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Committee: Human Resources	Date: 7/19/2023
Common Council Item Number: ID#23-7232	Date: 6/21/2023
Submitted By: Assistant Chief Ron Oremus	City Administrator Approval: Interim City Administrator Gina Kozlik Approves – 06/08/2023
Finance Department Review: Finance Director Joe Ciarro Approves – 06/08/2023	City Attorney’s Office Review: City Attorney Brian Running Approves – 06/08/2023
Subject: Suggested language adjustment to the B10 policy regarding Employment of Relatives (Nepotism)	

Details:
While this change is requested by the Police Department, it is also fully supported by the Fire Department. By marriage or blood, the PD has 28 members that are considered “relatives” by current policy, and as such, has created operational challenges in avoiding “supervisory chain of command” issues as defined in current policy. The executive leadership of both the fire and the police departments fully support the spirit of the policy; to reduce the possibility of favoritism, however it is becoming ever more challenging to follow policy with the number of supervisors impacted.

Examples of the operational impacts:

- Two recently promoted sergeants are brothers-in-law to officers. The officers pick their shift based on Union contract, which means there is no means to move them, so supervisors have to move. Chiefs need the ability to assign supervisors to shifts based on operational need, but clearly define the employee’s chain of command to avoid situations where the relative supervisor has impact on hiring, promoting, evaluating, setting schedules and disciplining.
- We have a female officer who is married to a male officer, that has expressed interest in becoming a supervisor in the future. Based on shift selections, she may not be able or willing to write for the potential promotion.
- We have supervisors with seniority over other supervisors that are forced to undesirable shifts based on the familial relationships of other supervisors, which compromises our continuity of operations.
- Recruitment/Retention - In a time where it is difficult finding qualified police and fire personnel, we may have potential hires, who are otherwise qualified, that choose not to apply or write for a promotion based on the restrictive policy.

We are requesting the suggested changes be considered to alleviate the burden placed on avoiding these situations.

Options & Alternatives:
Continue to operate under current policy and navigate the impacts.

Financial Remarks:
If a position is vacated due to this policy (ex: a sergeant laterally transfers to another department), there is a cost of filling the position and getting a new officer through the 3+ months of a Field Training Officer Program.

Executive Recommendation:
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