

CITY OF WAUWATOSA

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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, November 12, 2002
Council Chambers

PRESENT: Ald. Casey, Heins, Jenkins, Kopischke, Stepaniak – 5

ALSO PRESENT: T. Wontorek, City Admin.; A. Kesner, City Atty.; M. Brown, Personnel Dir.; M. Mulroy, Library Dir.; Chief D. Redman, Fire; Chief B. Weber, Police

Ald. Jenkins as Chair called the meeting to order at 7:40 p.m.

Final ordinance changes implementing the Carlson-Dettman study

Mr. Kesner told the committee that there were no changes made to the ordinance sections addressing the implementation of new pay scales for city employees during the discussions regarding the Carlson Dettman pay study. He said he made a number of changes in Sections 2.58 and 2.59 as the final step in the implementation process. He added that in addition to these sections there were some other related ordinances that needed to be updated. The schedule calls for implementation of the new pay scale on December 15th with a schedule of step increases to be implemented on January 1st. He referred the committee to two pay tables for each date which reflect the FLSA exempt biweekly pay rates and the part-time and FLSA non-exempt hourly pay rates. He said they simplified the tables in order to more easily implement the changes.

Ald. Stepaniak said that it was good that the committee was getting around to making the changes; however, he suggested the committee take a half step back at this stage especially since the city has entered into an austere budget. He asked how much flexibility there was in phasing in step increases. Mr. Kesner responded that the Council has provided a certain level of expectation and the salary amounts are already budgeted in. In addition, there is a certain level of expectation on the part of employees because the Council has already approved the pay tables. He said the merit pay system was eliminated and hasn't been used for the last two years.

Mr. Wontorek explained that what the Carlson Dettman study does is set up the implementation of the pay tables. There are three phases: 1) Phase 1 puts everybody on a step in the new pay plan which addresses inequities in the existing pay plan, 2) Phase 2 gives an across the board increase, and 3) Phase 3 provides for an anniversary date step increase for those not at maximum. He said that this process has already been delayed due to budgetary concerns. He noted that the proposed pay plan establishes a plan that is similar in operation to the plans that apply to other represented city employees. He stressed that the key actions would be to implement the pay plan and the across the board increase. There may be some flexibility, but it depends on the wording the Council has been using during the process of approving the study. Mr. Kesner added that there hasn't been formal language used to this point; however, formal implementation would be with adoption of the ordinance.

Ald. Casey said that while a pay plan should be as fair and consistent as possible, these are uncertain times. He gave examples of a nearby municipality approving only 1% pay raises and the new county budget which calls for a 3% cut in pay for department heads.

Ald. Kopischke said he would be uncomfortable with stepping back from this process in particular the implementation of the pay scales. He said if the committee delays taking action, implementation may be pushed too far back to meet the December 15th implementation date. He expressed his belief that the Council has made a commitment to this implementation. He said it would be possible to look at delaying the step increase for one year; however, he would like to see the Council stand by their resolution.

Mr. Kesner indicated that the committee could continue on track with the implementation process and still have the ability to make amendments as the process goes along.

Moved by Ald. Kopischke, seconded by Ald. Heins to recommend introduction of the ordinance implementing the Carlson Dettman study and to bring back in two weeks for further salary information relative to the possibility of delaying the step increase for one year --

Ald. Stepaniak asked when the committee could discuss amendments to the ordinance. Mr. Kesner responded that they could be discussed at the next meeting. Ald. Stepaniak suggested discussing different methodologies with regard to the pay scale implementation.

Ald. Jenkins said that he understood employees having expectations; however, he thought that people needed to be flexible. He said he was not inclined to be in any hurry with the implementation.

Mr. Kesner clarified that the committee would be recommending approval of the program and then in two weeks they could see if there were any changes to be made.

Vote on the motion was, Ayes: 5

The meeting adjourned at 7:58 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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