



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

December 10, 2025

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

Dear Committee Members:
Re: Common Council File Number 251283

SUMMARY

This report recommends amending Part I of the Salary Ordinance to change the rates of pay to reflect a general wage increase of 3.0% for eligible non-represented City employees, effective Pay Period 2, 2026 (January 4, 2026), as part of the 2026 City budget.

GENERAL WAGE INCREASE IMPLEMENTATION

Effective Pay Period 2, 2026 (January 4, 2026), implement a general wage increase of 3.0% for eligible non-represented City employees as part of the 2026 City budget. This wage increase will not impact employees in the classifications of Election Inspector, Chief Inspector, Municipal Court Commissioner or certain temporary positions in the Health Department; employees represented by the Milwaukee Police Supervisor' Organization (MPSO), the Milwaukee Police Association (MPA), and the Milwaukee Professional Firefighters Association, Local 215; nor members of Boards and Commissions (Part I, Section 10 of the Salary Ordinance).

Sincerely,

Jackie Q. Carter
Employee Relations Director

Attachments: Fiscal Note