

CITY OF WAUWATOSA

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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, October 29, 2002
Council Chambers

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

ALSO PRESENT: T. Wontorek, City Admin.; A. Kesner, City Atty.; B. Aldana, Asst. City Atty.; M. Brown, Personnel Dir.; W. Kappel, Public Works Dir.

Ald. Jenkins as Chair called the meeting to order at 7:00 p.m.

Agreement with AFSCME Local 305 regarding the yard attendant position

Mr. Kappel told the committee that there are two options with regard to the yard attendant position: 1) to go forward with the tentative agreement and the current proposed salary level; or 2) to reject the tentative agreement and return to the bargaining table. He referred to the October 23rd memorandum and recommended approval of the recommendations to the Employee Relations and Budget & Finance Committees.

Ald. Casey noted that the proposed rate for 2003 would be approximately \$16.05 per hour increasing to approximately \$16.61 per hour in 2004. He said that these rates are starting near or over the top of the two comparable cities that were cited, West Allis and the City of Milwaukee. Mr. Kappel explained that the salary is not that high when it is put in context with the rest of the city's pay scale. Ald. Casey said that \$33,395 as an annual salary for the yard attendant position is on the high end of the scale. He indicated that he would be prepared to support a motion to reject the tentative agreement and send it back to the union for further negotiations to see if a better agreement can be made.

Ald. Stepaniak asked about the impact of the proposed salary on the public works department budget. Mr. Kappel responded that the cost of this position was easier to absorb prior to the 2% budget reduction. He said they can still absorb the cost, but now it will more difficult. Ald. Stepaniak indicated that he was in agreement with Ald. Casey with regard to rejecting the tentative agreement and sending it back to the union.

Mr. Kappel explained that the reasoning for hiring a full time yard attendant is that they have been periodically placing people out at the yard on a part-time or seasonal basis. A few years ago they had an incident with radium dumping and that is when they felt the need to staff the yard permanently. This would also keep out dumping from other municipalities.

Ald. Jenkins asked if dumping in the summer was more of a concern than other times of the year. Mr. Kappel answered that the drop off center usage rate is affected seasonally. He indicated that seasonal help would be a possibility if the union supports the idea. Ald. Jenkins expressed the importance of sending this position back for further negotiation as a way of showing that the Council is serious about cost saving measures. Ald. Casey agreed saying that if the salary was slightly decreased; it would look like we were more in line with the other municipalities.

Moved by Ald. Casey, seconded by Ald. Heins to recommend rejecting the tentative agreement as presented – 5

Ordinance to change the titles of certain positions in the Information Systems department (for adoption)

Ald. Jenkins told the committee that this ordinance changes the titles of two positions in the information systems department: 1) changing the title of PC Support Specialist to Technical Support Specialist and 2) changing the title of Public Safety Systems Analyst to Public Safety Systems Administrator. These titles more accurately reflect the duties required for these positions.

Moved by Ald. Stepaniak, seconded by Ald. Kopischke to recommend adoption of the ordinance – 5

Retiree health insurance

Ms. Aldana said that recently the city discovered that health benefits have been provided to retirees who have retired for non-duty disability. These benefits extend to their full retirement. She said there are no other employees that are offered these retirement benefits. There were about 5 or 6 people total in this category and there are currently 3 people left in this position. She said they believe the 3 retirees left in this position are receiving benefits that they are not entitled to. The retirees have been receiving this benefits for anywhere from 5 to 10 years.

Moved by Ald. Kopischke, seconded by Ald. Casey to convene into closed session per Wis. Stat. 19.85(1)(c): Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and (g): Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved, and may reconvene into open session – 5

The committee convened into closed session at 7:24 p.m.

Moved by Ald. Stepaniak, seconded by Ald. Heins to reconvene into open session – 5

The committee reconvened into open session at 7:36 p.m.

The meeting adjourned at 7:37 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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