



CITY OF WAUWATOSA
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COMMITTEE ON EMPLOYEE RELATIONS

Tuesday, July 26, 2011 – 7:00 p.m.

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

ALSO PRESENT: Mr. Archambo, City Administrator; Ms. Aldana, Asst. City Atty./HR Director; Ms. Enders, Economic Development Director; Police Capt. Weiss; Fire Chief Ugaste; Asst. Fire Chiefs Case and Erke; Alds. Birschel, Causier, McBride, Meaux, Pantuso, Roznowski, and Wilson

Ald. Donegan in the Chair

Discussion Regarding Personal History and Disciplinary Data of an Employee.

It was moved by Ald. Berdan, seconded by Ald. Walsh to convene into closed session per 19.85 (1)(f) of the state statutes for the purpose of considering personal history and disciplinary data of an employee., and to possibly reconvene into open session -5

Closed session began at 7:04 p.m.

It was moved by Ald. Walsh, seconded by Ald. Ewerdt to reconvene into open session. -5

Open session began at 7:47 p.m.

Ordinance Amending Wauwatosa Code 2.59.040 to Create a Business Services Specialist.

Referred from Council was a proposed ordinance creating the position of Business Services Specialist at Grade 9 in the Economic Development Department.

It was moved by Ald. Ewerdt, seconded by Ald. Walsh to place this matter in file. 4-1 (Organ)

Ordinance Repealing 2.52.070, 2.52.080, 2.58.120, and 2.58.130, and Proposal to Set Health Insurance Contribution Rates by Resolution.

Referred from Council was a proposed ordinance repealing the aforementioned portions of the Municipal Code pertaining to police and fire supervisor health insurance, non-represented employee health insurance, and non-represented employee health insurance for retirees. This action makes no substantive changes, but is procedural in nature to permit future revisions to be accomplished by resolution.

It was moved by Ald. Ewerdt, seconded by Ald. Berdan to recommend adoption of the foregoing to Council. -5

Resolution Establishing Health Insurance Benefits for Police/Fire Supervisors (replacing Ordinances 2.52.070 and 2.52.080), with the Modification that Premium Contributions for Active Employees and Future Retirees Shall Align with Police and Fire Unions. Capt. Weiss posed several questions concerning the proposed resolution. Ms. Aldana confirmed that there will be no change in premium contributions once retired. Mr. Archambo stated that at the conclusion of arbitration with the unions, a tiered system of benefits may be created.

In response to a query about police/fire supervisors reverting back to a 3% insurance premium after having paid 10% since February, Ms. Aldana stated that this action will take effect after the Council acts on this resolution on August 2nd. This will bring payments into alignment with the police/fire unions and restore the police/fire supervisor contributions to 3%.

Mr. Archambo clarified that at one point, it was believed that it was mandatory that police/fire supervisors mirror police/fire unions with respect to premium contributions. However once the state budget was adopted, it became clear that this is not the case unless a municipality is under the state health plan. Wauwatosa is not under the state health plan, but is choosing to move back to a 3% contribution to mitigate pay compression issues between supervisors and rank-and-file members.

Capt. Weiss observed that the compression issue did not carry serious weight when the 10% premium was imposed in February, and noted that the supervisors have been paying more than the police/fire union members since February.

Ald. Donegan and Mr. Archambo both acknowledged that many issues have been very fluid and changeable for the past few months.

Ms. Aldana reiterated that passage of this resolution means the aforementioned ordinances have been replaced by the resolution. The only other change promulgated by the resolution is changing the police/fire supervisors' health insurance premium contributions from 10% to 3% .

In response to a query about the fiscal impact of the contribution reduction by employees, Mr. Archambo confirmed he will make these figures available prior to the August 2nd Common Council meeting. Mr. Archambo explained that the change is partly driven by the now-mandatory WRS (Wisconsin Retirement System) contribution by employees. This contribution, coupled with the 10% health insurance premium contribution, would have contributed to the pay compression issues.

Ms. Aldana added that the state budget bill also gives municipalities the authority to effect health plan design changes for police/fire unions. By factoring this point into the 'big picture,' premium contributions can be the lower, but police/fire personnel contributions can be made comparable to other employees' contributions via plan design changes.

It was moved by Ald. Donegan, seconded by Ald. Berdan to recommend approval of the resolution. -5

Resolution Establishing the Active and Retiree Health Insurance Benefit for General Employees (non-police/fire), replacing Ordinance 2.58.120 and 2.58.130. Ms. Aldana explained that this resolution is procedural inasmuch as it replaces the aforementioned portions of the

Municipal Code. The Common Council acted previously to establish the health insurance benefit premiums at 10% for the general employees.

It was moved by Ald. Berdan, seconded by Ald. Walsh to recommend the resolution to Council for approval. -5

Memo from the Fire Chief Recommending Removal of Residency Requirements from 2.52.240 of the Municipal Code for Deputy Chiefs and Battalion Chiefs. The Committee reviewed a July 19, 2011 memo from Fire Chief Ugaste recommending elimination of the residency requirements for deputy chiefs and battalion chiefs.

Chief Ugaste explained that under the new organizational structure, the shift and incident commander position will be important. It is very desirable for an employee to move up through the ranks of firefighter, lieutenant, captain and finally shift commander or deputy chief as it enables a thorough knowledge and sound foundation of the department's organization.

Currently, however, some of the best candidates in the lower positions within the department don't live in the city. A 26-year veteran – a captain - who recently applied for a position is very well-qualified and respected by his peers, but does not live in the city. It is desirable for chiefs and assistant chiefs to live within a three-mile radius of the city's border and these individuals can provide the needed coverage. However, the residency is not critical for a deputy chief. The current restriction makes it difficult to hire the best individuals.

Chief Ugaste added that the Police and Fire Commission has considered this proposal and supports changing the residency requirement as recommended. He added that there is renewed effort being made by departments within the region to share resources; other departments in the area have less-stringent requirements for residency for their personnel.

It was moved by Ald. Berdan, seconded by Ald. Ewerdt to recommend the ordinance to Council for introduction. –

In response to a question about response time from someone living a distance from the city, Asst. Chief Erke explained that when the non-resident is on duty (and thus always at the station), it becomes a non-issue. He echoed Chief Ugaste's remarks about strengthening the partnership with area departments.

Ald. Organ observed that if residency restrictions are still required, however, for the chief and assistant chiefs, doesn't it make sense to also maintain that requirement to positions that may 'feed into' the top management positions? She expressed a preference for retaining the requirement.

Asst. Chief Erke noted that the Police Chief is the only official in that department required to reside within the city. The police department likewise encountered problems with promotion from within because of residency requirements; accordingly, that policy was modified.

Vote on motion, 4-1 (Organ)

The meeting adjourned at 8:32 p.m.

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Carla A. Ledesma, City Clerk