

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, June 13, 2006

Council Chambers

PRESENT: Alds. Krill, Maher, Meaux, Purins, Stepaniak – 5

ALSO PRESENT: B. Aldana, Asst. City Atty./Personnel Admin.

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

The selection process for City Administrator

The committee reviewed the information Ms. Aldana had gained through soliciting proposals from five executive search firms that perform public sector recruitment in the midwest. She recommended looking most seriously at Public Administration Associations (PAA) and Public Management Partners (PMP). The fees are reasonable and less than the other proposals and they are Wisconsin-based thus minimizing travel expenses. They specialize in the public sector and they both consult on other issues for the public sector. She added that PAA is very familiar with Wauwatosa and the city administrator position since the city used PAA in 2000 for the recruitment of the former city administrator. She added that PMP has done extensive consulting for public sector clients, but is fairly new to the recruitment aspect.

Ald. Krill expressed concern about the timetable and either moving more quickly on the decision or being more deliberate. Ms. Aldana said that PAA recommends a 16 week period for the process, but the committee's comfort level was a consideration.

Ald. Krill said it seems that PAA would be a good choice, but they haven't had a chance to look at the proposal in much detail. Ms. Aldana suggested inviting the firms to make a presentation before the committee. She had confidence that PAA would do fine and she has heard good feedback about them.

Ald. Maher expressed support for Virchow Krause. He said it is a very good firm. He suggested inviting Virchow Krause to be one of the firms making a presentation.

Ald. Stepaniak said that based on his own experience, it is better to be somewhat deliberate and let people get comfortable with the final decision. He also thought some of the firms should be brought in to make their presentations.

Ald. Maher noted that having a firm from out of state such as the PAR Group from Illinois would provide a different perspective. He would be interested in their presentation given that Wauwatosa is a larger community compared to other communities in Wisconsin.

Moved by Ald. Krill, seconded by Ald. Stepaniak to recommend inviting Virchow Krause, Public Administration Associations (PAA) and Public Management Partners (PMP) to the next meeting with the meeting starting at 5:30 p.m. Vote on the motion was Ayes: 4, Noes: 0, Present: 1 (Maher)

The meeting adjourned at 7:53 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa