



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, February 10, 2009

Council Chambers

PRESENT: Alds. Krol, Ewerdt, Walsh, Donegan - 4

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

Ald. Krol as Vice-chair called the meeting to order at 7:30 p.m.

Strategies related to workforce management

The committee reviewed the memo from the City Administrator regarding strategies related to workforce management.

Mr. Archambo said that this is an informational meeting to update the Committee on current strategies to proactively manage potential budget constraints through proactive human resources management. He said the City is being proactive and not waiting until the fall budget process to address what could be a serious budget crisis. Working with the Human Resources Department the city has been considerably more thorough in evaluating positions as they have come open. Economic events and potential effects of the impending state budget necessitate that the City carefully plan for budget constraints in the 2010 budget with an even more vigilant approach. The general goal is to preserve services through efficiency but if necessary provide the elected body with choices of services to cut.

Mr. Archambo noted that the cost of wages and benefits is \$42 million and that a typical rate of growth is about three percent annually. The committee discussed different budget programs and the ramifications of any cuts made by the state. The state budget may be available next week when more information will be known.

Mr. Archambo discussed that with every job opening a review will be conducted by the Human Resources Department assessing whether to fill the position, consideration to restructure functions, evaluating the use of technology toward efficiency, and other criteria. In the case of higher level positions a more thorough review of the structure, functions, processes, and demands of the department will be conducted through the use of outside consultants as necessary. The Human Resources Department contractual services account will be used for at least two such contracted reviews.

The committee encouraged this proactive approach to human resource management and made several suggestions of additional possible actions. These included: management is encouraged to make tough decisions, use consultants as necessary as part of thorough review process, expressed a willingness for a hiring freeze, consider a freeze on wages and travel, re-open labor negotiations, upper management pay cuts and taking volunteer days off unpaid.

Ald. Donegan noted that the expectation in the community is that taxes should be going down if housing values and wages are decreasing. The taxpayers shouldn't have to take the entire burden.

The meeting adjourned at 8:15 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

mks