

**EMPLOYEE RELATIONS COMMITTEE MEETING**

Tuesday, Nov. 11, 2008

Council Chambers

PRESENT: Alds. Donegan, Ewerdt, Walsh, Purins - 4

EXCUSED: Ald. Krol

ALSO PRESENT: A. Kesner, City Atty.; B. Aldana, Asst. City Atty./HR Dir.

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

**Elected official salary and benefit information**

The committee reviewed a memo from the Human Resources Director regarding elected official salary and benefit information of comparable benefits for elected officials. Ms. Aldana recommended the committee take this information into consideration.

Ald. Donegan noted that the Wauwatosa Council Members are the lowest paid in this survey. Ms. Aldana said the document speaks for itself. It was noted that the last salary increase was in 1982. Some recent discussion included doing away with the council salary and reducing the number of council members. Ald. Walsh noted that the stipend the council members receive shows that there is value to their service to the community. Ald. Walsh noted that the council participation and attendance is spotty and would not be an advocate to increase this amount.

Ald. Ewerdt felt that the mayor's compensation is low. He doubts that the current mayor or previous mayors only worked 15 – 20 hours a week. He noted that this could limit the field of candidates for this position in the future. Discussion ensued as to why this document has been frozen in time with no increases. Ms. Aldana said there was discussion in 2001 to put in a percentage increase. However any increase that is voted on and approved cannot be put into place until the next election cycle.

**Discussion of residency requirement**

The committee reviewed a memo from the Human Resources Director which was brought to this committee for information purposes only at this time. This item was previously requested to be brought back to this committee for further discussion. Ms. Aldana said that there have been a couple of requests in the last few years for a waiver to this requirement. The last discussion came up in the summer when a promotion was being made, and the candidate lived outside the city boundaries.

Ald. Walsh commented that in the prior discussion the feeling was that the city consistently waived the residency requirement. He wondered if Wauwatosa is going to be a city where we have these ordinances on the books, but routinely waive them. Discussion ensued as to the positions that require residency and does this limit recruitment. It was noted that you could live in Milwaukee and be closer to work than if you lived in Wauwatosa. A number of positions have been grandfathered in as well as waivers granted.

Ms. Aldana noted that the grandfathering came out sometime in the 90's and included some positions with people already in place. She said the residency issue is a complex factual background. Some employees already lived in the city, some people didn't negotiate and some moved here. Recent waivers of residency include the City Assessor, Forestry Supervisor and Water Supervisor.

Ald. Walsh noted that the police and fire chief positions have a residency requirement. The police captains do not have a residency requirement. It could become problematic for current staff to be prompted into a chief position with the residency requirement. We could have the best candidate in-house, but would have to make a nationwide search due to the residency requirement. Ms. Aldana said some people probably wouldn't apply knowing about the requirement, you don't know how it affects the recruitment process. Ms. Aldana was asked to provide additional information on any waivers that were requested but denied in future discussions.

The meeting adjourned at 7:30 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

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