

**EMPLOYEE RELATIONS COMMITTEE MEETING**

Tuesday, March 11, 2008

Council Chambers

PRESENT: Alds. Stepaniak, Purins, Krill - 3

EXCUSED: Ald. Maher, Meaux

ALSO PRESENT: J. Archambo, City Admin; B. Aldana, City Atty./Personnel Dir.;  
Asst. Fire Chief, M. Anton

Ald. Purins as chair called the meeting to order at 7:01 p.m.

**Collective bargaining strategy**

Moved by Ald. Krill, 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 7:02 p.m.

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

The committee convened into open session at 7:17 p.m.

**Ratification of contract with AFSCME**

Moved by Ald. Krill seconded by Ald. Stepaniak to recommend approval to ratify the contract with AFSCME - 3

**Benefit and wage changes for non-represented employees**

Ald. Krill commented that since this is a very important issue and two aldermen were not available, this item should be held until there can be a full discussion with the entire committee. This issue is too important to the audience in attendance, and their comments should be heard by the entire committee.

Ald. Krill asked the audience if they had any comments or observations.

Asst. Fire Chief, Mike Anton; Chairman of the Employee Council understood Ald. Krill's concerns, but noted the full Employee Relations Committee was also not in attendance on Feb. 26 when the audience attended that meeting. In regards to the issue at hand Asst. Chief Anton commented that he was a little puzzled, since there have already been many weeks of discussion and debates. One thing seems clear in communicating with the other departments, there seems to be a pretty consistent approach being taken and this has been discussed over and over again.

The employee council would like to know what wage and benefit level is going to be provided for non-represented groups. He asked what the Employee Relations Committee might be considering that would be dramatically different than what the council has already approved.

Ald. Purins noted that one of the absent aldermen has some questions but hadn't shared them with the committee yet.

Ald. Krill noted that the audience in attendance was a good sized group in a pretty good position. He felt that the non-represented employees should be working on getting a 5-0 vote from the committee. That would carry more weight to the council than a 3-0 vote. He encouraged the committee to come to the next meeting with good questions.

Asst. Chief Anton expressed a level of concern on behalf of the Employee Council that this is the second meeting in a row that a large group has been in attendance and this item has been held. He also commented that the group would welcome the discussion in two weeks and was sure the audience would be back.

Ald. Krill noted that if at the next meeting that there wasn't a full committee they probably would not delay this item again.

Ald. Donegan offered his input to the group. He commented that he would be in support of the administration's recommendation on the package presented. He would like to see a resolution formalizing a recommendation as to the human resources impact and would like to see quarterly reports. He thought the wages for non-represented should be at the discretion of the city administrator and he should have as many tools as possible in making these decisions. Performance needs to be considered in the wages decision. Productivity needs to be greatly improved upon.

Chief Weber commented that he finds it difficult every bargaining year that the management personnel always has to wonder what is going to happen with them. The continuous 11<sup>th</sup> hour is unsettling. He questioned why management is treated the same as the union employees. Shouldn't they be given something additional to benefit them in their status? He felt that since the original Carlson Dettman survey things have changed a lot and the city needs to continue the path they are on.

Moved by Ald. Krill seconded by Ald. Stepaniak to  
hold this item until the next scheduled meeting - 3

The meeting adjourned at 7:38 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

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