



CITY OF WAUWATOSA
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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, December 13, 2011

Back of Council Chambers

PRESENT: Alds. Ewerdt, Organ, Donegan, Berdan – 4

EXCUSED: Ald. Walsh

ALSO PRESENT: J. Archambo, City Administrator; B. Aldana, HR Dir./Asst. City Atty.;
R. Ugaste, Fire Chief

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

Fire Department supervisors change of pay

The committee reviewed a memo from the Human Resources Director regarding a proposed increase in salary of 3% effective January, 2012 for fire supervisors. This will coincide with the 3% increase in the fire union contract.

The fire contract recently ratified included a 3% salary increase for union members effective January 1, 2012. It also included a 3% WRS pension contribution effective the same date. Under the new state law, the fire supervisors are required to pay the same pension contribution as those covered in the union contract. Thus, fire supervisors will be required to be paying a 3% pension contribution on January 1, 2012.

To avoid compression issues, staff is recommending that the fire supervisors receive the same salary increase at the same time as that provided for in the new fire union contract. This will also help achieve an overall alignment on pay, insurance and pension contributions between the fire union and the fire supervisors.

The committee discussed the previous rates and questions were answered. Ald. Donegan asked Chief Ugaste his thoughts on the matter. Chief Ugaste reminded the committee that it would be a shame for the supervisors to receive less of an increase than those in the union due to potential compression issues. Chief Ugaste also responded to a question that his preference down the road would be for him to be able to give his employees increases based on merit.

Mr. Archambo noted that the police union contract has not yet settled. The staff recommendation is that the City wait and align the salary increase for police supervisors with police union members after the contract terms are established.

Moved by Ald. Organ, seconded by Ald. Berdan
to recommend approval of a 3% salary increase for
fire supervisors – Ayes: 4

Proposed salary increases for non-represented and general municipal employees for 2012

The committee reviewed a memo from the Human Resources Director regarding a proposed increase in salary for non-represented employees and general municipal employees of 1% effective January 1, 2012 and 1% effective July 1, 2012. Also proposed is performance pay to eligible employees sometime in the third or fourth quarter of 2012.

Mr. Archambo reported that this increase is two-part. In keeping the budget in mind and to move to some element of performance pay there is a proposal for a two-step base pay increase. The first 1% increase would be effective January 1, 2012 and the next one effective July 1, 2012. For the year this equals 1 ½% and 2% increase has been put into the budget.

Mr. Archambo said some type of performance pay would be paid sometime in the second half of 2012. Mr. Archambo advised that there are very few systems in the public sector that have a performance type system so the City will have to figure out a creditable way to do this.

Ald. Donegan expressed frustration that performance pay could not be put into place sooner. The committee discussed and determined they would like staff to pursue this in a timely fashion. He said the employees that perform better need to be compensated.

Chief Weber said that this type of merit pay was tried in the past and failed miserably and felt it would cause suspicion amongst the employees. Mr. Archambo agreed that this was going to be a challenge.

Moved by Ald. Organ, seconded by Ald. Berdan
to recommend approval of a 1% salary increase in January 2012,
and an additional 1% effective July 1, 2012 for non-represented
employees and general municipal employees -

The committee had a concern about long term maintenance on these increases. They know it is covered for 2012 but what about beyond that. Mr. Ruggini noted that the .5% performance pay is not anticipated to be included in the base pay of salary.

Some committee members didn't feel merit pay would work but agreed that some type of performance based pay must be considered. If the employee has input on this they wouldn't be able to complain how the pay was measured as they have ownership in it. Ald. Donegan disagreed and felt merit pay would work. There needs to be more productivity out of the employees. He noted that this pay increase could come back to haunt the City.

Moved by Ald. Organ, seconded by Ald. Berdan
to recommend approval of a 1% salary increase
effective January 1, 2012 and an additional 1%
effective July 1, 2012 for non-represented and
general municipal employees – Ayes: 3 Noes: 1 (Donegan)

The meeting adjourned at 8:22 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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