

## TITLE III

### EMPLOYEES

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### Chapter 8

### EMPLOYEES

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#### 8.01      DEFINITIONS

- (1) “Employee” means any person who receives earnings as payment for services rendered for the benefit of the employer, including officers of the employer.
- (2) “Employer” means the City of Blair.
- (3) “Independent Contractor” means a person or firm who is either under contract to furnish services for the employer or is customarily engaged in the independent trade, business or profession in which the services are offered to the general public as well as the employer.
- (4) The Mayor and Aldermen, although entitled to compensation for their services as such, are not employees.
- (5) The City Attorney, City Assessor, City Engineer, If any, and Health Officer are considered independent contractors, whether compensated for services or not.

#### 8.02      RESPONSIBILITIES

- (1) The Council shall develop a job description, duties and responsibilities for all employees, including supervisory personnel.
- (2) Duties and responsibilities may be delegated by resolution of the council.

#### 8.03      HIRING

- (1) The Council shall be responsible for hiring all employees.
- (2) The task of hiring employees shall not be delegated.
- (3) The Council shall, by resolution, establish guidelines and hiring policies.

- (4) State and Federal law shall be complied with regarding nondiscrimination in hiring practices.
- (5) Probationary status of employment is encouraged with regard to new employees and the guidelines for such status shall be set forth in the hiring policies.

8.04 DISCHARGE

- (1) The Council shall establish policies and procedures for discharge of employees not inconsistent with Wisconsin law.
- (2) Due process shall be provided in all cases.

8.05 RETIREMENT

The personnel policies, set forth elsewhere in these ordinances and established by resolution of the Council, shall provide the guidelines, rules and procedures relative to retirement.

8.06 RESIDENCY REQUIREMENTS

- (1) All full-time employees of the City of Blair are not required to live within the corporate limits of the City.
- (2) Full Time Police Officers must reside within 15 miles of the corporate limits of the City
- (3) The City Council may grant exception to the residency requirement:
  - (a) Location of employee's existing residence provides a similar response capability.
  - (b) A finding that such waiver of the requirement serves the best interests of the City and is based upon:
    - 1) Nature of the work
    - 2) Location of the work
    - 3) All other pertinent factors concerning employment
- (4) Existing city employees are subject to this requirement.

8.07 Public Employee Safety and Health

The Wisconsin Administrative Code, Chapter SPS 332, entitled Public Employee Safety and Health, and any amendments thereto, is adopted by reference.