



**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, July 27, 2010  
Committee Room #2

PRESENT: Alds. Donegan, Berdan, Walsh, Organ, Ewerdt – 5

ALSO PRESENT: J. Archambo, City Administrator; A. Kesner, City Atty.; B. Aldana, Human Resources Dir.; M. Loy, Health and Productivity Coor.; A. Brown, Administrative Intern

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

### **Health Care benefits and other city provided benefits related to collective bargaining**

Ald. Donegan commented that the review of the benefits is for the interest in coming to a recommendation to council for bargaining that will commence this September.

Ms. Aldana explained the spreadsheet that shows the contract status of various other municipalities. Wage increase data, and employee health insurance data was presented for contracts that have settled for 2011 and beyond. In terms of comparables there is sparse information available at this time.

Ms. Aldana explained how the comparables are presented when arbitrators are used to settle contracts. She explained that the arbitrators look favorably on the comparables. She advised that it is good to align yourself with a package consistent to comparables in other municipalities.

Ald. Organ asked how changes are made to contracts when the city is handcuffed to the comparables. Ms. Aldana advised by quid pro quo or increases in increments.

Ald. Donegan asked about the city's wage benefit levels and how they compare. Ms. Aldana thought the city is in the mid to upper third range. She noted that the last two negotiations have predominately dealt with health insurance issues more than wages.

The wage change in comparables collectively showed a 2.5 – 3% increase in settled contracts.

Discussion ensued regarding the contract recently settled with the city of West Allis. Ms. Aldana explained that certain revenues were identified and if these increased, it would trigger a wage increase collectively. She noted that the starting point would be the question. Ald. Walsh commented that a lot of these things are out of the employees control and would want to include some positive efficiency reinforcement. He found this revenue based increase appealing.

Rolling vacancies were discussed and Mr. Archambo was asked if rolling vacancies would be discussed at the bargaining table and he said it was a possibility. He thought that job security might be brought up. He reported that rolling vacancies are difficult to manage.

The committee discussed the current premiums being paid by city employees for single and family

coverage. Ms. Aldana advised that current monthly premiums range from \$600 - \$1500. Ald. Donegan felt there is a lot of negotiation room here. He said the amount the city pays for employee health care is extremely generous especially when compared to the private sector and also the comparables.

Deductible amounts were discussed as well as pension contributions. The City pays both the employee and employer portion of the pension. Ms. Aldana answered a question and advised that in general the employee portion of the pension is paid for by the employer. It is a more common type of bargaining.

Ms. Aldana advised that in general eight hours a month of sick time is accrued. An employee may accrue up to 12 days per year up to an aggregate accumulation of 156 days. The police and fire departments accrue time differently due to their work schedules.

The amount of vacation time was discussed by the committee. Ms. Aldana explained that when employment begins an employee receives two weeks of vacation time after one year. Ms. Aldana reported that employees receive three weeks of vacation after six years of service, four weeks after 13 years of service, and five weeks after twenty years of service.

Moved by Ald. Organ, seconded by Ald. Walsh  
to go into closed session per Wis. Stat. 19.85(1)(c):  
Considering employment, promotion, compensation or  
performance evaluation data of any public employee over  
which the governmental body has jurisdiction or exercises  
responsibility, and may reconvene into open session - 5

The committee went into closed session at 8:10 p.m. and reconvened at 8:32 p.m.

It was decided by the committee to hold a special Employee Relations meeting on Tuesday, August 31 to try and develop a recommendation as to the direction of parameters regarding specific wage and benefit issues. Discussion may continue on Tuesday, September 7<sup>th</sup>.

The meeting adjourned at 8:35 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

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