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City of West Allis Matter Summary

7525 W. Greenfield Ave.
West Allis, WI 53214

File Number	Title	Status
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2006-0174 Communication In Committee

Communication from the City Attorney regarding Assistant City Attorney III(Labor) increased hours on a permanent basis to 80% status.

Introduced: 4/4/2006

Controlling Body: Administration & Finance Committee

COMMITTEE RECOMMENDATION

Approval

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
APR 04 2006	_____	_____	Barczak	✓			
	_____	_____	Czaplewski	✓			
	_____	_____	Dobrowski				
	_____	_____	Kopplin				
	_____	_____	Lajsic	✓			
	_____	_____	Narlock				
	_____	_____	Reinke	✓			
	_____	_____	Sengstock				
	_____	_____	Vitale				
	_____	✓	Weigel	✓			
			TOTAL:	5	-		

SIGNATURE OF COMMITTEE MEMBER

[Handwritten Signature]

Chair

Vice-Chair

Member

COMMON COUNCIL ACTION **APPROVAL**

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
APR 04 2006	_____	_____	Barczak	✓			
	_____	_____	Czaplewski	✓			
	_____	_____	Dobrowski	✓			
	_____	_____	Kopplin	✓			
	_____	_____	Lajsic	✓			
	_____	_____	Narlock	✓			
	_____	_____	Reinke	✓			
	_____	_____	Sengstock	✓			
	_____	_____	Vitale	✓			
	_____	_____	Weigel	✓			
			TOTAL:	10	-		



CITY OF WEST ALLIS

WISCONSIN

OFFICE OF THE CITY ATTORNEY



City Attorney
Scott E. Post

Assistant City Attorneys
Sheryl L. Kuhary
Jeffrey J. Warchol
Cheryl L. Wentland

March 27, 2006

Common Council
City of West Allis

RE: Assistant City Attorney III (Labor)

Dear Mayor and Alderpersons:

I am requesting that, effective May 1, 2006, Assistant City Attorney III, Sheryl Kuhary, have her hours increased on a permanent basis to 80% status. This would equate to her working four, 8-hour days per week (64 hours per pay period).

Ms. Kuhary's position is currently budgeted at a .5 FTE. Beginning in February 2005, Ms. Kuhary was allowed and was willing to work extra hours, as needed, in order to accommodate the ever-increasing demands placed on her as the City's Labor attorney. As of September 12, 2005, for those same reasons, I temporarily increased her hours to full-time status for the remainder of 2005. Because of the continuing employment/labor related demands of her position, and because the City Attorney's Office was "short" one attorney when Janilyn Knorr left as of January 6, 2006, I have extended Ms. Kuhary's full-time status through April 30, 2006.

It has become very apparent that the numerous employment laws, such as the State and Federal Family and Medical Leave Acts; the Americans with Disabilities Act; the Health Insurance Portability and Accountability Act with its cumbersome privacy and security requirements; and the various State and Federal Discrimination laws, have caused the City Departments and Divisions to seek Ms. Kuhary's assistance on an ever-increasing basis. Such assistance is in addition to their greater need for her guidance and representation on employment matters in general and as a result of the current litigious mind-set. The City is regularly being presented with employee grievances, discrimination complaints and even challenges to unemployment compensation denials, many of which have led to arbitration, mediation, and litigation.

In order to accommodate such demands on the position, Ms. Kuhary is willing, and I am requesting, to have the position permanently increased to the 80% status, with the continuing flexibility to increase such hours on a limited, as-needed basis. According to our calculations, which have been confirmed by the Finance Division, this increase is within the City Attorney's Budget for 2006 (based on the "savings" incurred from Ms. Knorr's absence and the lower rate at which the new Assistant City Attorney has been budgeted).

Common Council
March 27, 2006
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I would greatly appreciate your timely approval of this request. Should you have any questions or require additional information regarding this matter, please do not hesitate to contact me.

Very truly yours,



Scott E. Post
City Attorney

SEP:da
H/Scott/Corr/CC-ACA III-Hours

cc: Paul M. Ziehler
Gary Schmid
Audrey Key
Sheryl L. Kuhary