

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, July 11, 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 7:16 p.m.

Recruitment for City Administrator

Ms. Aldana said this is the exact language from the ad for the last City Administrator with some up-to-date statistical changes. The salary level in the ad is not considered final. Ald. Purins thought it was sometimes better to leave out a salary level.

Ald. Stepaniak said that one reference point has to be what other communities are paying, but another important point is whether the amount they decide on will be greater than the salaries of the subordinates on staff. He could envision using wording indicating that the salary would be in the area of \$100,000+. That way the committee would have leeway with the eventual salary level that would be offered.

Ms. Aldana said she talked with Public Administration Associates, LLC (PAA) and they thought the salary should be included in the ad. They didn't have a personal preference as to what the wording would be.

Ald. Meaux asked if the City Administrator position had steps. Ms. Aldana said the City Administrator position is the only position that doesn't have steps. Every year the position is reviewed by the Committee of the Whole and at that point a raise is typically given at the same percentage rate as non-represented employees. The amount of raise is determined by the Common Council.

Moved by Ald. Meaux, seconded by Ald. Stepaniak to use the advertisement for City Administrator as presented and set the salary at \$100,000+ - 5

Ald. Maher said he took exception to the requirement that the City Administrator has to be a city resident. Given that Wauwatosa is a community contiguous to other municipalities, this requirement doesn't seem so important. Ms. Aldana said that most department heads are required to be city residents, but there are a few that have gotten waivers if they are within a certain number of miles from the city. Ald. Purins said he would like City Administrator to live in Wauwatosa where he would be collecting and possibly raising taxes. Ald. Maher said he didn't believe that staff should have to live in Wauwatosa to work here and he didn't think it is something that the city should demand from professional staff. Ald. Stepaniak said if the City Administrator is not required to live in the city, but the city is requiring department heads to live here there might be a problem. He would rather the City Administrator live here to handle different situations. He pointed out that politically it makes a statement about the person's confidence in the city. Ald. Krill felt it was important to keep that wording in the ad. Ms. Aldana noted that the residency requirement is for within one year from the date of hire. The concept of residency was discussed in 2001 and the wording was tweaked at that time. She felt that if the residency requirement is removed for this position, it would unravel the residency requirements for the other professional staff positions. Ald. Maher said he would be interested in looking at this issue further. Ms. Aldana added that other than department heads, direct reports to department heads and a few others, most city staff have no residency requirement.

The meeting adjourned at 7:48 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa