

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, May 27, 2008
Council Chambers

PRESENT: Aids. Purins, Donegan, Krol, Walsh – 4

EXCUSED: Ald. Ewerdt

ALSO PRESENT: J Archambo, City Admin.; A. Kesner, City Atty.; B. Aldana, Asst. City Atty./HR Dir.

Ald. Purins as chair called the meeting to order at 6:33 p.m.

2008 Status report on health insurance

The committee viewed a powerpoint presentation from Ms. Aldana regarding the 2008 status report on the city's health insurance. Ms. Aldana reviewed the current plans which are Choice (previously HMO) and Choice Plus which is a PPO. With the exception of the fire and police departments, the employees may choose their insurance plan. The police and fire unions have always had Choice Plus as part of their negotiations. The insurance rates and funding were discussed. Ms. Aldana reported on the advantages and disadvantages of self-insurance. The insurance cost to the city and employee costs were also discussed. Due to time constraints the committee asked the remainder of the presentation be held until the next meeting.

City Administrator proposed evaluation form

It was the consensus of the committee to hold this item for another meeting.

Payroll and Benefits Manager reclassification

The committee reviewed a memo from the Asst. City Attorney/HR Dir. requesting authorization to reclassify the Payroll and Benefits Manager Position Grade 10 to HR Generalist Position Grade 8.

Ms. Aldana reported that action is needed by the Employee Relations Committee as this job title is listed in the ordinance and a change will be necessary. This new position is a lower pay grade.

A reorganization of the Human Resources Department began about one year ago. There were two components to this. 1). Create a new Health and Productivity Coordinator to constrain benefit costs through wellness and productivity management. This position was filled full-time effective May 2008. In addition to wellness duties, the benefits portion of payroll will be done by this coordinator. 2). Reclassify the Payroll and Benefits Manager Grade 10 to HR Generalist Grade 8 which would allow more focus on recruitment, selection, performance management, training and workforce planning issues. Most of the payroll part of this position will transition to the Payroll Coordinator position.

Moved by Ald. Donegan, seconded by Ald. Walsh
to recommend introduction of an ordinance amending
Section 2.59.040 of the Municipal Code reclassifying
the Payroll and Benefits Manager Position Grade 10 to
HR Generalist Position Grade 8 - 4

The meeting adjourned at 7:32 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa