



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

June 17, 2014

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

Dear Committee Members:

Re: Common Council File Number 140385

SUMMARY

This report recommends amending Part I of the Salary Ordinance to implement a general wage increase of 1.0% for eligible non-represented City employees effective Pay Period 14, 2014 (June 22, 2014). This report also recommends amending Part II, Section 2(b) of the Salary Ordinance to authorize a lump sum, non-base building, non-pensionable payment equivalent to 1.0% of wages earned by an eligible employee during a period of City of Milwaukee residency commencing on or after Pay Period 2, 2014 (January 5, 2014) and continuing through the end of Pay Period 13, 2014 (June 21, 2014); eligibility for such payment is contingent upon the employee's continued City of Milwaukee residency through the end of Pay Period 26, 2014 (December 20, 2014).

GENERAL PAY INCREASE RECOMMENDATION

Effective Pay Period 14, 2014 (June 22, 2014), implement a general wage increase of 1.0% for eligible non-represented City employees. To be eligible for the wage increase, employees must be residents of the City of Milwaukee. Employees who establish residency outside the City of Milwaukee on or after June 22, 2014, will no longer be eligible for this wage increase of 1.0% effective the pay period following the change in residency status.

This file further recommends authorizing a lump sum, non-base building, non-pensionable payment equivalent to 1.0% of wages earned by an eligible employee during a period of City of Milwaukee residency commencing on or after Pay Period 2, 2014 (January 5, 2014) and continuing through Pay Period 13, 2014 (June 21, 2014). Eligibility for this payment is contingent upon the employee's continued City of Milwaukee residency through the end of Pay Period 26, 2014 (December 20, 2014).

The above changes will not impact employees in the classifications of Election Inspector, Chief Inspector, and Municipal Court Commissioner; employees represented by the Milwaukee Police Supervisor' Organization (MPSO), the Milwaukee Police Association (MPA), the Milwaukee Professional Firefighters Association, Local 215, and the Plumbers' Local 75, AFL-CIO; members of Boards and Commissions unless otherwise authorized by a footnote (Part I, Section 10 of the Salary Ordinance); Elected Officials (Part I, Section 11 of the Salary Ordinance); and employees of the Employees' Retirement System whose compensation is determined by the Executive Director and/or the Annuity and Pension Board.



SALARY ORDINANCE AMENDMENTS

In the 2014 Salary Ordinance, under Part II, Section 2 – Rates of Pay, b) Intent, delete the second and third paragraphs and insert in lieu thereof the following language **in bold**. Subsection b) Intent shall read as follows:

This ordinance is intended to provide the policies and procedures for administering all Sections within the Salary Ordinance. It is intended that all officers and employees shall fully cooperate with the Department of Employee Relations in the administration of the Salary Ordinance. The Department of Employee Relations is authorized to develop procedures and guidelines necessary to carry out the intent of this ordinance. The provisions of this ordinance are not intended and shall not be construed to be in conflict with the state statutes regarding collective bargaining or any provisions of collective bargaining agreements in full force and effect.

The 2014 Salary Ordinance includes general wage increases approved by the Common Council in 2014 for eligible non-represented City employees and members of certain certified bargaining units. To be eligible for the wage increase, employees must be residents of the City of Milwaukee. Employees who establish residency outside the City of Milwaukee on or after June 22, 2014, will no longer be eligible for the 1.0% wage increase effective the pay period following the change in their residency status. Wages paid to employees who become non-residents shall be those rates that were in effect on June 8, 2014 (Pay Period 13, 2014).

The 2014 Salary Ordinance also authorizes a lump sum, non-base building, non-pensionable payment equivalent to 1.0% of wages earned by eligible non-represented and certain represented employees in accordance with Common Council action in 2014. This percentage payment shall be based upon an eligible employee's wages earned during a period of continuous residency commencing on or after Pay Period 2, 2014 (January 5, 2014) and continuing through Pay Period 13, 2014 (June 21, 2014); eligibility for such payment is contingent upon the employee's continued City of Milwaukee residency through the end of Pay Period 26, 2014 (December 20, 2014).

Under Part II, Section 3 – Salary at Time of Appointment, add the sentence below **in bold** to the first paragraph to clarify that the Department of Employee Relations will determine the rates of pay for nonresident employees.

Appointment to City positions shall be at the minimum rate in the range except as otherwise provided. The Department of Employee Relations will determine the rates of pay for nonresident employees. Department heads are directed insofar as possible to make appointments effective at the beginning of a biweekly pay period.

Please see attached Salary Ordinance Changes.

Sincerely,



Maria Monteagudo
Employee Relations Director

Attachments: Salary Ordinance Changes
Fiscal Note