

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, September 26, 2006
Council Chambers

PRESENT: Alds. Krill (7:14 p.m.), Maher, Meaux, Purins – 4

EXCUSED: Ald. Stepaniak

ALSO PRESENT: A. Kesner, Interim City Admin./City Atty.; B. Aldana, Asst. City Atty./Personnel Admin.;
Police Capt. Reit

Ald. Purins as Chair called the meeting to order at 7:10 p.m.

Addition of police sergeant position for the remainder of 2006

Mr. Kesner said the first three items were discussed during the 2007 Budget Committee review. The police department is asking for an additional police sergeant position to be funded with excess salary funds for the remainder of this year. They would like to include this position in next year's budget. Capt. Reit noted that they would be replacing a patrol officer position that is open due to the officer being deployed to Iraq. The cost difference between the patrol officer and the sergeant pay will be approximately \$6,378 per year. He added that in the future, they would like to replace any lieutenant positions that become open with sergeants.

Ald. Meaux noted that this is late in the year for the police department to be submitting this request. Capt. Reit explained that they won't be promoting the position prior to 2007 budget approval so the earliest they could start the position is in November. They are just asking for approval of the position at this time. If they do the promotion, they would not be able to demote the person so they are going to wait for approval of the budget.

Ald. Krill asked what the position of staff is on this matter. Mr. Kesner said the executive budget review team recommended this addition. The police department has sufficient salary savings for this year. Ms. Aldana thought the addition of the sergeant position was reasonable.

Ald. Maher indicated that he has not been entirely comfortable with this and would like to have seen this held. He thought it would be better to make the request after the 2007 budget is adopted.

Moved by Ald. Meaux, seconded by Ald. Krill to recommend approval
of the addition of a police sergeant position for the remainder of 2006 – 4

Addition of two part time temporary positions in the police department

Mr. Kesner said the police department is requesting the addition of two part time, temporary positions using Community Service Officer (CSO) interns. Capt. Reit said these are student interns that perform in-station duties associated with the intern program. The department is asking for a pay rate of \$10.81 per hour for weekend road duties only. On the weekends the CSOs will be able to assist patrol division personnel with minor code violations such as removal of rummage and sale signs from the city right-of-way, picking up abandoned bicycles and other property and reporting junk vehicle violations. The part time temporary positions will not exceed 16 hours per week. He added that the cost would be approximately \$1,124 for the remainder of the year and \$5,500 total cost for 2007. There are no benefits associated with these positions. He said that the weekend hours would be Saturday and Sunday from June through August and then Saturdays for the rest of the year.

Ald. Maher reiterated that he liked the concept, but not the timing of the request.

Moved by Ald. Krill, seconded by Ald. Meaux to recommend approval of the addition of two part time temporary positions in the police department – 4

Addition of two E-911 dispatchers in the police department

Mr. Kesner said that the police and fire departments have expressed a concern about the number of dispatchers they have and they would like to replace some part time hours with full time hours. The reduction in part time hours will increase the FTE from 10.8 to 11.9. The cost for the remainder of 2006 would be approximately \$20,000. The cost for 2007 would be an approximate net of \$48,500. Capt. Reit noted that the new dispatchers would start with training pay. Mr. Kesner stressed that the addition of the full time dispatchers is not intended to displace the part time people it is a shifting of current hours. He said this was brought forward due to concern for the safety needs of the city.

Ald. Meaux asked about the Mutual Aid Box Alarm System (MABAS). Capt. Reit said that Fire Chief Redman had worked with this system in Illinois and it is a highly regarded system. It would only be used about 12 to 15 times per year, but the city has a difficult time handling simultaneous emergencies right now. There has been a 73% increase in call activity. He said the number of calls stay constant, but the nature of those calls are taking more time and resources. The dispatchers work 8 hours shifts with no breaks and lunch at their desks. They need 6 dispatchers total to work the shifts.

Moved by Ald. Maher, seconded by Ald. Meaux to recommend approval of the addition of two E-911 dispatchers in the police department – 4

Review of interview questions and other components of City Administrator finalist interviews

The committee reviewed interview questions and writing exercises suggested by the consultants for the City Administrator finalist interviews.

The meeting adjourned at 8:03 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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