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## **EMPLOYEE RELATIONS COMMITTEE MEETING**

Tuesday, May 11, 2010

Council Chambers

**PRESENT:** Aids. Donegan, Ewerdt, Organ, Berdan, Walsh (7:08 p.m.) – 5

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

Ald. Donegan as Chair called the meeting to order at 7:05 p.m.

### **Committee Orientation**

With the new committee makeup, Ms. Aldana discussed the different types of issues that come before this committee. She said that this committee is unique in that it generally deals with employment issues. The City is a service organization in that wages and benefits constitute over 90% of some department budgets. There is an average of 475 employees that work in seven different locations.

Ms. Aldana reported that there are five bargaining units in the city. Typically although not required, the salary and benefits are similar in each unit. This has historically been done although it is not a binding concept. She explained that the non-represented employees wages, benefits, terms and conditions of employment are set by the council. This historically is done after the bargaining units settle their contracts.

Ms. Aldana explained the process for items after approval or denial is made at the committee level. She noted that resolutions have a two week process and ordinances have a four week process. This is dependent upon the issue. Both ordinances and resolutions have equal legal authority.

Ald. Donegan addressed the committee and distributed a proposed agenda for future meetings regarding upcoming labor negotiations. Ald. Donegan said this is a process that he would like to see the committee follow. He suggested that the committee start meeting on these matters May 25<sup>th</sup>. He reported to the committee that he would like to see parameters set before negotiations begin later this summer. Ald. Donegan asked that these meetings be recorded in order to allow the entire council access to this information when a recommendation is made to them.

The committee discussed the items and asked that additional information be provided for certain topics. These include: cost of insuring dependent children up to age 26 per the national health care program, wellness program initiatives, the quality of employee benefits, and wage and benefit levels. Additional information was also requested on sick leave and the pension package. Ald. Donegan suggested a matrix be provided outlining employee premiums, out of pocket costs, deductibles, and co-pays.

The committee asked for comparables and questioned what an appropriate comparable would be in this economy. Ald. Donegan noted that comparables have been presented in the past with other municipalities and that there were a lot of similarities. He felt a comparable should be made with the greater taxpaying population. Ald. Walsh suggested looking at the school district contracts.

Ald. Ewerdt commented that strides are being made regarding insurance premiums paid percentage wise. Ms. Aldana noted that this was because of collective bargaining.

The committee requested information on any concessions that have been made through recently settled labor negotiations in other municipalities, and if they have been successful. It was noted that West Allis got creative in concessions but it was controversial. It was asked that the comparables include any municipalities that have made concessions.

Discussion ensued regarding the pros and cons of holding these meetings in open session. It was determined that the meetings will be marked for potential closed session depending upon the subject matter being discussed.

The meeting adjourned at 7:57 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

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