



**CITY OF WAUWATOSA**  
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## **EMPLOYEE RELATIONS COMMITTEE MEETING**

Tuesday, July 29, 2008

Council Chambers

PRESENT: Alds. Krol, Donegan, Walsh - 3

EXCUSED: Ald. Purins, Ewerdt

ALSO PRESENT: J. Archambo, City Admin.; B. Aldana, Asst. City Atty./HR Dir.;  
W. Kappel, Pub. Works Dir.; B. Weber, Police Chief

Ald. Krol as chair called the meeting to order at 7:31 p.m.

### **Request to waive the residency requirement for the Fleet Superintendent position**

The committee reviewed a memo from the Public Works Director requesting to waive the residency requirement for the Fleet Superintendent position.

Mr. Kappel reported to the committee that he has gone through the recruitment process, testing and interviewing for this position. The internal candidate chosen for this position has been the interim superintendent and has been doing an excellent job updating the fleet management. This candidate does not live in Wauwatosa and has indicated he would not be able to take the position if the residency requirement were not waived. He has three children in middle school in Greenfield and would like them to be able to complete their schooling in the Whitnall School District. This candidate lives about six and a half miles from the public works yard. Mr. Kappel noted that the distance is not an issue for him and he is asking the committee to suspend the residency requirement.

Ms. Aldana discussed a handout providing some background material on residency requirements for non represented employees. This is broken into tiers by the different job positions.

Ald. Krol reported that there have been a number of waivers granted in the past five years and asked Ms. Aldana if she had this information available. Ms. Aldana summarized the handout given to the committee with this information and the reason waivers were granted.

Ald. Krol asked Ms. Aldana if surrounding communities have similar ordinances. Ms. Aldana reported that she has been looking into that. West Allis has a perimeter area with pay differential if the employee lives outside the perimeter. She is waiting on an explanation from the city of West Allis on the different supervisory levels this applies to.

Chief Weber commented that he came to this meeting not in opposition to the hiring of this recommended person, but to express his concern of the residency requirement itself. He feels that there is a legitimate city concern with having the residency requirement for department heads only. The second-in-line in the police and fire departments do not have the residency requirement. Interim positions are best filled by an internal candidate; however these candidates probably would not be interested in the position because of the residency requirement. Hiring is difficult enough without this requirement. It is a deterrent to recruit good people. Wauwatosa is not an inexpensive city to live in especially for a younger person with a family. In the past if a request has been made to waive the residency requirement it has been done. It

appears it is not a legitimate ordinance anymore. He encouraged the committee to revisit the residency requirement ordinance.

Ald. Donegan inquired if the candidate's previous position would be filled or can the department run efficiently without replacing him. Mr. Kappel reported that in the past he has eliminated one mechanic position and this position is needed for preventative maintenance to keep the fleet moving. A series of internal movements will happen because of the new vacancy. Ald. Donegan asked Ms. Aldana if she endorses this hiring and she advised that she sat in on the interview panel and this person was her top choice. She was very impressed with him and is not troubled by the waiver request.

Moved by Ald. Donegan, seconded by Ald. Walsh  
to recommend approval waiving the residency  
requirement set forth in the city ordinance for the  
Fleet Superintendent position - 3

The meeting adjourned at 7:56 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

mks