

December 8, 2004

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

Dear Committee Members: Re: Common Council File Number 041074

- Analysis -

This report recommends adoption of a wage and benefit package for nonmanagement/nonrepresented employees for 2003-2006

This report recommends a wage and benefit package for nonmanagement/nonrepresented City employees for the years 2003-2006. These recommendations are comparable to wage and benefit changes approved for employees represented by District Council 48, AFSCME, AFL-CIO.

Base Salary

Effective Pay Period 1, 2003, 3.0% across the board wage increase over Pay Period 26, 2002 wage rates.

Effective Pay Period 1, 2004, 3.0% across the board wage increase over Pay Period 26, 2003 wage rates.

Effective Pay Period 1, 2005, 3.0% across the board wage increase over Pay Period 26, 2004 wage rates.

Effective Pay Period 1, 2006, 3.0% across the board wage increase over Pay Period 26, 2005 wage rates.

The Salary Ordinance amendments required to implement the foregoing are attached. Note that rates of pay for Pay Ranges 200-607 are the same as those approved for District Council 48, AFSCME-AFL-CIO, and were changed as part of File Number 021153 which was approved by the Finance Committee on October 20, 2004.

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Benefit Changes

See attached list of benefit changes for nonmanagement/nonrepresented employees.

We recommend approval of the attached salary and benefit package.

Sincerely,

Maria Monteagudo
Employee Relations Director

Attachments: Benefit Changes
 Salary Ordinance Changes
 Fiscal Note

MM:pb
FC reports/Nmm 03-06Covlet&ben sum to FC

Benefit Changes

The benefit changes recommended for nonmanagement/nonrepresented employees in 2004, 2005 and 2006 include the following:

- Lump Sum Payment: Effective Pay Period 1, 2005 the City shall provide a one-time \$100 non-pensionable lump sum payment to eligible nonmanagement/nonrepresented employees. This does not include nonmanagement/nonrepresented employees in Section 23 of the Salary Ordinance (Hourly, Part-time, Intermittent and Miscellaneous Personnel)
- Health Insurance
 - Effective January 1, 2005, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$50 to \$60 per month for single enrollment and from \$100 to \$120 per month for family enrollment. (Note: the deduction for January 2005 will be deducted from the retro check)
 - Effective January 1, 2006, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$60 to \$75 per month for single enrollment and from \$120 to \$150 per month for family enrollment. (Note: the deduction for January 2006 is deducted from employee's December 2005 paycheck.)
 - Eligible employees who retire on a service retirement allowance, as defined in Chapter 36-05-1-a of the Milwaukee City Charter, between January 1, 2005 and December 31, 2006 with at least 15 years of creditable service and are at least age 60 or with at least 30 years of creditable service and are at least age 55 shall be subject to the following requirements until they turn age 65.
 - An eligible employee who retires on a service retirement allowance between January 1, 2005 and December 31, 2006 or upon a later date prior to amendment of this resolution and who is enrolled in the Basic Plan shall contribute an amount toward meeting the monthly subscriber cost in the Basic Plan of \$30 per month for single enrollment when such employees' enrollment status is single and \$60 per month for family enrollment when such employee's enrollment status is family. The amount of retiree contribution shall be deducted from the retiree's pension check. Any subscriber costs for single or family enrollment in excess of the above stated amount shall be paid by the City. In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost plan offered by the City, the foregoing \$30 employee contribution shall be waived. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost plan offered by the City, the foregoing \$60 employee contribution shall be waived.

- Tuition and Textbook Reimbursement: Effective January 1, 2006, increase the maximum amount of City reimbursement for tuition, laboratory fees and required textbooks for approved courses of study from \$1,000 to \$1,200 per calendar year.
- Funeral Leave: Effective January 2, 2005 include spouse's sibling's spouse in the definition of brother-in-law and sister-in-law.