



**CITY OF WAUWATOSA**  
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## **EMPLOYEE RELATIONS COMMITTEE MEETING**

Tuesday, June 14, 2011  
Back of Council Chambers

**PRESENT:** Alds. Donegan, Walsh, Berdan – 3

**EXCUSED:** Ald. Organ, Ewerdt

**ALSO PRESENT:** J. Archambo, City Administrator; A. Kesner, City Atty.; B. Aldana, Asst. City Atty./HR Director; M. Loy, Health & Prod. Coord.; Aids. Wilke, Nikceovich, Birschel, McBride, Pantuso, Roznowski, Wilson; Police Chief B. Weber

Ald. Donegan as Chair called the meeting to order at 7:07 p.m.

### **Discussion of Mayoral salary and compensation for the term beginning April 2012**

The committee reviewed a memo from the Assistant to the City Administrator regarding compensation and salary for the term beginning April 2012.

Ald. Donegan told those present that this item has been discussed several times in the past 18 months. In January 2010, the committee decided to bring this back for discussion before the budget process begins for the 2012 budget.

Ms. Aldana asked the committee what kind of information the committee is seeking with regard to any future discussion about the mayor compensation.

Ald. Pantuso noted that the item was tabled last time due to the economy and it is not much better today, maybe worse. He said with the housing market the way it is and the city looking at a \$2.6 million budget gap for 2012 this isn't the time to be discussing this.

Ald. Nikceovich felt that the position is a full-time job and deserves full-time pay. She felt that the mayor position has a lot of direct dealing with the county and state. The position should have a living wage at minimum, with a cost of living raise attached from here on.

The committee discussed the hours put in by the current mayor and previous mayors. It was the consensus of the committee that they put in a lot of hours for a part-time job. But this type of job calls for dedication.

Ald. Roznowski commented that based on the times we are in now and from what the constituents have been telling them about public workers, he thought a lot of time should not be spent on discussing this. He noted that the Mayor, like the Council members, are not doing the job to become rich. You're doing it because you care about your community. Ald. Roznowski said at some time down the road the mayor position should be defined and whether it is a full or part-time position.

Ald. McBride agreed with Ald. Roznowski in that there needs to be a discussion on job duties of the mayor, if the council is going to discuss the salary. He felt the position is woefully underpaid and noted that not everyone could afford to take this position. He noted that the economy is still in recession and we are in a budget scenario that the City didn't have six months ago. Ald. McBride suggested that the

number of council members be cut in half and the savings could be used to fund additional compensation for the mayor position. He felt that this may be the opportunity to look at the needs of the city to see if we need 16 alderpersons.

Tom Gaertner, 6829 Terrace Court, echoed some of the other comments. He felt the City has lost their way with partisan issues and wants to keep a public service occupation council. He said the City has a very well paid staff and to make the mayor position highly compensated with all the fringe benefits will invite nothing but more partisanship. He felt with the salary level as is will get you candidates that are truly interested in serving their community.

Chief Weber felt the mayor compensation has been low for years and deserves to be increased. He suggested that due to these different economic times the City review and adjust the council size as well.

Ald. Berdan felt if the committee was to discuss this further the full committee should be present.

Moved by Ald. Walsh to hold the mayor's salary at \$22,500.

Motion failed for lack of second.

Ald. Donegan suggested holding this for the next cycle when the entire committee would be in attendance. Ms. Aldana was asked to provide information on state statute and city ordinances relating to this matter.

### **Retirement demographic analysis**

The committee reviewed a memo from the Health & Productivity Coordinator showing an overview of past retirement trends and projected view of future retirement related turnover.

Mr. Loy explained that there are two main considerations in predicting potential retirements: 1). Current Wisconsin Retirement System Eligibility (WRS) requirements and eligibility for City paid health insurance, 2). Analysis of retirement patterns by employee group over the previous ten years.

Based on this, Mr. Loy referred to his memo and said in the next five years the City will see more retirements than average, possibly one-third more. He speculated that there is a potential for 112 employees to retire in the next five years.

The committee discussed this analysis in terms of how this information would affect the City's costs. It was speculated that health costs would increase as age numbers increase. Some retirees will be eligible to keep their insurance until Medicare eligible and the replacement person costs have to be considered as well.

Ms. Aldana said that there is an opportunity when looking at above average turn-over to look at things differently and possibly restructure some things. She said this will be an opportunity to look at options for potential cost reductions.

Ms. Aldana answered a question that there is no easy way to track net claims by any certain group of employees other than dividing the number of individuals in a group by the claim totals.

The meeting adjourned at 8:04 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

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