

RESIDENCY ORDINANCE CHANGE FOR COMP GROUPS 18 & 44

The Current Situation (Data collected as of August, 2007)

- There were 3,670 total permanent City employees.
- 3239 of those employees (88%) are able to live wherever they choose without any penalties imposed on them and without potential loss of employment.
- Employees who can live wherever they choose without penalty include “essential employees” such as police officers, fire fighters, bus drivers, garbage collectors, snowplow drivers as well as City Attorney’s, librarians, Monona Terrace professionals and most clerical staff.

Monona Terrace professionals were allowed to live anywhere based on the need to recruit the best employees no matter where they lived or where the money came from.

- Of the 431 employees who have a restriction on where they can live, 368 (10%) are employees in Compensation Groups 18 & 44 who are not elected or appointed to their positions.
- Employees in Compensation Groups 18 & 44 are non-represented which means they are not in a union, they have no bargaining rights, they don’t work under a Memorandum of Understanding and they do not work under an employment contract.
- Employees in Compensation Groups 18 & 44 must live in the City of Madison to not be penalized.
- Employees in Compensation Groups 18 & 44 may live outside of the city but must stay within Dane County. If a member of Compensation Groups 18 & 44 chooses to live outside Madison, but in Dane County, that person is automatically penalized by receiving 1% less longevity pay than all other City employees.
- Police Supervisors & Fire supervisors have their own residency restrictions. Our requested ordinance change would not affect their residency requirements. Police Supervisors do have a “me to” clause in the MOU which states that if Comp Groups 18 & 44 have the 1% penalty eliminated for living outside the City of Madison, Police Supervisors would also have that penalty dropped. Currently there are 12 Police Supervisors impacted by a residency requirement. Of those, only one lives outside the required residency boundary. That person has been given a waiver of the penalty. This means that eliminating the penalty for Comp Groups 18 & 44 would have no impact on current Police Supervisors.
- Employees in Compensations Groups 18 & 44 who consider living outside Dane County must first request a waiver of the residency restrictions from the Mayor. These are determined on a case-by-case basis with no objective guidelines for what circumstances qualify for a waiver.

- Employees with a Mayoral waiver of the residency restriction are still penalized financially for living outside of the city by receiving less longevity pay than all other City employees.

Rationale for Eliminating the Residency Restrictions for Comp Groups 18 & 44

- Equity with other City employees who are not appointed or elected. We are not seeking special treatment; rather, we simply want to receive the same treatment that other City employees who are not appointed or elected.
- Improved ability to recruit and hire the most qualified candidates for City positions. Many qualified candidates don't apply for City employment because of the residency restrictions. In recent meetings of the CCOC and the CCOC Subcommittee on Hiring Practices the DCR Director and the HR Director have indicated that recruitment will be getting harder and more competitive in the future. Eliminating the residency requirement will take away an artificial recruitment barrier.
- Where an employee resides does not determine the quality of work performed by that employee.
- There are many reasons why some one would choose to work for the City of Madison but need to live outside the City. Those include:
 - a. Blended family situations and parents with custody of children need to live near the other parent.
 - b. A spouse may work in another city and they need to compromise on living between Madison and that other city.
 - c. A child's special needs are being met at another school district and the City employee cannot get those same needs met in the Madison School District.
 - d. A City employee inherits a family home located outside the city.
 - e. Caring for an elderly parent, which is a growing issue.