

**EMPLOYEE RELATIONS COMMITTEE MEETING**

Tuesday, April 8, 2008

Council Chambers

PRESENT: Alds. Purins, Krill, Stepaniak, Maher, Meaux - 5

ALSO PRESENT: J Archambo, City Admin.; B. Aldana, Asst. City Atty.;;  
N. Kreuser, Health Officer

Ald. Purins as chair called the meeting to order at 7:00 p.m. - 5

**Program Assistant position change with the Milwaukee/Waukesha County Consortium for  
Emergency Preparedness to Consortium Trainer/Project Coordinator, and change pay grade to  
Grade 8 position**

Ms. Aldana updated the committee on the consortium background, grant funding and fiscal agent information.

Dr. Kreuser asked the committee for permission to create an alternate position for emergency preparedness thru the preparedness grant. This position is being requested due to a vacancy in December 2007 of the program assistant, which was temporarily filled by an emergency position.

Dr. Kreuser reported that an increase of competencies by consortium members is now a priority.

The consortium is looking at ways to increase efficiency, and is evolving from planning to exercising drills, hosting forums and educating the community. This position would include in-house training and coordination of projects. Funding will come from the current vacancy and the savings from not having to hire outside consultants. The consortium is looking for in house expertise.

Ald. Maher asked when the funding goes away, do the employees also? Dr. Kreuser responded yes.

Ald. Meaux commented that if grant dollars are shrinking with an increase of the workload and expertise, what we are setting ourselves up for when grant funds are no longer supporting these activities.

Moved by Ald. Krill, seconded by Ald. Stepaniak to recommend approval of the position change from Program Assistant with the Milwaukee/Waukesha County Consortium for Emergency Preparedness to Consortium Trainer/Project Coordinator and to change the pay grade to Grade 8 - 5

**Ordinance amending Section 2.52, 2.58, and 2.59 of the City Code regarding changes in benefits and wages for non-represented employees**

The committee reviewed the ordinance regarding changes for the non-represented employees. This is the same package this committee has discussed in the past two months. This package has been ratified with four of our five union groups in the city. The recommendation given was for two years. The continuation of items such as fixed cost sharing in that some of the HRA activities and age appropriate testing come into play, which is why the recommendation to go into the second year by using the adoption process.

This would help in getting the wage determinations in conjunction with or prior to the budget process. This is slightly different than what was moved two weeks ago.

Ald. Stepaniak commented that this item has been thoroughly discussed previously at several meetings. It was the consensus of the committee to continue with the three year time line.

Moved by Ald. Stepaniak, seconded by Ald. Maher  
to approve the ordinance amending Sections 2.52, 2.58,  
and 2.59 for a period of three years – 4 ayes, 1 no (Meaux)

**Approval of administrative services agreement with The International City Management Association Retirement Corporation (ICMA-RC)**

The committee reviewed the proposed agreement from Ms. Aldana. This is a straight forward agreement with the vendor who handles the post retirement health plan. The contract is for one year, but automatically renews unless cancelled.

This item was brought to this committee instead of Budget & Finance because there is no fiscal impact and Employee Relations is more familiar with this topic.

Moved by Ald. Krill, seconded by Ald. Stepaniak  
to recommend approval of the Administrative  
Services agreement with the International City  
Management Association Retirement Corporation (ICMA-RC) -5

Meeting adjourned at 7:17 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

mks