

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, February 26, 2008

Council Chambers

PRESENT: Alds. Stepaniak, Purins, Meaux, and Maher – 4

EXCUSED: Ald. Krill

ALSO PRESENT: J. Archambo, City Admin; B. Aldana, City Atty./Personnel Dir.;
N. Welch, Comm. Dev. Dir.; Asst. Fire Chief, M. Anton; Police Sgt. C. Fox

Ald. Purins as chair called the meeting to order at 7:00 p.m.

Ordinance amending Section 2.59.040 of the city code reclassifying and renaming the Chief Inspector position

Moved by Ald. Meaux, seconded by Ald. Stepaniak to recommend approval to amend Ordinance Section 2.59.040 of the city code reclassifying the Chief Inspector position from Grade 11 to Grade 12 and renaming the position to Chief Building Official - 4

Collective bargaining strategy

Moved by Ald. Meaux, seconded by Ald. Maher 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 – 4

The committee convened into closed session at 7:02 p.m.

Moved by Ald. Maher, seconded by Ald. Meaux to convene into open session - 4

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

Ratification of contract with IBEW

Moved by Ald. Maher, seconded by Ald. Meaux to recommend approval to ratify the contract with IBEW - 4

Wage and benefit changes for non-represented employees

Ms. Aldana discussed the issue and whether to make wage and benefit changes for the non-represented employees and if so what they would be. This issue came up about one year ago and a few meetings were spent on this discussion. Typically benefits for non-represented employees would follow the OPEIU

contract. The comparison handout reflects a summary of changes broken into two categories; protective, non-represented and non-protected, non-represented. The wages are the same. Other than some operational issues that are unique to the specific unions, the primary difference between the two groups is the retiree health insurance benefit.

Asst. Chief Anton, Wauwatosa Employee Council; commented on the charts provided and questioned the absence of health insurance benefit information in the protective group.

Ms. Aldana reported that this benefit should be the same on both charts. Dental increased to a maximum of \$2,000 for non-represented. The protected non-represented is different as police and fire have different plans.

Asst. Chief Anton commented that there is a lot of interest in this issue as shown by the number of non-represented people in attendance. The Employee Council has met with the city administrator and it is much appreciated. They realize the importance of retaining valuable employees. It is their strong desire as a group to maintain the pay scale and benefits. In future discussions the Employee Council would like to see enhancements made.

Linda Kavelaris, 1080 Lois Ave., Brookfield, asked for clarification regarding new hires. Ms. Aldana responded that if someone is hired from within they are not considered a new hire.

Sgt. Chris Fox, 370 Abbey Lane, Theresa, commented that he would like to see represented groups on par with non-represented groups. Encouragement is needed for movement up the ladder. If negatives are put onto these positions the possibility increases that employees may not want to seek promotions. Benefits and wages need to be maintained for non-represented employees to encourage them to advance in their jobs.

Ald. Stepaniak commented that uniformity in the supervisory level should be consistent.

Ald. Meaux asked if this will be adopted by resolution, and is there a recommendation being made at this time.

Ms. Aldana reported that this is just a presentation, not a non-represented contract. The main idea is to show the differences in the two categories. Non-represented contracts could be done on a yearly basis if that is what the committee would like. This package is consistent with union negotiations. There is no recommendation being made at this point. She asked for some feedback. The intent was to get direction and not to do an ordinance change at this time.

Asst. Chief Anton felt there was a stated staff recommendation included in the materials they received.

Ald. Purins requested that since this is new information the committee would like to study and bring back in two weeks, with questions to be answered. He requested that the supportive material be revised.

The meeting adjourned at 7:56 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

mks