

RESOLUTION NO. 4088

REPEALING AND RECREATING RESOLUTION NO. 3848 ESTABLISHING INCENTIVES FOR EMPLOYEES OF THE CITY OF KAUKAUNA RESIDING WITHIN THE CITY OF KAUKAUNA

WHEREAS, the Common Council of the City of Kaukauna at its regular meeting of November 5, 2013, did enact Resolution No. 3848 approving a program of incentives for employees of the City of Kaukauna residing within the City of Kaukauna; and

WHEREAS, Resolution No. 3848 included such incentives to continue through December 31, 2017; and

WHEREAS, Resolution No. 3848 did direct that such incentives would continue through December 31, 2017; and

WHEREAS, Resolution No. 3848 did direct that the incentive program be reviewed by staff after June, 2017, to determine its effectiveness, at which time staff should provide recommendations to the Common Council regarding such effectiveness and recommendations regarding whether to extend, modify, or terminate the Residency Incentive Program after December 31, 2017; and

WHEREAS, it is desirous that employees of the City of Kaukauna reside within the City of Kaukauna to promote and enhance the community, employee community pride, community identity, and efficiency of operations; and

WHEREAS, the matter having been brought before and heard by the Common Council of the City of Kaukauna at its regular meeting of April 5, 2017; and,

WHEREAS, the Common Council of the City of Kaukauna did approve extending the residency incentives beyond December 31, 2017, with amendments;

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Kaukauna, Wisconsin, that said Council does hereby repeal Resolution No. 3848 and does recreate and implement an Employee Residency Incentive Program to be effective through December 31, 2017, as previously set forth under Resolution No. 3848 approved and enacted on November 5, 2013, and effective as of January 1, 2018, as follows:

1. **QUALIFIED EMPLOYEES.** All non-represented employees of the City of Kaukauna, and represented employees of the City of Kaukauna employed under a Collective Bargaining Agreement which provides for this Residency Incentive Program benefit, shall be Qualified Employees.

2. **ELIGIBILITY.** Qualified Employees who work more than one thousand (1,000) hours per year who maintain their actual bona fide residence within the Corporate Limits of the City of Kaukauna may be eligible to receive the incentives as set forth under paragraph 3 herein:

a. A Qualified Employee residing within the Corporate Limits of the City of Kaukauna as of January 1, 2018, shall be eligible upon implementation of this Residency Incentive Program.

b. A Qualified Employee shall become eligible under this Residency Incentive Program within the first full pay period after the employee establishes residency within the Corporate Limits of the City of Kaukauna. Eligibility shall be upon the employment start date for a newly hired Qualified Employee who resides within the Corporate Limits of the City of Kaukauna upon the employment start date.

c. Eligibility of an employee shall end with the last full pay period that the employee resides within the Corporate Limits of the City of Kaukauna before establishing residency outside of Corporate Limits of the City of Kaukauna.

3. INCENTIVES. Each eligible employee shall receive an incentive equivalent to 6% percent of Wisconsin Retirement eligible wages.

Such incentive shall be provided as a bi-weekly contribution deposited into a 401 (a) Supplemental Retirement Plan for the employee and shall be vested immediately upon deposit. All employer contributions shall be discretionary as authorized by the Common Council hereunder.

4. RESIDENCY DEFINED. The term "residence", as used in this Residency Incentive Program, shall be construed to mean the actual living quarters maintained by an employee. Neither voting in the City nor payment of taxes of any kind by employee, by itself, shall be deemed adequate to satisfy the requirements of this section, nor shall the provisions of this section be satisfied by the maintaining of a rented room or rooms by an employee solely for the purpose of establishing residency when it appears that the employee's residence is outside the City. Ownership of real property within the City when not coupled with the maintenance of actual living quarters in the City, as herein required, shall be deemed insufficient to meet the requirements of this section. Final determination of any residency question shall be at the discretion of, and shall be determined by, the Common Council.


5. ELIGIBILITY DETERMINATION. Department heads shall provide to the Human Resources Director a list of all eligible department employees within such department, and shall notify the Human Resources Director of any change of eligibility status for department employees.

a. Any dispute regarding eligibility of a department employee shall be referred to the department head for investigation and determination. Any dispute regarding eligibility of a department head shall be referred to the Mayor for investigation and determination. All referrals under this section shall be by action of the Common Council.

b. After completion of the investigation the department head or mayor shall present a recommendation to the Common Council regarding residency determination and eligibility for the employee. The Common Council shall make a final determination regarding any residency and eligibility question. All employer contributions under this Residency Incentive Program shall be discretionary as authorized by the Common Council.

6. INCENTIVE MAXIMUM. Notwithstanding the foregoing, the total cost of implementation to the City of Kaukauna in providing this incentive to Qualified Employees shall not exceed \$250,000. In the event that the total cost of implementation to the City in providing this incentive to Qualified Employees should exceed \$250,000, that percentage specified in Paragraph 3 herein shall be reduced by an amount sufficient to reduce the total cost of implementation to the City of Kaukauna in providing this incentive to Qualified Employees such that it shall not exceed \$250,000.

Introduced and adopted this 18th day of April, 2017.

APPROVED: 
Eugene J. Rosin, Mayor

ATTEST: 
Susan J. Duda, Clerk/Treasurer