

CITY OF WAUWATOSA

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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, May 28, 2002
Council Chambers

PRESENT: Ald. Casey, Heins, Jenkins, Stepaniak – 4

EXCUSED: Ald. Kopischke

ALSO PRESENT: Ald. Bruderle-Baran; T. Wontorek, City Admin.; A. Kesner, City Atty.; M. Brown, Personnel Dir.

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

Building, Plumbing and Electrical Inspector appeals to the Carlson Dettman Study

Mr. Brown indicated his finding that after reviewing the building, plumbing and electrical appeals the Carlson Dettman job evaluation system was used appropriately. He said the fire marshal's position was increased by one salary grade (from grade 9 to grade 10) due to compression issues with members of the firefighter's union. Since there were no compression issues with respect to the building, plumbing and electrical inspectors, he found no reason to increase the assigned grade to the same level as the fire marshal.

Moved by Ald. Stepaniak, seconded by Ald. Heins to accept the recommendation of the personnel director for the building, plumbing and electrical appeals - 4

Deputy Fire Chief pay compression

Mr. Brown told the committee that compression issues were discovered between the ranks of fire captain and deputy chief in the fire department. The Carlson Dettman study included the recommendation that the position of deputy chief be assigned to pay grade 12 and that the position of assistant chief be assigned to pay grade 14. Carlson Dettman subsequently revised its recommendation for the position of assistant chief and assigned the position to pay grade 15. He said that the Carlson Dettman study concluded that there was insufficient grounds to adjust the pay grade for the deputy chief position. Mr. Brown recommended that the Carlson Dettman proposal for the fire captain and deputy chief positions be modified to assign the deputy fire chief to pay range 13. In response to questions regarding the reason for salary compression, Mr. Brown said that compression happens when salaries for hourly workers creep up and become higher than the pay for salaried workers. This makes it difficult to promote from the ranks. Mr. Brown said that under the Carlson Dettman proposal, at pay range 12 the deputy chief would be at \$46,426 at the minimum of the range while the fire captain would be at \$57,590 at the minimum. Ald. Stepaniak commented that there seemed to be a negative relationship between the minimum salaries. He indicated that changes could be better made at the maximum of the pay range. Mr. Brown indicated that in the fire ranks, the promotions usually occur above the mid-point of the range.

Moved by Ald. Casey, seconded by Ald. Stepaniak to accept the recommendation of the personnel director to assign the deputy fire chief to pay range 13 - 4

Estimated costs relative to implementation of the Carlson Dettman study

Mr. Brown said the committee could opt to accept the results of the appeals and implement the Carlson Dettman Compensation and Classification Study either by the pay period containing October 1st or the pay period

containing December 15th. He said that opting for the October 1st date would result in exceeding the budgeted amount by approximately \$20,000. This would require an appropriation from the Council to cover the shortfall. By opting for the December 15th date the implementation would remain within the budget. Mr. Brown's recommendation was to accept the results of the pay study including the outcome of the appeals and implement the plan effective December 15, 2002. This action would be subject to the following: 1) increases in salary grade as a result of the classification study are not treated as promotional increases; 2) step increases in 2003 and beyond are effective with the payroll that contains the employee's anniversary date or the date of assuming the current position and subject to a satisfactory performance appraisal; and 3) lump sum payments, to individuals whose salary is above the maximum of the range, be given at the same time as the annual across the board increase and that the lump sum payment shall be the amount that exceeds the maximum of the range.

In response to questions regarding lump sum payments, Mr. Brown explained that the Carlson Dettman study recommended that those individuals whose salaries currently exceed the maximum pay range receive a lump sum payment for each year the maximum pay range is exceeded. By doing, so the employee doesn't have to suffer monetarily until their current salary gains parity with the maximum salary levels scheduled for their positions. He indicated that there are about seven individuals involved in this situation and the lump sum payment cost is approximately \$4,000 total. Ald. Bruderle-Baran requested that this information be included in the packet to the Council.

Moved by Ald. Heins, seconded by Ald. Casey to recommend acceptance of the results of the appeals and approval of the implementation of the Carlson Dettman Compensation and Classification Study with the effective date of December 15, 2002 - 4

Status Report on Police FLSA payment

Mr. Brown said members of the Wauwatosa Police Officers' Association have a claim against the city for the proper calculation and payment of overtime as required under the Fair Labor Standards Act (FLSA). He said that the first time he met with the police union he incorrectly offered \$0.19 per hour for all of the hours in excess of 80 per pay period to settle the claims. His recommendation was to make the overtime payment as originally proposed at \$0.19 per hour. The cost of staff time to individually calculate the actual FLSA payment is far greater than the \$13,787.75 it will cost to keep the payment at \$0.19 per hour in this instance. He said the Wauwatosa Police Officers' Association was concerned that any changes in the FLSA package could create substantial political problems for them because of past experiences in this matter.

Ald. Jenkins asked if there were any future ramifications for this situation. Mr. Brown responded that going with the recommended solution would not have any effect on the proper calculation in the future.

Moved by Ald. Casey, seconded by Ald. Heins to recommend approval to make the overtime payment as originally proposed at \$0.19 per hour back pay for a total of \$13,787.75 and to return back to the proper calculation in the future --

Ald. Jenkins complimented Mr. Wontorek and Mr. Brown for working so effectively with the police union. He said the number of complaint calls he receives has dropped sharply since Mr. Wontorek and Mr. Brown have been handling negotiations.

Vote on the motion was, Ayes: 4

The meeting adjourned at 7:25 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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