



CITY OF WAUWATOSA
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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, October 25, 2011
Back of Council Chambers

PRESENT: Alds. Donegan, Walsh, Berdan, Organ - 4

EXCUSED: Ald. Ewerdt

ALSO PRESENT: J. Archambo, City Administrator; B. Aldana, HR Dir./Asst. City Attorney

Ald. Donegan as Chair called the meeting to order at 7:15 p.m.

Approval of tentative agreement with Local 1923, Fire Union

Ms. Aldana updated the committee on the negotiations with Local 1923. She said that nothing of economic value has changed from the previous discussion. The Human Resources Director reported that there was a change in vacation language. Vacation time will now have to be taken in 24 hour increments to avoid scheduling difficulties.

Gary Webb, President of Local 1923, felt that this is a satisfactory agreement for both sides. The department is ready to accept some concessions. This will allow everyone to move forward. Local 1923 will be voting on the contract next week.

Moved by Ald. Walsh, seconded by Ald. Berdan
to recommend approval of the ratification of the
labor contract with Wauwatosa Professional
Firefighters Association Local 1923 – Ayes: 4

Inter-governmental agreement with City of Brookfield related to sharing of resources between Human Resources departments

The committee reviewed a memo from the HR Director regarding whether to enter into a staffing services cooperation agreement with the City of Brookfield.

Ms. Aldana said this agreement request comes after a culmination of meetings held with the City of Brookfield. The hiring process is a time intensive and expensive endeavor. Ms. Aldana felt this is an opportunity to save resources by generating a candidate pool or by compiling one eligibility list. It was felt that the candidates are most likely applying for positions in other municipalities anyways.

The committee discussed the agreement and questioned what municipality would have the first selection of a candidate. There was concern that the City might not always get the competitive edge, although they agreed that the financial impact made sense.

Ms. Aldana said that this would all be worked out in the agreement and she would report back to the committee. She noted that this is just a sampling of how the intergovernmental agreement could work beneficially to both municipalities.

The Human Resources Director said that this agreement will take effect after it has gone through the approval process in the City of Brookfield.

Moved by Ald. Walsh, seconded by Ald. Organ
to recommend approval of an inter-governmental agreement
consistent with the intent of the draft agreement presented and
discussed – Ayes: 4

Proposed reclassification of payroll coordinator

The committee reviewed a memo from the HR Director regarding the reclassification of MCIII to Payroll Coordinator.

Ms. Aldana said that with the implementation of the Kronos automated timekeeping system, staff has been reduced dedicated to payroll from 2.25 FTE to approximately 1FTE. She said that this is the final procedural step in the restructuring.

The position was filled by the police payroll clerk last year after the payroll clerk retired. This position was a represented position MCIII. Ms. Aldana noted that changing this classification to a Payroll Coordinator pay grade 4 will eliminate the former payroll clerk position, pay grade 5, from the ordinance which has been vacant since the retirement.

Moved by Ald. Berdan, seconded by Ald. Organ
to recommend approval of the reclassification of the
Police MCIII (payroll clerk) to Payroll Coordinator
pay grade 4 – Ayes: 4

The meeting adjourned at 7:52 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

mks