



CITY OF WAUWATOSA
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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, May 12, 2009

Council Chambers

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

ALSO PRESENT: J. Archambo, City Admin.; B. Aldana, Asst. City Atty./HR Dir.;
R. Braier, Fin. Dir.; M. Loy, Health & Productivity Coordinator

Ald. Donegan as Chair called the meeting to order at 7:30 p.m.

Reclassification of Deputy Treasurer position (for adoption)

The committee reviewed a memo from the HR Director regarding whether to implement the recommendation of the Virchow Krause review and reclassify and rename the Deputy Treasurer's position.

Ms. Aldana supplied background information and said in January 2009, she discussed staffing strategies with the committee due to anticipated pressures in the upcoming 2010 budget year. The Deputy Treasurer position was a position that was known and targeted as a potential restructure and change due to a retirement in that position. This was an opportunity to look at the position and its role in the department and also the finance department relationship in connection to other departments for interdepartmental efficiencies.

Ms. Aldana told the committee that her recommendation is from the Virchow Krause review which was recently done.

Ald. Donegan commented that he appreciates the evidence brought to the committee, but doesn't feel this is the committee's decision. Ald. Donegan inquired about the survey cost and wondered if it were necessary.

The City Administrator reported Virchow Krause was chosen to survey this position as it is their main body of business. If the strategies recommended are implemented over time the city will get back all of their investment. He said external entities will not be used for every position, although he would like to do a lot more of these over time to see if there are other areas to reduce personnel cost. Ms. Aldana noted that Virchow Krause brings a lot of expertise to the table. They have checked for best practices in technology and they have experience in things that work and don't work. Suggestions include more technology automation and online bill payments.

Ms. Aldana said a job reclassification analysis was conducted by the Human Resources Department based on the findings in the Virchow Krause report. Three critical functions noted in the report are supporting the investment program, ensuring cash handling processes are completed without fraud or error, and the supervision of municipal clerks. She said the proposed reclassification is one pay grade lower considering the importance of the position regarding investment practices of the City.

Moved by Ald. Walsh, seconded by Ald. Berdan to recommend introduction of an ordinance amending section 20.072 of the Municipal Code based on the Virchow Krause's study to reclassify the deputy treasurer position to grade 9 and name the position Treasurer's Office Business Supervisor - 5

Grievance arbitration update

The committee decided to hold this item due to time constraints until a later date since no action needs to be taken.

The meeting adjourned at 7:57 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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