



CITY OF WAUWATOSA
7725 WEST NORTH AVENUE
WAUWATOSA, WISCONSIN 53213
Telephone: (414) 479-8917
Fax: (414) 479-8989
Web Site: www.wauwatosa.net

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, June 29, 2010

Council Chambers

PRESENT: Aids. Donegan, Berdan, Ewerdt, Organ – 4

EXCUSED: Ald. Walsh

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

Ald. Donegan as Chair called the meeting to order at 7:02 p.m.

Positions, wages and step increases provided in current collective bargaining contracts.

Ms. Aldana provided excerpts from the various union contracts: Local 305 – AFSCME; Local 494 – IBEW; Local 1923 – Professional Firefighter's; Local 35 – OPEIU; and Peace Officer's – WPOA.

The Department of Public Works, Parks, Fleet, Electrical, Streets, and clerical support for these departments are included in the AFSCME contract. This also includes the two parking specialists and the fire mechanic. Ms. Aldana estimated about 90 employees are represented by this union.

IBEW solely represents the police dispatchers. There are seven to nine dispatchers employed either part-time or full-time.

The firefighters are represented by Local 1923. The position levels above captain are non-represented positions. Due to the schedule the firefighters work their full-time equivalent is 2,912 hours based on a 56 hour work week.

OPEIU represents the majority of clerical positions, appraisers and the engineering technicians. It was noted that the Municipal Clerk 1, 2, and 3 are classifications not positions. It was noted that there are more step increases in this contract. The full-time equivalent number of hours is 2080.

The police contract is slightly different from the others as their work day hours are different. Their shifts are 8.4 hours daily with a four day on, two day off schedule.

The Human Resources Director explained that there are similarities as well as differences in the contracts. Some contracts have more step increases than others. The cost of living increases are shown by year in each contract. The wages shown in the contracts are bi-weekly. If committee members want additional information they should contact Ms. Aldana.

Ald. Donegan asked if performance reviews are considered before step increases are given. Ms. Aldana replied no. She noted that the non-represented employees have to have a satisfactory review to get an increase in wage. They do not have a step system. Mr. Archambo noted that most of the regular positions are getting reviewed annually with either a satisfactory or unsatisfactory performance.

Ald. Donegan stressed that the city must find a way to control personnel costs. He said he was comfortable asking for concession where the position is paid at a higher rate than the overall market. He felt there are many people that would be willing to take some jobs at lower wages. Ms. Aldana commented that they would be discussing wages in terms of the public sector market in an upcoming meeting. Ald. Donegan suggested supply and demand be a consideration in future evaluations.

The meeting adjourned at 7:55 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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