action does not impact the 2006 budget. The committee is only addressing the staffing issue and the resolution will be drafted to indicate that the position is temporary and will require future action for any changes.

Vote on the motion was Ayes: 5

The meeting adjourned at 7:51 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa