



## CITY OF WAUWATOSA

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

### COMMITTEE OF THE WHOLE

Tuesday, December 2, 2008  
Council Chambers

PRESENT: Alds. Birschel, Donegan, Ewerdt, Hanson, Herzog, Jay, Krol, Maher, McBride, Meaux, Nikceovich, Organ, Stepaniak, Walsh – 14

EXCUSED: Alds. Purins, Treis

ALSO PRESENT: J. Didier, Mayor; J. Archambo, City Admin.; B. Aldana, Asst. City Atty./Human Res. Dir.

Ald. Krol as Chair called the meeting to order 8:17 p.m.

#### Review and discussion of City Administrator performance evaluation

Ms. Aldana commented that this process began at the conclusion of the City Administrator's review last year. Since that time he has been working on identifying goals and defining the process. She described two forms that they had developed. One is designed to review the City Administrator's duties that are well known to Council members. The other form reviews duties that are not specified and more internal. They also received reviews from department heads. She noted that the responses from the alderman were fewer in number than from the department heads. The aldermen rated the City Administrator at 2.8 on a scale of 1 to 3. The department heads' median rating was 3. Once the reviews were summarized they were sent to the Employee Relations Committee. The priorities are to look back at 2008, finish the review and the salary consideration.

Ald. Krol added that it was the consensus of the Employee Relations Committee to validate that the City Administrator's objectives are one with the Common Council's objectives.

Ms. Aldana commented that the City Administrator was also given his own self-assessment.

Moved by Ald. Birschel, seconded by Ald. Donegan 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 may reconvene into open session – 14

The committee convened into closed session at 8:26 p.m.

Moved by Ald. Birschel, seconded by Ald. McBride to reconvene into open session – 14

The committee reconvened into open session at 10:05 p.m.

Moved by Ald. Walsh, seconded by Ald. Maher to extend a salary increase of 2.75% to the City Administrator effective January 1, 2009 --

Ald. Maher commented that he was in support of the level of increase because of the current economic environment and the uncertainty of the future.

Ald. McBride noted that if the city were in negotiations right now they would be pushing salaries in a lower direction. He stressed that the Council was looking for the City Administrator to take a leadership role in the direction of salary increases; however, he stressed that this was not a reflection on the City Administrator's performance.

Ald. Jay noted that the salary increase was in the range of pay of area City Administrators. She added that the committee wanted to be sensitive to the economic situation of the public in general.

Ald. Krol stressed that the Council is pleased the City Administrator's job performance and they are looking for his leadership during this rough economic time.

Vote on the motion was Ayes: 14

The meeting adjourned at 10:12 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

svh