



# City of West Allis

Resolution: R-2018-0811

**File Number: R-2018-0811**

**Final Action: 12/18/2018**

**Sponsor(s): Committee of the Whole**

Resolution of Commendation for Audrey Key.

WHEREAS, Audrey Key will leave office effective December 21, 2018 after 28 years of service to the City of West Allis; and

WHEREAS, during her career, Audrey has served the citizens of West Allis as Human Resources Analyst, Human Resources Manager, and Human Resources Director; and

WHEREAS, Audrey's leadership steered the City through many times of change as she effectively balanced employee advocacy with employer interests, including leading the transition from a traditional union environment to an almost overall non-union environment with the implementation of Wisconsin Acts 10 and 32; and

WHEREAS, Audrey worked to establish and implement human resources programs including but not limited to the City's self-insured Preferred Provider Organization plan; the Section 125 Flexible Benefits program; City's Employee Assistance Program; Health Risk Assessments connected to premium share, High Deductible Health Plan and Health Savings Account; the Employee Wellness Program; in-house employee enrichment series; and worker's compensation incentive program for cost savings and quality of care; and

WHEREAS, Audrey implemented cost-saving measures and process improvements that included various electronic solutions for human resources functions; an Affirmative Action/Equal Employment Opportunity tracking database; Family and Medical Leave Act tracking chart; Department of Public Works Accident Report; workers compensation cost savings analysis report; executive level recruitment brochures; expanded recruitment advertising sources and background/reference check process; position descriptions in compliance with Americans with Disabilities Act (ADA) and ADA Amendments Act regulations; and

WHEREAS, under Audrey's leadership, the City was awarded the highest achievement standards for Employment Practices Liability Management through Cities and Villages Mutual Insurance Company's (CVMIC) 2007, 2010, and 2013 Risk Assessment process, and in 2009, a CVMIC recruitment audit noted, "The City's hiring process is impressive and many of the recommendations that CVMIC would make based upon requirements/recommendations under employment laws or HR best practices have already been implemented by West Allis."; and

WHEREAS, Audrey served her profession at large as a member of The Wisconsin and National Public Employer Labor Relations Association, The Municipal Employers Association of Southeastern Wisconsin, and the Society for Human Resource Management; and

WHEREAS, Audrey is deserving of special commendation for her many contributions to her profession and for making West Allis a better place to work.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of West Allis that Audrey Key, Director of Human Resources, be and is hereby specially commended for her dedication and service to the citizens of West Allis and congratulated for a job well done.

Let this Resolution be entered in the official minutes of the Common Council and a certified copy given to Audrey Key.

ADM\ORDRES\2018\CC.RES.03

**ADOPTED** 12/18/2018

**APPROVED** 12/18/2018



**Steven A. Braatz, Jr., City Clerk**



**Dan Devine, Mayor**