

CITY OF WAUWATOSA

MEMORIAL CIVIC CENTER
7725 WEST NORTH AVENUE
Telephone: (414) 479-8917
Fax: (414) 479-8989

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, March 8, 2005
Council Chambers

PRESENT: Aids. Bruderle-Baran, Casey, Jenkins, Kopischke, Stepaniak – 5

ALSO PRESENT: Ald. Becker; A. Kesner, City Atty.; B. Aldana, Asst. City Atty.; W. Kappel, Public Works Dir.; Chief D. Redman, Fire; W. Tarman-Ramcheck, Public Works Prog. Analyst

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

Waiver of residency requirement for the new Parks and Forestry Superintendent

Mr. Kappel said this title is not named directly in the residency requirement. The previous person was asked to move into the city and the requirement had been included in previous job announcements. The residency requirement was not put in the current job announcement for the new Parks and Forestry Superintendent. The candidate for this job has family obligations that make it difficult for him to move into the city. This person has been in the rotation for city snow emergencies for approximately 12 years and he has been able to meet his responsibilities. The candidate would be willing to stay overnight at the public works yard if needed.

Ms. Aldana said that the Carlson Dettman study changed the title of this position to Parks and Forestry Superintendent. Mr. Kappel added that the duties and responsibilities have also been changed. In previous years the superintendent was not included in the rotation, but now they are. The residency clause stated that a supervisor must live within a 12 mile radius of the job. This language was added primarily because the former superintendent lived 12 miles away. He didn't think the city would have to demand city residency in this case because the employee has been performing the job from his home outside the city for over a decade.

Ald. Stepaniak said that as part of the motion, the ordinance should be changed as well. Ms. Aldana said they had intended to bring this before the committee as a housekeeping matter.

Moved by Ald. Stepaniak, seconded by Ald. Casey to recommend approval of the waiver of residency for the new Parks and Forestry Superintendent and that the Common Council draft an ordinance for introduction amending Section 2.58.320 of the municipal code to include the Parks and Forestry Superintendent position in the residency ordinance – 5

Amendment to Section 2.58.021 of the municipal code pertaining to executive leave

Ms. Aldana presented the committee with revised language for the amendment to Section 2.58.021 of the municipal code. The three paragraphs are as follows: A) a full-time exempt employee who is pay range 10 or higher at the time of hire may be entitled to five days paid executive leave each calendar year until the employee has completed six years of service with the city. The City Administrator shall determine which employees are eligible for executive leave at the time of hire based on whether the employee has a total of seven years of previous management experience or other equivalent factors deemed appropriate by the City Administrator based on the recruitment needs of the city; B) a full-time exempt employee who is awarded executive leave

under paragraph A and is pay range 14 or higher at the time the employee has completed six years of service with the city shall continue to receive five days of paid executive leave until the employee has completed twenty-one years of service with the city; and C) executive leave shall not vest with the employee and shall not be paid out upon separation of employment with the city.

Ald. Kopischke said the language clearly reflects what the committee has been discussing and he liked the addition of flexibility for the City Administrator. He asked if this language adequately addresses the recruitment and retention issues. Ms. Aldana said this language incorporates the request of a particular employee with regard to retention and it is a good balance. She wanted to differentiate between pay grades as opposed to year of hire. She added that they are not changing the eligibility for employees who are not currently receiving executive leave.

Moved by Ald. Kopischke, seconded by Ald. Casey to recommend
that the Common Council draft an ordinance for introduction amending
Section 2.58.021 of the code pertaining to executive leave – 5

The meeting adjourned at 7:51 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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