



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

December 10, 2014

To the Honorable
Finance Committee Members
Finance and Personnel Committee
Milwaukee Common Council
City of Milwaukee

Dear Committee members;

Over the last several months the Department of Employee Relations has been working with the City Attorney's Office to address some questions and areas of concern regarding the City's obligations and responsibilities under the Americans with Disabilities Act (ADA) and the Wisconsin Fair Employment Act (WFEA).

We are in the process of preparing an ADA/WFEA Checklist to supplement the 2012 ADA/WFEA Policy as well as conducting mandatory training for human resources representatives from various departments. In conjunction with this effort, it has become clear that the current Disabled Employee Placement Appeal and Advisory Committee under Chapter 320-35 of the Milwaukee Code of Ordinances is obsolete and does not address all of the City's responsibilities and obligations under applicable federal and state regulations. The current provisions also fail to acknowledge the interplay between placements needed as a result of an accommodation process and the rules of the City Service Commission and its obligations under Wis ss 63.18 -63.52.

The attached substitute ordinance recreates the Disabled Employee Placement Program under Chapter 350-35 of the Milwaukee Code and establishes authority for its administration and enforcement with the City's Department of Employee Relations.

I respectfully request your approval of the attached substitute ordinance. I will be available at the December 15th meeting to answer any questions you may have.

Sincerely,

Maria Monteagudo
Employee Relations Director

