



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

**Tuesday, January 17, 2012 – 6:00 p.m.**

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

EXCUSED: Ald. Ewerdt

ALSO Mr. Archambo, City Administrator; Ms. Aldana, HR Director/Asst. City Atty.;;  
PRESENT: Mr. Ruggini, Finance Director; Police Chief Weber; Alds. Birschel, Causier,  
and Roznowski

Ald. Donegan in the Chair

**Proposed Agreement with Wauwatosa Peace Officers Association.** Ms. Aldana reported that the tentative agreement is consistent with the framework of terms previously discussed with the committee. It is a three-year contract (1/11 – 12/13) with wage increases of 0% in 2011, 3% in 2012, and 3% in 2013. Ms. Aldana stated that while it is difficult to compare contracts among organizations because of provision differences, it does not appear Wauwatosa will be an outlier by its adoption.

Health insurance benefits for 2012 will require the employee to pay 10% of the monthly health insurance premium bi-weekly; that contribution will be 5% of the monthly premium if the employee completes the minimum wellness requirements. In 2013, the amounts will increase to 20% and 10% respectively.

Beginning in 2012, pension fund contributions will be 3% of wage for employees hired before June 30, 2011; in 2013, employees hired before June 30, 2011 will pay one-half of the actuarial average contribution for general employees towards the employee-required contribution under the Wisconsin Retirement Fund.

The agreement also addresses operational issues on a variety of topics. Additionally, there is a \$200 signing bonus plus one additional professional day off in both 2012 and 2013 (total of two).

In response to a committee request about vacation accrual information, Ms. Aldana stated that the contract provides for ten days after one year, 15 days after five years, 20 days after 13 years, and 25 days after 20 years.

Mr. Archambo added that the advisability of pursuing arbitration was weighed. However, with the four main variables of the contract (health premium, wages, pension contribution, and health care design), there is no guarantee that an arbitrator would find in favor of the city. Furthermore,

arbitration could take six months. Ratification of this agreement, on the other hand, means that the three of the four aforementioned variables will be locked in for the term of the contract. The only one in question is health care design, which may ultimately be decided by the state supreme court. (A ruling against the city would mean reverting to language and provisions in place prior to July 1, 2011).

Ald. Donegan pondered where the city will find funds (\$800,000) if the court were to rule against the city; Mr. Archambo responded that the Health and Life Fund balance would be tapped. Ms. Aldana added that the police union intends to apply the court ruling prospectively. Mr. Ruggini noted that for the 2013 budget, that figure would amount to a reduction of ten average positions, in addition to the normal cost-to-continue adjustments.

Chief Weber opined that while the staff is not thrilled with this contract since it is flat, they appreciate that their increased contributions are not being done all in one year, and do understand the city's financial condition.

It was moved by Ald. Berdan, seconded by Ald. Organ  
to recommend ratification of the agreement to Council. -4

**Proposed Resolution Awarding a 3% Salary Increase for Police Supervisors.** Mr. Archambo stated that Wisconsin Retirement System contributions for this group will follow state law. The health insurance premiums will follow the union contract. These two pieces are in place.

Chief Weber added that this action will mirror what the committee just recommended in the previous vote.

It was moved by Ald. Organ, seconded by Ald. Berdan  
to recommend the resolution to Council for approval. -4

The meeting adjourned at 6:40 p.m.

Carla A. Ledesma, City Clerk