

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, June 10, 2008

Council Chambers

PRESENT: Alds. Purins, Donegan, Ewerdt (via speaker phone), Walsh – 4

EXCUSED: Ald. Krol

ALSO PRESENT: A. Kesner, City Atty.; B. Aldana, Asst. City Atty./HR Dir.; M. Loy, Health & Productivity Coor.

Ald. Purins as chair called the meeting to order at 6:55 p.m.

Payroll and Benefits Manager reclassification

The committee discussed for adoption the reclassification of the Payroll and Benefits Manager position. Ald. Donegan questioned with this hiring if there will be an additional person in the Human Resources Department compared to one year ago. Ms. Aldana noted that a reorganization of the department began about one year ago with two components. One was to create a new Health and Productivity Coordinator and another was to reclassify the Payroll and Benefits Manager Grade 10 position. The Health and Productivity Coordinator started full time in May, 2008 and took on some components of the Payroll and Benefits Manager position. The reclassification of the Payroll and Benefits Manager to Grade 8 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. Walsh, seconded by Ald. Donegan
to recommend adoption 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

2008 Status report on health insurance

Ms. Aldana continued her discussion and presentation from the meeting of May 27, 2008. She noted that the total life and health insurance costs have declined to a four year low. In discussing the wellness program, Mr. Loy commented that once wellness teams are organized, he anticipates the wellness program will decrease the number of insurance claims with the proactive approach of the wellness coordinator. Ms. Aldana noted that the wellness program component was negotiated in the bargaining process for the 2008 – 2010 contract. Ald. Walsh questioned how the wellness program will be enforced. Ms. Aldana responded that there are cost initiatives in place. If employees don't participate in the minimum wellness program their deductibles and cost shares double.

City Administrator proposed evaluation form

It was the consensus of the committee to hold this item until the next meeting.

The meeting adjourned at 7:45 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa