

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, February 12, 2008
Council Chambers

PRESENT: Alds. Stepaniak, Purins, Meaux – 3

ABSENT: Ald. Maher

EXCUSED: Ald. Krill

ALSO PRESENT: Alds. Birschel, Didier, Grimm; J. Archambo, City Admin; B. Aldana, City Atty./Personnel Dir.; N. Welch, Comm. Dev. Dir.; D. Wheaton, Chief Inspector

Ald. Purins as chair called the meeting to order at 7: 15 p.m.

Reclassification of Chief Inspector from Grade 11 to Grade 12

The committee reviewed a request by Ms. Aldana to reclassify the position of Chief Bldg. Inspector from Grade 11 to Grade 12, and whether to change the position title. Ms. Aldana noted that when Carlson Dettman recently provided an update to the compensation survey, they were asked to consider some reclassification requests. There will be another position to be brought to the committee at a later time.

Ms. Welch commented that the Chief Bldg. Inspector position is assigned to plant maintenance at city hall as well as at the police station and there is a lot of autonomy. When the position was re-classified it fell into the Grade 12 category.

Ald. Purins inquired as to how the request for reclassification happens. He thought that position reclassifications and grade changes would be handled on an annual basis. Ms. Aldana noted that a reclassification request could happen because of a number of reasons. Employee request, position changes or position not properly categorized are a few. Ald. Purins thought a better way to handle these reclassifications would be through the budget process and brought to the committee at that time instead of randomly. Mr. Archambo concurred that in the future the budget process would be a good place to handle these. Ald. Meaux noted that when these are brought to the committee randomly they don't know what the budget is for these positions. Mr. Archambo stressed that these requests are brought to the committee because of the ordinance requirements.

Ald. Stepaniak commented that the methodology process is causing this and that Ms. Aldana is following guidance. Ms. Aldana was asked to give a brief explanation of how Carlson Dettman rates the positions. Ms. Aldana reported that some of the criteria are based on experience, job requirements and supervisory level. Benchmarks are used to reclassify positions. In the handout are similarly graded positions.

Ald. Meaux questioned what has changed in the job description in the past 12 months. Ms. Aldana commented that in 2001 when Carlson first looked at job descriptions, this position was not highlighted for thorough review. They treated it more as a building inspector supervisor.

Mr. Wheaton commented that due to previous budget reductions, two positions were eliminated and he is covering some of the duties. Ms. Welch noted that when previously examined the amount of autonomy was not recognized.

Ald. Stepaniak concluded that it is a better fitting title and the grade is more consistent with other departments.

One other point for review is consideration of retroactive pay to the first of the year which was asked for at previous meeting when item was put on hold. Ald. Stepaniak expressed concern that this issue was not brought to the committee earlier and now retroactive pay is being asked for. He was concerned about setting a precedent. Ald. Purins noted that the first time the committee knew about this request was on Feb. 4th. Ald. Meaux thought there was no reason for retroactive payment.

Moved by Ald. Stepaniak, seconded by Ald. Meaux
to recommend approval for the renaming of the position
of Chief Inspector to Chief Building Official
and to reclassify the position from Grade 11 to Grade 12 - 3

Continued Collective bargaining strategy

Moved by Ald. Meaux, seconded by Ald. Stepaniak
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 – 3

The committee convened into closed session at 7:36 p.m.

Moved by Ald. Stepaniak, seconded by Ald. Meaux to convene
into open session - 3

The committee convened into open session at 7:55 p.m.

Ratification of contract with OPEIU Local 35

Moved by Ald. Stepaniak, seconded by Ald. Meaux
to recommend approval to ratify the contract with
OPEIU Local 35 - 3

The meeting adjourned at 7:56 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

mks