



**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, September 29, 2009

Council Chambers

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

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

Ald. Donegan as Chair called the meeting to order at 7:40 p.m.

### **Creation and filling of a permanent Public Health Nurse position and elimination of existing position**

The committee reviewed a memo from the Health Officer concerning creation and filling of a public health nursing position and elimination of a part time position. This was previously discussed at the budget committee meeting.

Ms. Aldana said that there presently exists an .865 part time nurse position which will be held vacant due to rolling vacancies. Ms. Aldana said due to recent grant funds available for pandemic response, the department is requesting a permanent 1.0 FTE public health nurse for one year. Ms. Aldana said the health department recommends the elimination of the .865 part time position and to create a 1.0 FTE public health nurse.

Ms. Aldana said the new FTE position would be reviewed at the next budget year to determine whether to fund this with tax levy funds or not. Ms. Aldana said the rolling vacancy position is not being eliminated, it is just being held open. Upon questions asked Ms. Aldana advised that the action requested by the committee is to change the position resolution from .865 to FTE.

Ald. Donegan expressed concern with the word permanent used in the memos. Ms. Aldana said the correct terminology could be regular versus part time. The committee discussed the concern of the health officer in recruiting qualified applicants for only a one year position. Mr. Archambo agreed that it has more to do with semantics on how the position would be advertised. He said it does not have permanency as you would normally define it.

Moved by Ald. Krol, seconded by Ald. Berdan to  
recommend approval to create and fill the public health  
nurse position and eliminate the existing .865 position.  
The position will be reviewed after one year during the budget cycle ----

Ald. Ewerdt asked Mr. Archambo if this undermines the rolling vacancies process. Mr. Archambo said that this actually helps as he will have the .865 position to count on as vacant. He said he does not have the 12 vacancies needed to meet the budget.

Ald. Walsh reported that he will not support the motion. He said you can quibble about semantics; permanent or regular. He noted that he prefers the term variable. He commented that a variable resource could be used to complete the necessary project for the public health emergency.

Ald. Ewerdt asked where the remaining grant funds would be used. Ms. Nielsen responded that it would be used for the same initiative but for other personnel. She said the funds must be used for H1N1. She said the funds may be used to hire overtime clinical staff or for clerical staff. Upon being questioned Ms. Nielsen replied that dependent upon the pay grade when hired the FTE position would cost about \$70,000.

The committee discussed with the City Administrator the consequences of a failed motion. Mr. Archambo said the council has to approve the acceptance of the grant funding. He said authorization to use the grant funds at the .865 position at the end of the budget cycle could be done. However that timeline is after the initial H1N1 clinics would be held.

Mr. Archambo said that over the course of time an evaluation would have to be done to determine if any unused tax levy funds were available for the continuation of this position. He said it is unlikely that you are going to get \$70,000 in available levy funds. He said otherwise the department would have to come up with the funds elsewhere.

Ald. Donegan asked Ald. Krol for clarification on the intent of his motion. Ald. Krol replied that the motion made was for the position to be reviewed after one year during the budget cycle. It was made to fill the public health nurse position from .865 to FTE. He said whatever happens in 2011 may not have the outcome that would provide funding for the full time position. Ald. Donegan said the committee is silent on what would happen in 2011. Ald. Berdan said she was O.K. with the explanation since she seconded the motion.

Vote on the motion 4 – 1 (Walsh)

The meeting adjourned at 8:07 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

mks