



CITY OF WAUWATOSA
7725 WEST NORTH AVENUE
WAUWATOSA, WISCONSIN 53213
Telephone: (414) 479-8917
Fax: (414) 479-8989
Web Site: www.wauwatosa.net

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, July 10, 2012
Back of Council Chambers

PRESENT: Alds. Causier, Berdan, Hanson, Wilson, Organ (7:35 p.m.) - 5

ALSO PRESENT: J. Archambo, City Administrator; B. Aldana, HR Dir./Asst. City Atty.

Ald. Causier as Chair called the meeting to order at 7:30 p.m.

Amendment to Ordinance chapter 2.58.320 of the city code requesting a modification to the current residency requirement

The committee reviewed a memo regarding the request to formulate a more limited and flexible residency ordinance such that only positions that have response time needs would be required to live within certain distances from work location.

Ms. Aldana said that she wanted to have this discussion without it being in the middle of recruiting. There was a concern that people are not applying for positions when they took notice of the residency requirement at face value. Ms. Aldana said they are looking for more flexibility and in retaining top employees. The Human Resources Director noted that there is not consistency with the present ordinance due to the waivers that have been issued and grandfathering.

Ms. Aldana said there is a current situation with an employee who was given a partial waiver when hired. The agreement was when he moved he would move into Wauwatosa. He asked that this be revisited. Mr. Archambo felt that merit should be an important piece in hiring. The residency ordinance in some cases gets in the City's way and often becomes an issue.

Ms. Aldana reported that the vast majority of employees affected by the residency ordinance do not have response time issues. Firefighters and police officers are not required to live in the City. Public Works employees do not have residency requirements.

The City Administrator felt that the City Administrator, Police Chief, Fire Chief, City Attorney and Public Works Director should be city residents and not eligible for waivers. He felt there could be an argument for and against this requirement. The police chief is required to live in the city but the next two ranked positions in the department do not have that requirement. This could prevent a logical step in promotions. With the residency requirement you'd have to either hire from below rank or hire from the outside.

The City Attorney suggested that response time is relevant for consideration. Just by living in the City doesn't necessarily give you the quickest response time. Living in surrounding areas could have a quicker response time depending on the situation. Mr. Kesner felt that while residency should not be required, the benefit of having officers of the City live in the City. The ordinance is not clean, ambiguous at most.

The committee discussed if it would be beneficial to have an incentive plan for additional compensation if they lived in the City.

Ald. Berdan said she doesn't like residency requirement, she did like the response time requirement suggestion. She felt the idea of a bonus for living in the City was intriguing for further discussion.

Ald. Hanson felt that the City Assessor position should be included in the required residency list. Since this position is responsible for assessing property values, the Assessor should have an investment in the city as well.

The meeting adjourned at 8:07 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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