



CITY OF WAUWATOSA
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EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, November 13, 2012

Back of Council Chambers

PRESENT: Alds. Causier, Berdan, Hanson (7:55), Wilson – 4

EXCUSED: Ald. Organ

ALSO PRESENT: J. Archambo, City Administrator; B. Aldana, Human Resources Dir./Asst. City Atty.; B. Weber, Police Chief; R. Ugaste, Fire Chief

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

Handbook authorization to City Administrator and ordinance change

Ms. Aldana advised that the City needs to create a policy handbook to include subjects that were previously included in the collective bargaining units for general employees. She noted that there are similar subjects included within certain ordinances that cover non-represented employees, creating a need to consolidate personnel related rules and policies into a single handbook.

Ms. Aldana said that if an individual department has more specific rules than the handbook, it will take mandate. She cited the police department as an example. This document will be a work in process.

There are various portions of chapters in the City Code that will need to be repealed pertaining to personnel regulations as well.

Moved by Ald. Berdan, seconded by Ald. Wilson to recommend that the City Administrator be assigned the responsibility of administering and continually updating an Employee Handbook. Various portions of Sections 2.52 and 2.58 of the City Code need to be repealed pertaining to personnel regulations – Ayes: 3

Proposed elimination of residency requirements

The committee reviewed a memo from the Human Resources Director regarding the proposed elimination of the residency requirement. This has been discussed several times in recent years. At the last meeting the committee asked for additional information.

This item is being introduced this year with a request to relax the residency requirements. On September 4th, 2012 the committee indicated an interest in eliminating all residency requirements for City employees. The additional information requested was presented.

Ald. Berdan suggested that this item be held for two weeks as the entire committee should be present to hear and discuss the information.

Ald. Hanson present at 7:55 – 4

Moved by Ald. Berdan, seconded by Ald. Wilson
to hold this item for two weeks – Ayes: 4

The meeting adjourned at 7:56 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

mks