



Office of the Comptroller

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

January 7th, 2011

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

Re: Common Council Contingent Fund Status

Dear Committee Members:

Attached is the current Common Council Contingent Fund Status report as updated by the recent Common Council resolutions adopted.

If you have any questions concerning this report, please contact Trang Dinh of my staff at extension 2293.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:td

Attachment

CC: City Clerk  
Budget Office  
LRB

## 2010 COMMON COUNCIL CONTINGENT FUND Status on 01/07/11

### Funds Appropriated

2010 Adopted Budget 5,000,000.00

### Transfers authorized by prior Council meetings

Journal ID	Date	Year	Class	Bud Ref	Amoun	Descriptio
0000222377	1/1/2010	2010	C001	2010	5,000,000.00	2010 Approved Budget
0000239568	12/29/2010	2010	C001	2010	(800,000.00)	Res. 100932 CF to S140

### Remaining Reserved Commitments Authorized by prior Council meetings

Res.100928 12/21/10: Police Dept. for Body armor replacement (387,587.00)

**Total Transfers & Reserved** (1,187,587.00)

**Balance Available on Jan. 7th, 2011** 3,812,413.00

**% Expended/Reserved Current status** 24%

### **Comparative Balance Available on Jan. 7th, of prior years**

	<u>Balance</u>	<u>Budgeted</u>	<u>% Expended</u>
2005	3,468,134	5,000,000	31%
2006	4,264,786	5,500,000	22%
2007	2,217,000	5,500,000	60%
2008	1,268,349	5,000,000	75%
2009	3,579,230	5,000,000	28%
Average of prior years	2,959,500	5,200,000	43%

**2011 COMMON COUNCIL CONTINGENT FUND  
Status on 01/07/11**

**Funds Appropriated**

2011 Adopted Budget 5,000,000.00

**Transfers authorized by prior Council meetings**

Journal ID	Date	Year	Class	Bud Ref	Amount	Description
------------	------	------	-------	---------	--------	-------------

None -

**Remaining Reserved Commitments Authorized by prior Council meetings**

None -

**Total Transfers & Reserved**

-

**Balance Available on Jan. 7th, 2011**

5,000,000.00

**% Expended/Reserved Current status**

0%

**Comparative Balance Available on Jan. 7th, of prior years**

	<u>Balance</u>	<u>Budgeted</u>	<u>% Expended</u>
2006	5,500,000	5,500,000	0%
2007	5,500,000	5,500,000	0%
2008	5,000,000	5,000,000	0%
2009	4,150,000	5,000,000	17%
2010	5,000,000	5,000,000	0%
Average of prior years	5,030,000	5,200,000	3%



# City of Milwaukee

City Hall  
200 East Wells Street  
Milwaukee, WI 53202

## Meeting Agenda FINANCE & PERSONNEL COMMITTEE

**ALD. MICHAEL J. MURPHY, CHAIR**  
**Ald. Robert J. Bauman, Vice-Chair**  
**Ald. Joe Dudzik, Ald. Milele A. Coggs, and Ald. Nik Kovac**

**Staff Assistant, Tobie Black, 286-2231; Fax: 286-3456,**  
**[tblack@milwaukee.gov](mailto:tblack@milwaukee.gov)**  
**Legislative Liaison, Jim Carroll, 286-8679,**  
**[jcarro@milwaukee.gov](mailto:jcarro@milwaukee.gov)**

---

Thursday, January 13, 2011

9:00 AM

Room 301-B, City Hall

---

**AMENDED 01-11-11- Items numbered 4 and 5 (File Numbers 100895 and 100894) have been added.**

1. [101108](#) Communication from the Department of Administration - Budget and Management Analysis Division regarding vacancy requests, fund transfers and equipment requests.  
**Sponsors:** THE CHAIR
  
2. [101133](#) Appointment of Beth Conradson Cleary to the Deferred Compensation Plan Board by the Mayor.  
**Sponsors:** THE CHAIR
  
3. [101137](#) Substitute resolution relating to policies and procedures for expediting payments on invoices for City contracts and subcontracts.  
**Sponsors:** Ald. Davis, Ald. Hines Jr., Ald. Bauman, Ald. Hamilton, Ald. Witkowiak, Ald. Wade, Ald. Coggs, Ald. Kovac and Ald. Zielinski
  
4. [100895](#) A substitute ordinance relating to leaves of absence for disaster medical assistance team members and continuation of city employe benefits during certain disaster medical absence.  
**Sponsors:** Ald. Murphy
  
5. [100894](#) A substitute charter ordinance relating to creditable service during periods of absence for members of the employees' retirement system while performing disaster medical service.  
**Sponsors:** Ald. Murphy
  
6. [101147](#) Communication from the Department of Employee Relations relating to classification studies scheduled for City Service Commission action.  
**Sponsors:** THE CHAIR
  
7. [101148](#) Communication from the Department of Employee Relations relating to classification studies scheduled for Fire and Police Commission action.



- Sponsors:** THE CHAIR
8. [101066](#) Substitute resolution to ratify and confirm the final agreement between the City of Milwaukee and Public Employees' Union #61, LIUNA, AFL-CIO, CLC.  
**Sponsors:** THE CHAIR
9. [101070](#) A substitute charter ordinance relating to retirement benefits for employees represented by Public Employees' Union #61, LIUNA, AFL-CIO, CLC.  
**Sponsors:** THE CHAIR
10. [101061](#) Resolution approving a Memorandum of Understanding between the City of Milwaukee and the Milwaukee Professional Fire Fighters Association Local #215.  
**Sponsors:** THE CHAIR
11. [101125](#) Substitute Resolution authorizing the Department of Employee Relations to enter into a contract with a benefit service vendor for 2011-2013.  
**Sponsors:** Ald. Murphy
12. [101149](#) Communication relating to an amendment to a single-source contract for the Fire & Police Commission - Homeland Security.  
**Sponsors:** THE CHAIR
13. [101043](#) Resolution relative to application, acceptance and funding of a Beat Patrol Program Grant.  
**Sponsors:** THE CHAIR  
*---May be referred from the Public Safety Committee Meeting.*
14. [101068](#) Communication from the Health Department relative to amending the 2011 Positions Ordinance.  
**Sponsors:** THE CHAIR
15. [101069](#) Substitute resolution amending Common Council File #100485 relative to application, acceptance and funding of the Refugee Health Screening Grant from the State of Wisconsin - Department of Workforce Development.  
**Sponsors:** THE CHAIR  
*---May be referred from the Public Safety Committee Meeting.*
16. [100977](#) Substitute resolution approving the form of the Preliminary Official Statement used in connection with the sale of City of Milwaukee, Wisconsin, debt. (Comptroller)  
**Sponsors:** THE CHAIR
17. [101053](#) Resolution relating to expenditure of funds to be reimbursed by greater than anticipated revenue.  
**Sponsors:** THE CHAIR

18. [101071](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$6,554,000 for bridges.  
**Sponsors:** THE CHAIR
  
19. [101076](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$4,945,931 for the construction of police facilities and combined fire and police safety buildings.  
**Sponsors:** THE CHAIR
  
20. [101072](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$7,400,000 for street lighting.  
**Sponsors:** THE CHAIR
  
21. [101073](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$28,067,950 for street improvements.  
**Sponsors:** THE CHAIR
  
22. [101074](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$33,933,000 for sewerage.  
**Sponsors:** THE CHAIR
  
23. [101075](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$611,000 for parks and public grounds.  
**Sponsors:** THE CHAIR
  
24. [101077](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,964,000 for fire engines and other equipment of the fire department.  
**Sponsors:** THE CHAIR
  
25. [101078](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$100,000 for construction of engine houses, and for pumps, water mains, reservoirs and all other reasonable facilities for fire protection apparatus or equipment for fire protection.  
**Sponsors:** THE CHAIR
  
26. [101079](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$1,175,000 for parking lots or other parking facilities.  
**Sponsors:** THE CHAIR
  
27. [101080](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,000,000 for school purposes.  
**Sponsors:** THE CHAIR

28. [101081](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,526,000 for libraries.  
**Sponsors:** THE CHAIR
29. [101082](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$16,202,759 for buildings for the housing of machinery and equipment.  
**Sponsors:** THE CHAIR
30. [101083](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$3,710,257 for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects.  
**Sponsors:** THE CHAIR
31. [101084](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$22,000,000 for Tax Incremental Districts for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects.  
**Sponsors:** THE CHAIR
32. [101085](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$4,045,000 for water systems.  
**Sponsors:** THE CHAIR
33. [101086](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$28,400,000 for grants and financing receivables.  
**Sponsors:** THE CHAIR
34. [101087](#) Resolution authorizing contingent borrowing for financing receivables.  
**Sponsors:** THE CHAIR
35. [101088](#) Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$545,200 for street improvement funding.  
**Sponsors:** THE CHAIR
36. [101099](#) Resolution relating to expenditure of funds to be reimbursed by greater than anticipated revenue. (Debt Service Fund-Bonded Debt - principal)  
**Sponsors:** THE CHAIR
37. [101124](#) Resolution relating to the City of Milwaukee's 2011 UPAF/Visions campaign.  
**Sponsors:** Ald. Murphy
38. [100933](#) A substitute ordinance to further amend the 2011 rates of pay of offices and positions in the City Service.

Sponsors: THE CHAIR

39. [100934](#) A substitute ordinance to further amend the 2011 offices and positions in the City Service.

Sponsors: THE CHAIR

40. The FINANCE & PERSONNEL COMMITTEE may convene into closed session, pursuant to s. 19.85(1)(e), Wis. Stats., for the purpose of formulating collective bargaining strategies.

This meeting will be webcast live at [www.milwaukee.gov/channel25](http://www.milwaukee.gov/channel25).

Members of the Common Council and its standing committees who are not members of this committee may attend this meeting to participate or to gather information. Notice is given that this meeting may constitute a meeting of the Common Council or any of its standing committees, although they will not take any formal action at this meeting.

Upon reasonable notice, efforts will be made to accommodate the needs of persons with disabilities through sign language interpreters or auxiliary aids. For additional information or to request this service, contact the Council Services Division ADA Coordinator at 286-2998, (FAX)286-3456, (TDD)286-2025 or by writing to the Coordinator at Room 205, City Hall, 200 E. Wells Street, Milwaukee, WI 53202.

Limited parking for persons attending meetings in City Hall is available at reduced rates (5 hour limit) at the Milwaukee Center on the southwest corner of East Kilbourn and North Water Street. Parking tickets must be validated in Room 205, (City Clerk's Office) or the first floor Information Booth in City Hall.

Persons engaged in lobbying as defined in s. 305-43-4 of the Milwaukee Code of Ordinances are required to register with the City Clerk's Office License Division. Registered lobbyists appearing before a Common Council committee are required to identify themselves as such. More information is available at [www.milwaukee.gov/lobby](http://www.milwaukee.gov/lobby).



Legislation Details (With Text)

**File #:** 101108      **Version:** 0

**Type:** Communication      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Communication from the Department of Administration - Budget and Management Analysis Division regarding vacancy requests, fund transfers and equipment requests.

**Sponsors:** THE CHAIR

**Indexes:** VACANCY REQUESTS

**Attachments:** Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101108

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Communication from the Department of Administration - Budget and Management Analysis Division regarding vacancy requests, fund transfers and equipment requests.

**Drafter**

CC-CC

TB

12/16/10

**AGENDA OF ITEMS TO BE CONSIDERED  
BY THE COMMITTEE ON FINANCE AND PERSONNEL**

DATE: January 13, 2011

TIME: 9:00 A.M.

PLACE: Committee Room 301-B  
City Hall

SCHEDULE A: Vacancy Requests

SCHEDULE B: Fund Transfers

SCHEDULE A - VACANCY REQUESTS

CSC-Status - Under Civil Service  
Unless Noted as Exempt (E)

Finance & Personnel Committee Meeting: January 13, 2011

Funding Source - 100% Operating  
Budget Unless Otherwise Indicated

I.D. No.	Department and Position	Pay Range	Date Vacant	Number of Positions With Same Title					CSC Status and/or Funding Source	Int/Ext Fill	Code
				Authorized	Filled excl. this pos.	Recomm. Authorization	Vac. Prev. Appr.	Other Vac.			
<u>PROPERTY TAX LEVY SUPPORTED POSITIONS</u>											
<u>DOA-BUDGET &amp; MANAGEMENT DIV.</u>											
110000	Fiscal Planning Specialist-Sr.	10	12/26/10	1	0	1	0	0		Int	x-3
<u>DOA-BUSINESS OPERATIONS DIVISION</u>											
110030	Administrative Specialist Sr.* *This position will be underfilled at PG 2.	4	1/23/11	1	0	1	0	0		Int/Ext	x-3
<u>COMMON COUNCIL-CITY CLERK</u>											
11436	License Specialist	455	9/25/10	7	4	1	0	2		Int/Ext	x-2b
110001	License Division Assistant Manager	9	12/26/10	1	0	1	0	0		Int	x-3
110010	Staff Assistant	6	1/24/11	3	2	1	0	0		Int	x-3
<u>DEPT. OF CITY DEVELOPMENT</u>											
110002	Office Assistant IV	445	1/1/11	4	3	1	0	0		Int/Ext	x-3
<u>CITY TREASURER</u>											
110053	Business Systems Coordinator	8	2/12/11	1	0	1	0	0		Int	x-2b
110054	Network Coordinator - Associate	4	2/12/11	1	0	1	0	0		Ext	x-2b
110055	Accounting Assistant I	435	12/30/10	2	1	1	0	0		Int/Ext	x-2b
<u>FIRE DEPARTMENT</u>											
11437	Heavy Equipment Operator	853	12/1/10	180	179	1	0	0		Int	x-1
110006	Heavy Equipment Operator	853	12/19/10	180	178	1	0	1		Int	x-1
110004-05	Fire Equipment Dispatcher (2 positions)	858	9/24/10 10/31/10	21	16	2	1	2		Ext	x-1
<u>HEALTH DEPARTMENT</u>											
11439	Custodial Worker II/City Laborer	215	10/30/10	7	5	1	0	0		Int/Ext	x-2b
11469	Public Health Social Worker	594	1/14/10	2	1	1	0	0		Int/Ext	x-2a
110008	Program Assistant II	530	12/24/10	6	5	1	0	0		Int	x-2a
<u>LIBRARY</u>											
11441	Office Assistant II	410	11/28/10	4	1	1	1	1		Int/Ext	x-3
11470	Librarian II	545	12/26/10	13	11	1	1	0		Int/Ext	x-2b
<u>DEPT. OF NEIGHBORHOOD SERVICES</u>											
110011-12	Special Enforcement Inspector (2 pos.)	572	11/14/10 11/15/09	16	12	2	1	0		Int	x-2b
<u>POLICE DEPARTMENT</u>											
11443	Deputy Inspector of Police	842	3/2/10	4	3	1	1	0		Int	x-1
11444-46	Police Sergeant (3 positions)	831	11/19/10	194	193	3	0	0		Int	x-1
11473	Office Assistant II	410	NA	83	65	1	0	17		Ext	x-3
110056-57	Captain of Police (2 positions)	839	NA	23	22	2	2			Int	x-1
110058-59	Police Lieutenant (2 positions)	836	NA	69	69	2	2			Int	x-1
<u>DPW-INFRASTRUCTURE SERVICES</u>											
11453	Business Operations Manager	8	12/2/10	1	0	1	0	0	80% Capital	Int/Ext	x-3
11454	Traffic Control Engineer III	628	8/28/10	2	1	1	0	0	50% Capital	Int	x-2b
11455	Custodial Worker III	230	7/24/10 11/29/10	4	2	1	0	1		Int	x-2b
<u>DPW-OPERATIONS DIVISION</u>											
11458	Operations & Dispatch Manager	9	11/30/10	1	0	1	0	0		Int	x-2a
11461	Nursery Specialist	238	7/31/10	4	2	1	1	0		Int/Ext	x-2b
110021	Equipment Operation Supervisor	4	1/8/11	2	1	1	0	0		Int	x-2a

SCHEDULE A - VACANCY REQUESTS

CSC-Status - Under Civil Service  
Unless Noted as Exempt (E)

Finance & Personnel Committee Meeting: January 13, 2011

Funding Source - 100% Operating  
Budget Unless Otherwise Indicated

I.D. No.	Department and Position	Pay Range	Date Vacant	Number of Positions With Same Title					CSC Status and/or Funding Source	Int/Ext Fill	Code
				Authorized	Filled excl. this pos.	Recomm. Authorization	Vac. Prev. Appr.	Other Vac.			
<u>NON-PROPERTY TAX LEVY SUPPORTED POSITIONS (Enterprise Funds, Grants)</u>											
<u>DEPT. OF CITY DEVELOPMENT</u>											
110022	Housing Rehabilitation Specialist (NSP)	548	NA	6	5	1	2	0	NSP 2	Int/Ext	x-6
<u>EMPLOYES' RETIREMENT SYSTEM</u>											
110023	Pension Specialist Sr.	3	11/27/10	4	3	1	0	0	Pension Trust	Int/Ext	x-6
110024	Program Assistant II	530	12/1/10	4	3	1	0	0	Pension Trust	Int/Ext	x-6
<u>HEALTH DEPARTMENT</u>											
110009	Health Care Access Asst. II/Bilingual	425	12/26/10	8	7	1	0	0	MAO Forward Hlth. Grant	Int/Ext	x-6
110025	Public Health Nurse - EFM	666	12/29/10	61	60	1	0	0	MCHVP/Proj. LAUNCH	Ext	x-6
110026	Office Assistant III	425	12/31/10	8	7	1	0	0	Lead Detection Grant	Int	x-6
<u>DPW- SEWER MAINTENANCE FUND</u>											
110027	Sewer District Manager	9	9/1/10	2	1	1	0	0	Sewer Maint. Fund	Int	x-6
110014-15	Engineering Drafting Tech. IV (2 pos.)	604	11/25/10 12/31/10	6	3	2	0	1	Sewer Maint. Fund	Int/Ext	x-5
<u>DPW-WATER WORKS</u>											
11467	Accounting Assistant III	460	1/29/11	3	2	1	0	0	Water Works	Int/Ext	x-6
110028	Water Laboratory Technician	504	1/23/11	1	0	1	0	0	Water Works	Int/Ext	x-6
110029	Water Meter Investigator	360	1/4/11	4	3	1	0	0	Water Works	Int/Ext	x-6
110049-50	Water Distr. Repair Wrkr. II (2 positions)	252	1/23/11 1/1/11	26	22	2	0	2	Water Works	Int	x-6
110031-32	Water Meter Technician (2 positions)	251	12/16/10 1/8/11	40	21	2	1	0	Water Works	Int	x-6
110051-52	Water Distr. Repair Wrkr. I (2 positions)	235	12/30/10 12/1/10	26	23	2	0	1	Water Works	Int	x-6



BMA 30 SCHEDULE B - FUND TRANSFERS AND/OR EQUIPMENT REQUESTS

Finance and Personnel Meeting: January 13, 2011

Department Account Name	Amount of Transfer		Reason
	From	To	
DEPT. OF EMPLOYEE RELATIONS Health Maintenance Org. Health Care Claims	\$115,014.32	\$115,014.32	In late 2010, a transfer from the Claims account to the HMO along with contingent funds were utilized to help cover December payments in the HMO. After year end payments and adjustments were finalized, a small balance remained in the HMO. This amount is being transferred to the Claims account for payment on the final 2010 invoice from Anthem. Remaining obligations for the Claims include final accrual amounts which are realized in March.
DEPT. OF EMPLOYEE RELATIONS Tuition Reimbursement Unemployment Compensation	\$53,979.58	\$53,979.58	This transfer is necessary to make the 2010 Unemployment Compensation December payment. Expenditures for the Unemployment Compensation account totaled \$1,067,980 and were greater than anticipated (5.2%) largely because recipients have been staying unemployed for longer periods of time. Experience in this account mirrors national trends. Surplus funds are available from the Tuition Reimbursement SPA to offset the transfer amount.
EMPLOYEES' RETIREMENT SYSTEM Operating Expenditures Employee Fringe Benefits	\$39,515.23	\$39,515.23	The estimated gross fringe benefit rate used to prepare the 2010 budget was 41%. The actual fringe benefit rate for 2010 was 57.91%.

SCHEDULE C - GENERAL MATTERS

1. Miscellaneous Matters





Legislation Details (With Text)

**File #:** 101133      **Version:** 0

**Type:** Appointment      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Appointment of Beth Conradson Cleary to the Deferred Compensation Plan Board by the Mayor.

**Sponsors:** THE CHAIR

**Indexes:** APPOINTMENTS, DEFERRED COMPENSATION PLAN BOARD

**Attachments:** Appointment Letter, Resume, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101133

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Appointment of Beth Conradson Cleary to the Deferred Compensation Plan Board by the Mayor.

**Drafter**

Mayor

TB

12/21/10

December 21, 2010

To the Honorable, the Common Council  
of the City of Milwaukee

Honorable Members of the Common Council:

I am pleased to appoint Ms. Beth Conradson Cleary, 841 North Broadway, 7<sup>th</sup> Floor, Milwaukee, Wisconsin 53202, to fill a vacancy created by Tyrone Powell on the Deferred Compensation Plan Board. This appointment is pursuant to Section 320-17 of the Milwaukee Code of Ordinances and s.5-50-4 of the Milwaukee City Charter. Ms. Conradson Cleary will serve a two-year term commencing upon taking of the oath of office.

I trust this appointment will have the approval of your Honorable Body.

Respectfully submitted,

A handwritten signature in black ink that reads "Tom Barrett". The signature is written in a cursive style with a large, sweeping initial "T".

Tom Barrett  
Mayor

# Beth Conradson Cleary

---

841 North Broadway, 7th Floor • Milwaukee, WI 53202 • 414-286-2618 • bcleary@milwaukee.gov

---

## EDUCATION

**MEDICAL COLLEGE OF WISCONSIN**, Milwaukee, Wisconsin  
*Master's Degree in Bioethics*, Fall 2007

**MARQUETTE UNIVERSITY**, Milwaukee, Wisconsin  
*Juris Doctor*, May 2005  
*Graduate Certificate in Dispute Resolution*, May 2006

**CREIGHTON UNIVERSITY**, Omaha, Nebraska  
*Bachelor of Arts*, English, May 2001

## EXPERIENCE

**CITY OF MILWAUKEE CITY ATTORNEY'S OFFICE**, Milwaukee, Wisconsin  
Assistant City Attorney, October 2006 – present

- Provide legal counsel to the City of Milwaukee Employees' Retirement System.

**MARQUETTE UNIVERSITY LAW SCHOOL**, Milwaukee, Wisconsin  
Public Service Administrator, July 2005 – June 2006

- Created, organized and produced successful interdisciplinary conference on Medicare's Prescription Drug Benefit with participation from Medical College of Wisconsin and other health care professionals.
- Planned and coordinated conference on Health Fraud and Abuse.
- Provided support for public interest and pro bono initiatives within the Marquette University Law School community, such as the Marquette Volunteer Legal Clinic, the Restorative Justice Initiative program, and networking groups amongst area legal services.
- Wrote grant proposals for funding of public service initiatives.

**LEGAL ACTION OF WISCONSIN**, Milwaukee, Wisconsin  
Law Clerk, Summer 2004

- Drafted appeals for denials of prior authorizations related to state Medicaid programs. Conducted research and wrote memos on the issue of medically necessary items.
- Attended Senate Committee Hearings and state-wide forums related to health care advocacy for the indigent.
- Assisted in organizing city-wide summit on health care for the mentally ill.

**LEGAL AID SOCIETY OF MILWAUKEE**, 2003 PILS Fellowship recipient, Milwaukee, Wisconsin  
Law Clerk, Summer 2003

Conducted research and composed memorandums relevant to predatory lending, Federal False Claims Act, Watt's reviews, and paternity disputes. Drafted wills, composed court documents for civil disputes and correspondences to judges. Conducted client intake via weekly community outreach program and investigations within the Milwaukee Secure Detention Facility. Participated in Legal Aid's Guardian ad Litem program and assisted in drafting an answer.

**MANRESA PROJECT**, Marquette University: Milwaukee, Wisconsin  
Graduate Research Assistant, September 2002 – June 2006

Collaborated in organizing and hosting Manresa-sponsored speakers, including the archbishop Desmond Tutu, Pulitzer-prize winner, Ron Suskind, best-selling author Anne Lamott, Arun Gandhi, and Paul Rusesabagina (subject of the film, *Hotel Rwanda*); organized and facilitated campus-wide leadership workshops; organized and planned national conferences; developed and communicated to Marquette community members regarding vocation-related opportunities.

**JESUIT VOLUNTEER CORPS, Portland, OR**  
**Homeless Youth Advocate, August 2001-August 2002**

Empowered homeless youth to discover their unique attributes, self-reliance and the ultimate goal of exiting street life. Assisted youth in obtaining health insurance, medical attention, case management, legal advice, and resources that addressed issues such as anger management, mental health tendencies and drug and alcohol abuse; conducted group-programs such as legal advisory group, music group and women's group; promoted alternative health care and needle-exchange programs; educated youth about STDs, proper hygiene, harm reduction; accompanied homeless youth in peer-education-based outreach program.

**RECENT PUBLICATIONS**

*Public Health Emergencies: Preparing for the Worst, Responding for the Common Good.*  
Masters Thesis. Medical College of Wisconsin, Milwaukee. 2008.

Review of Lloyd et al., Cases in Medical Ethics and Law CD-ROM: An Interactive Tutorial (2005).  
Doody's Review Service (on-line). Available: <http://www.doody.com>. (Accessed Mar. 1, 2006).

*Childhood Obesity, Baby Boomers and the Echo Boom*, 7 MARQ. ELDER'S ADVISOR 132, (Fall, 2005).

*Book Review*, 6 MARQ. ELDER'S ADVISOR 181, (Fall, 2004) (reviewing Timothy S. Jost, Disentitlement? The Threats Facing Our Public Health Care Programs and a Rights-Based Response (2003)).

**COMMUNITY AND VOLUNTEER SERVICE**

**MARQUETTE VOLUNTEER LEGAL CLINIC**, Milwaukee, Wisconsin  
Steering Committee Member (2005-10)/Attorney Supervisor, December 2005 – present

**MEDICAL COLLEGE OF WISCONSIN**, Milwaukee, Wisconsin  
Course Facilitator, Medical Ethics and Palliative Care Course

**FUTURE MILWAUKEE**, Milwaukee, Wisconsin  
2007 graduate

**MILWAUKEE MOSAIC PARTNERSHIPS**, Milwaukee, Wisconsin  
2007-08 Coach/Co-facilitator

**FUEL MILWAUKEE**, Milwaukee, Wisconsin  
2008-09 Creative Council Member

**PROFESSIONAL MEMBERSHIPS**

National Association of Public Pension Attorneys, Member  
League of Wisconsin Municipalities, Member  
Association of Municipal Attorneys, Member  
State Bar of Wisconsin, Member  
American Bar Association, Member  
Coalition for Access to Legal Resources, Member  
Creighton University, Milwaukee Alumni Advisory Board, Member



# Statement of Economic Interests

For Office Use Only

MAIL OR FAX TO:

City of Milwaukee Ethics Board, 200 E. Wells Street, Room 205, Milwaukee, WI 53202 Fax: (414) 286-0723

**Due February 28, 2010**

Filed in 2010 for Calendar Year 2009 - Print legibly in black ink or type

Name: Beth Conrads on Cleary Do you live in the City of Milwaukee?  Yes  No

City Position: Assistant City Attorney  
(include department, title, board, commission, elective office if applicable)

SEE THE INSTRUCTION SHEET FOR EXPLANATIONS, EXAMPLES AND EXCEPTIONS.

## Part 1 - Sources of Income

For calendar year 2009

A. List each EMPLOYER from which you and your immediate family received \$1,000 or more during 2009 (e.g., City of Milw.).

Name of Payer	City and State	Nature of Business	Self (S) or Family (F)
City of Milwaukee	Milwaukee, WI	Local government	S
US Dept. of Veterans Affairs	Milwaukee, WI	Federal government	F

B. List other sources of income from which you or your immediate family received income of \$1,000 or more in 2009.

Name of Payer	City and State	Nature of Business
N/A		

## Part 2 - Business

As of December 31, 2009

For any payer listed above that is a partnership, limited liability company, Subchapter S or Subchapter C corporation in which you or your immediate family has a 10% or greater interest, list the IDENTITY OF EACH PAYER of \$1,000 to such partnership, LLC, Sub-S or Sub-C corporation (see instructions for certain payers which do not have to be listed).

Name of Payer	Name of Business Receiving Payment	Nature of Business	City and State
N/A			

## Part 3 - Investments

As of December 31, 2009

List stocks, bonds, notes or other investments you and your immediate family held (\$5,000 or more).

Name of each Security or Mutual Fund Sponsor	TYPE OF SECURITY - "/>				
	Stock, Options, Futures	Bond, Note	WI Gov't. Sect.	Mutual Funds or Money Market	\$5,000-\$50,000
IRA-Cref			✓	✓	
State Farm Bank			✓	✓	

**Part 4 - Real Estate**

As of December 31, 2009

List specific location of REAL ESTATE in Milwaukee, Ozaukee, Racine, Washington and Waukesha counties (except your principal residence) in which you or your immediate family hold at least 10% interest which is valued at \$5,000 or more.

Street Address	County	Type of Property	Nature of Interest
N/A			

**Part 5 - Creditors**

As of December 31, 2009

List each CREDITOR to whom you and your immediate family owed \$5,000 or more on December 31, 2009.

Creditor (\$5,000 or more)	City and State	\$5,000 - \$50,000 (check ✓)	more than \$50,000 (check ✓)
Xpress Loan Servicing	Cleveland, OH	✓	
State Farm Bank	Bloomington, IL	✓	
Wells Fargo	Souix Falls, SD	✓	
Citi mortgage	O'Fallon, MO		✓
Pyramax Bank	Greenfield, WI	✓	

**Part 6 - Associations**

As of December 31, 2009

List every organization with which you are associated and the nature of your association.

Name of Organization	City and State	Nature of Association (e.g., member, officer, director)
Wisconsin State Bar	Madison, WI	member
National Assoc. of Public Pension Attorneys	Sacramento, CA	member

*- see attached sheet for additional information -*

**Part 7 - Gifts**

During calendar year 2009

List individuals and organizations that provided you with ENTERTAINMENT or GIFTS more than \$50 in 2009.

Name of Provider	City and State	Description of Gift	Approx. Value
N/A			

Did you file any separate gift reporting forms in 2009?  Yes  No

**Part 8 - Honoraria and Payment of Expenses**

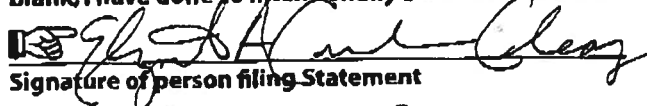
During calendar year 2009

List sources of HONORARIA and payment of EXPENSES of more than \$50 related to your city duties, for 2009.

Payer	Approximate Value of Expenses	Amount of Honorarium	Circumstances of Receipt
N/A			

Did you file any separate honoraria/payment of expense disclosures in 2009?  Yes  No

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete and correct to the best of my knowledge, information and belief. If any part has been left blank, I have done so intentionally because there is nothing to report.



Date 1/26/10

Daytime telephone number 414.286.2618

Is this your home telephone number?  Yes  No





**City of Milwaukee – Statement of Economic Interests**  
**Beth Conradson Cleary (2/2010)**  
**Part 6 – Associations (continued)**

<b>Name of Organization</b>	<b>City and State</b>	<b>Nature of Association</b>
Marquette Volunteer Legal Clinic	Milwaukee, WI	Steering Committee Member
Association of Municipal Attorneys	Milwaukee, WI	Member
League of Wisconsin Municipalities	Madison, WI	Member
FUEL Milwaukee	Milwaukee, WI	Creative Council Member
Creighton University, Milwaukee Alumni Advisory Board	Milwaukee, WI	Member





Legislation Details (With Text)

**File #:** 101137      **Version:** 1

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Substitute resolution relating to policies and procedures for expediting payments on invoices for City contracts and subcontracts.

**Sponsors:** ALD. DAVIS, ALD. HINES JR., ALD. BAUMAN, ALD. HAMILTON, ALD. WITKOWIAK, ALD. WADE, ALD. COGGS, ALD. KOVAC, ALD. ZIELINSKI

**Indexes:** AGREEMENTS, PURCHASING PROCEDURES

**Attachments:** Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101137  
Version  
SUBSTITUTE 1  
Reference

Sponsor  
ALD. DAVIS, HINES, BAUMAN, HAMILTON, WITKOWIAK, WADE, COGGS, KOVAC AND ZIELINSKI

Title  
Substitute resolution relating to policies and procedures for expediting payments on invoices for City contracts and subcontracts.

Analysis  
This resolution directs the Department of Administration, Department of Public Works and any and all other City departments with responsibility for administering City contracts are directed to include in all contracts for the procurement of goods or services by the City language indicating that:

1. The City shall make payment to the (prime) contractor within 30 days of submission of an invoice upon satisfactory completion of the work or provision of the goods or services and submittal of all required contract documentation, including but not limited to documentation of compliance with emerging business enterprise program, residents preference program and prevailing wage requirements.
2. Any subcontractor that has submitted an invoice to the (prime) contractor shall be paid within 7

days of the date on which the City paid the (prime) contractor.

The resolution further directs these departments to implement and monitor these payment policies and to impose penalties on (prime) contractors that fail to pay subcontractors within the 7-day time frame.

Body

Whereas, On December 7, 2010, the D. Wilson Consulting Group, LLC, completed a draft final report for the project entitled "Disparity Study for the City of Milwaukee"; and

Whereas, The D. Wilson Consulting Group, LLC, presented a summary of the findings and recommendations of this study to the Common Council's Community & Economic Development Committee on December 20, 2010; and

Whereas, The study found that a number of minority- and women-owned business enterprises have voiced concerns regarding delayed payments for work performed under contract with the City; and

Whereas, Delayed payments result in cash-flow problems for many of these businesses, which are generally small and often lack the cash reserves or access to cash necessary to maintain their business operations when they do not receive payments in a timely manner; and

Whereas, The study also noted that while the Milwaukee Metropolitan Sewerage District ("MMSD") has a policy of paying its prime contractors within 30 days of receiving invoices, and requires its prime contractors to make payment to subcontractors for work performed within 7 days of receipt of their payments from MMSD (for a total maximum payment time to pay subcontractors of 37 days), the City of Milwaukee's policy is to pay its prime contractors within 60 days and to require that prime contractors pay subcontractors within 10 days (maximum payment time of 70 days); and

Whereas, The disparity study recommends that the City consider adopting MMSD's payment policies for both City payments to prime contractors and prime contractor payments to subcontractors; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that the Department of Administration, Department of Public Works and any and all other City departments with responsibility for administering City contracts are directed to include in all contracts for the procurement of goods or services by the City language indicating that:

1. The City shall make payment to the (prime) contractor within 30 days of submission of an invoice upon satisfactory completion of the work or provision of the goods or services and submittal of all required contract documentation, including but not limited to documentation of compliance with emerging business enterprise program, residents preference program and prevailing wage requirements.
2. Any subcontractor that has submitted an invoice to the (prime) contractor shall be paid within 7 days of the date on which the City paid the (prime) contractor.

; and, be it

Further Resolved, That the Department of Administration, Department of Public Works and any and all other City departments responsible for administering City contracts shall:

1. Take the necessary steps to ensure that (prime) contractors are paid within 30 days of submission of an invoice and satisfactory completion of the work or provision of the goods or services.
2. Monitor those contracts to ensure that, upon receipt of payment from the City, prime contractors make payment to any subcontractors within 7 days of submission of invoices to the prime contractors.
3. In the event that a (prime) contractor fails to pay a subcontractor within the 7-day time frame stipulated by this resolution, impose all legally permissible penalties, including debarment from future City contracts.

Requestor

Drafter  
LRB124377-2  
JDO  
01/04/2011



# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

Original

Substitute

A

**Subject**

B

**Submitted By (Name/Title/Dept./Ext.)**

C

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

D

**This Note**  Was requested by committee chair

E

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

F

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

Based on Budget and Management review of file number 101137, affected departments can implement the requirements of the proposed substitute of the resolution with their existing operating resources.

J

--







Legislation Details (With Text)

**File #:** 100895      **Version:** 1

**Type:** Ordinance      **Status:** In Committee

**File created:** 11/3/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** A substitute ordinance relating to leaves of absence for disaster medical assistance team members and continuation of city employe benefits during certain disaster medical absence.

**Sponsors:** ALD. MURPHY

**Indexes:** HEALTH INSURANCE, INSURANCE, LIFE INSURANCE, WAGES AND BENEFITS

**Attachments:**

Date	Ver.	Action By	Action	Result	Tally
11/3/2010	0	COMMON COUNCIL	ASSIGNED TO		
12/10/2010	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
12/15/2010	0	FINANCE & PERSONNEL COMMITTEE	HELD TO CALL OF THE CHAIR	Pass	5:0

Number  
100895  
Version  
SUBSTITUTE 1  
Reference  
Sponsor  
ALD. MURPHY

Title  
A substitute ordinance relating to leaves of absence for disaster medical assistance team members and continuation of city employe benefits during certain disaster medical absence.

Sections  
350-36-2 (title)      am  
350-36-2-a-1      am  
350-36-2-a-2      am  
350-36-2-a-3      am  
350-36-2-a-4      am  
350-36-2-a-5      am  
350-36-2-b-2      am

Analysis  
This ordinance establishes that employees participating in the National Disaster Medical System through service on a Wisconsin Disaster Medical Assistance Team, shall be granted leaves of absence and continuation of city employe benefits during disaster medical absence.

...Body

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 350-36-2 (title) of the code is amended to read:

350-36. Military Leave.

2. LEAVES FOR MILITARY TRAINING ~~[[AND]]~~ >>, NATIONAL MEDICAL DISASTER SYSTEM DEPLOYMENT, OR<< CIVIL DISTURBANCES.

Part 2. Section 350-36-2-a-1 to 5 of the code is amended to read:

a. Leaves of Absence.

a-1. Permanent full time employes of the city of Milwaukee shall be granted leaves of absence with pay to take training, >>for deployment on the Wisconsin Disaster Medical Assistance Team, <<or if called to duty in the state of Wisconsin in the case of riot or civil disturbance, as members of the Air Force Reserve, Organized Reserve Corps of the Army, Naval Reserve, Marine Corps Reserve, Coast Guard Reserve, or National Guard, under the direction of the state or federal authorities.

a-2. If training is limited to a single period during a calendar year, said leave shall not exceed 15 successive calendar days, including Saturdays, Sundays and legal holidays, during a calendar year. If civil disturbance ~~[[leave]]~~ >>or disaster medical assistance team deployment leave<< is limited to a single period during a calendar year, said leave shall not exceed 15 successive calendar days, including Saturdays, Sundays and legal holidays during a calendar year.

a-3. If training or civil disturbance ~~[[leave]]~~ >>or disaster medical assistance team deployment leave<< is taken on an intermittent basis during a calendar year by permanent full time employes whose normal hours of duty average 40 hours per week, said leave shall not exceed 10 work days including Saturdays, Sundays and legal holidays, during a calendar year for training, and 10 work days including Saturdays, Sundays and legal holidays, during a calendar year for civil disturbance duty.

a-4. If training ~~[[and/or]]~~ >>civil disturbance ~~[[leave]]~~ >>, or disaster medical assistance team deployment leave<< is taken on an intermittent basis during a calendar year by permanent full time employes of the fire department whose normal hours of duty exceed an average of 40 hours per week, said leave shall not exceed the equivalent of 5 duty days during a calendar year for training, and 5 duty days during a calendar year for civil disturbance duty, as determined by the fire department.

a-5. Said leave shall be granted by the head of the department in which the employe works upon presentation of satisfactory evidence of military, air force>>, National Medical Disaster System<< or naval authority to take such training.

Part 3. Section 350-36-2-b-2 of the code is amended to read:

b. Compensation.

b-2. Permanent full time employes of the city of Milwaukee who do not qualify for veterans' preference, as described in subd. 1 above, shall receive their full city pay, less a deduction equal to their military pay >>or National Medical Disaster System pay<< received for duty under subd. 1; the amount of military pay >>or National Medical Disaster System pay<< shall not be deducted for purposes of computing pension benefits.

LRB  
APPROVED AS TO FORM

\_\_\_\_\_  
Legislative Reference Bureau

Date: \_\_\_\_\_

Attorney

IT IS OUR OPINION THAT THE ORDINANCE  
IS LEGAL AND ENFORCEABLE

\_\_\_\_\_  
Office of the City Attorney

Date: \_\_\_\_\_

Requestor

Drafter

LRB 122902-2

RTW

1/4/2010





Legislation Details (With Text)

**File #:** 100894      **Version:** 1

**Type:** Charter Ordinance      **Status:** In Committee

**File created:** 11/3/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** A substitute charter ordinance relating to creditable service during periods of absence for members of the employees' retirement system while performing disaster medical service.

**Sponsors:** ALD. MURPHY

**Indexes:** HEALTH INSURANCE, INSURANCE, LIFE INSURANCE, RETIREMENT BENEFITS, WAGES AND BENEFITS

**Attachments:**

Date	Ver.	Action By	Action	Result	Tally
11/3/2010	0	COMMON COUNCIL	ASSIGNED TO		
12/10/2010	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
12/15/2010	0	FINANCE & PERSONNEL COMMITTEE	HELD TO CALL OF THE CHAIR	Pass	5:0

Number  
100894  
Version  
SUBSTITUTE 1  
Reference  
070075  
Sponsor  
ALD. MURPHY

**Title**  
A substitute charter ordinance relating to creditable service during periods of absence for members of the employees' retirement system while performing disaster medical service.

**Sections**  
36-04-1-b    am

**Analysis**  
This charter ordinance establishes that in the case of a employee who is absent due to National Disaster Medical System service, the city, city agency and member contributions to the employees' retirement system shall continue to be made during periods of absence as though the employee had continued to work the full working time for the employee's position during the time of such absence.

**...Body**  
The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 36-04-1-b of the charter is amended to read:

36-04. Creditable Service.

1. SERVICE CREDITED.

b. The board shall allow as creditable service all time during which any employe was absent due to service in the military, air or naval forces>>, service in the National Disaster Medical System, << or in any defense or compulsory military training programs of the United States of America, and absence during federal hospitalization because of injuries or sickness resulting from such service, provided that such employe was duly excused or granted leave of absence from his services as an employe, and provided further that the period allowed for such service shall begin with the date the employe was excused or granted leave of absence, and shall extend until a date of not more than 90 days after his discharge from military, air or naval service or immediately related federal hospitalization incurred as a result of such service. No absence allowed for such service under the provisions of this paragraph shall be considered as absences under the provisions of s. 36-03-5. City, city agency and member contributions shall continue to be made during periods of absence as though the employe had continued to work the full working time for the employe's position during the periods of such absence.

Part 2. This is a charter ordinance and shall take effect 60 days after its passage and publication, unless within such 60 days a referendum petition is filed as provided in s. 66.0101(5), Wis. Stats., in which event this ordinance shall not take effect until submitted to a referendum and approved by a majority of the electors voting thereon.

LRB  
APPROVED AS TO FORM

\_\_\_\_\_  
Legislative Reference Bureau  
Date: \_\_\_\_\_

Attorney  
IT IS OUR OPINION THAT THE ORDINANCE  
IS LEGAL AND ENFORCEABLE

\_\_\_\_\_  
Office of the City Attorney  
Date: \_\_\_\_\_

Requestor  
Drafter  
LRB 123155-2  
RTW  
1/4/2010





Legislation Details (With Text)

**File #:** 101147      **Version:** 0

**Type:** Communication      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Communication from the Department of Employee Relations relating to classification studies scheduled for City Service Commission action.

**Sponsors:** THE CHAIR

**Indexes:** CITY SERVICE COMMISSION

**Attachments:** Letter from Dept of Employee Rel and Job Eval Reports-CSC Meeting January 11, 2011, Fiscal Impact Statement and Spreadsheet - CSC Meeting January 11, 2011, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101147  
Version  
ORIGINAL  
Reference

Sponsor  
THE CHAIR  
Title  
Communication from the Department of Employee Relations relating to classification studies scheduled for City Service Commission action.  
Requestor

Drafter  
jro





Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Troy M. Hamblin**  
Labor Negotiator

January 10, 2011

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

Dear Committee Members:

Re: Common Council File Number 101147

The following classification and pay recommendations will be submitted to the City Service Commission on **January 11, 2011**. We recommend these changes subject to approval by the City Service Commission.

In the Library, four new positions are recommended for classification to Librarian II, Pay Range 544.

In Employees' Retirement System, one vacant position of Pension Specialist-Senior, Salary Grade 03 is recommended for reclassification to Lead Pension Specialist, Salary Grade 06.

In DPW-Infrastructure Services Division, one position of Buildings and Fleet Superintendent, Salary Grade 16, currently held by Venu Gupta is recommended for retitle to Facilities Director, Salary Grade 16.

The job evaluation report covering the above positions, including the necessary Salary and Positions Ordinance amendments, is attached.

Sincerely,

**Maria Monteagudo**  
Employee Relations Director

MM:fcw

Attachments: Job Evaluation Reports  
Fiscal Note

C: Mark Nicolini, Renee Joos, James Carroll, Troy Hamblin, Nicole Fleck, Joe Alvarado, Paula Kiely, Toni Vanderboom, Jerry Allen, Martin Matson, Mary Stoffel, Jeffrey Mantes, Preston Cole, Dan Thomas, Venu Gupta, Richard Abelson, John English, Kenneth Wischer, Bill Mollenhauer, Daniel Panowitz, and Calvin Lee (DC 48)

**JOB EVALUATION REPORT**

City Service Commission Meeting Date: January 11, 2011

This report recommends appropriate classifications and compensation levels for six positions created or changed in conjunction with the implementation of the 2011 City of Milwaukee budget. This report contains recommendations for positions in the Library, Employees' Retirement System, and Department of Public Works-Infrastructure Services.

In reviewing these positions, staff analyzed new job descriptions and held discussions with management representatives from affected departments. The following chart summarizes the recommended changes.

**LIBRARY**

Current	Request	Recommendation
Four New Positions	Librarian II – Four Positions PR 544 (\$45,210 - \$52,861)	Librarian II – Four Positions PR 544 (\$45,210 - \$52,861)

**EMPLOYEES' RETIREMENT SYSTEM**

Current	Request	Recommendation
Pension Specialist - Senior SG 03 (\$41,458 - \$58,037) Vacant	Lead Pension Specialist SG 06 (\$50,206 - \$70,295)	Lead Pension Specialist SG 06 (\$50,206 - \$70,295)

**DPW-INFRASTRUCTURE SERVICES DIVISION**

Current	Request	Recommendation
Buildings and Fleet Superintendent SG 16 (\$95,030 - \$133,049) Incumbent: Venu Gupta	Study of Position	Facilities Director SG 16 (\$95,030 - \$133,049)

**ACTION REQUIRED**

In the Salary Ordinance, under Salary Grade 16, delete the title "Buildings and Fleet Superintendent", add the title "Facilities Director"; under Salary Grade 06, add the title "Lead Pension Specialist".

In the Positions Ordinance, Employees' Retirement System, Membership Services, delete one position of "Pension Specialist-Senior" and add one position of "Lead Pension Specialist".

**LIBRARY**

<b>Current:</b>	<b>Four New Positions</b>	
<b>Request:</b>	<b>Librarian II</b>	<b>PR 544</b>
<b>Recommendation:</b>	<b>Librarian II</b>	<b>PR 544</b>

The basic function of these four new positions is to, under supervision; perform bibliographic, reference, and reader advisory work of more than average difficulty and responsibility; and develop ways to extend the services of the library to the community through programs, information gathering, and knowledge of community needs. Duties include reference work (75%), collection development and maintenance (9%), reader's advisory services (5%), program development and outreach (5%), resource development and knowledge (3%), grant writing, library vision implementation, system support, and professional development (3%). Requirements include a master's degree in Library Science and two years of post master's degree experience commensurate to experience with the Milwaukee Public Library.

These positions were created to staff the increased hours at four of the neighborhood libraries. The duties, responsibilities and requirements are consistent with the standard job description for Librarian II. We therefore recommend that these four new positions be classified as Librarian II in Pay Range 544 (\$45,210 – \$52,861). As the Librarian II classification is part of an underfill program these positions may be underfilled at the Librarian I level in Pay Range 528 (\$39,952 - \$46,569).

## **EMPLOYEES' RETIREMENT SYSTEM**

<b>Current:</b>	<b>Pension Specialist-Senior</b>	<b>SG 03</b>
<b>Request:</b>	<b>Lead Pension Specialist</b>	<b>SG 06</b>
<b>Recommendation:</b>	<b>Lead Pension Specialist</b>	<b>SG 06</b>

### **Background**

The Employees Retirement System (ERS) requested that a vacant position of Pension Specialist-Senior in Salary Grade 03 be reclassified to a lead position in the Member Services Area. In studying this position a job description created by the department was reviewed in addition to a narrative of the position's duties and responsibilities provided by the ERS that included a comparison with other related positions in the City service.

### **Duties and Responsibilities**

The basic function of this position will be threefold: to directly supervise and coordinate the work of six employees including two Pension Specialists-Senior and an "enrollment specialist"; assist with the oversight of contractors and vendors; and assist with overall management of the work processes and personnel in the Member Services Area, consisting of twelve employees. The employee filling the position will report to the Member Services Manager, SG 07.

The duties and responsibilities of the job, as reflected on the job description are as follows:

- Supervise, coach, and train a team of six employees. Provide ongoing training to the team in customer service and all changes to local, state, and federal legislation affecting the ERS.
- Provide customer service to members by answering questions regarding benefit calculations, counseling members regarding eligibility and benefits. Resolve member questions, complaints, and requests, which may involve some interpretation based on knowledge of the ERS, its benefit programs and governing ordinances.

- Prepare written benefits communication materials such as brochures, newsletters, and web content.
- Maintain appropriate records and informing members of status of requests. Prepare required reports and information for ERs management, the Annuity and Pension Board, and other staff
- Create and conduct orientation and training programs on benefits.
- Process applications for pension benefits; perform calculation of member's estimated and final benefits, including lump-sum withdrawals, ongoing benefits and death benefits; verify accuracy of information used in calculations; and research benefit eligibility issues.
- Coordinate work with other City departments, member agencies, and service providers.

This job analysis, for purposes of compensation, indicates that the most notable knowledge, skills, abilities, and attributes required for successful job performance are as follows:

- Ability to lead, supervise, train, coach, and if necessary discipline a team of employees engaged in providing customer service in a technical area.
- Ability to establish and maintain good business relationships with a variety of individuals.
- Ability to improve workflow processes.
- Ability to create and deliver training programs regarding benefits.
- Advanced knowledge of statutes, regulations, and procedures associated with the variety of retirement related benefits administered by the ERS.
- Ability to use specialized information systems and applications in addition to standard office hardware and software.
- Ability to understand and interpret laws, rules, procedure, and regulations applicable to the benefits provided by the ERS.
- Ability to write education and communication content and materials for different audiences including members, employers, senior management, City staff, and the ERS Board.
- Absolute honesty and integrity.

The minimum requirements for the job, as indicated on the job description prepared by the ERS include a bachelor's degree in "administration, business, communication or associated field or, in the alternative, four years background and experience in customer service, communications, human resources, or benefits."

This job analysis, however, indicates that in addition to a bachelor's degree or equivalent, considering the team leadership responsibility of the job, the individual filling this position should possess a minimum of two years of supervisory or leadership experience. The Staffing Division of Employee Relations, in conjunction with the ERS, however, will make the final assessment of skills and related education, training, and job experience required for this position.

The information provided by the ERS compared this position to a number of others in the City service, from Salary Grade 08 through 10. They include the Accounting Manager (SG 10), Assistant Payroll Manager (SG 08), and Assistant Grant Fiscal Manager (SG 08) in the Comptroller's Office; the License Division Assistant Manager (SG 09) in the Common Council/City Clerk, and the Assistant Court Administration Administrator (SG 10) in the Municipal Court.

From a pragmatic point of view, the pay level of lead workers, supervisors, and managers are largely influenced by the pay levels of the employees supervised. A pay hierarchy is thus

created from the bottom up, with reference to the relevant external labor market and consideration of other positions in the organization. In the case of the proposed Pension Specialist-Lead, the position will supervise two senior level pension specialists whose positions are allocated to Salary Grade 03 and report to the Pension Services Manager, whose job is allocated to Salary Grade 07. Considering the level of responsibility exercised by this position, which includes supervising a team of employees and the requirements for the job, which includes a bachelor's degree and according to this job analysis, two years of supervisory experience, it would be reasonable to recommend this position be placed into Salary Grade 06.

We therefore recommend that one vacant Pension Specialist-Senior in Salary Grade 03 be reclassified to the new title of Lead Pension Specialist in Salary Grade 06.

### **DPW-INFRASTRUCTURE SERVICES DIVISION**

<b>Current:</b>	<b>Buildings and Fleet Superintendent</b>	<b>SG 16</b>
<b>Request:</b>	<b>Study of Position</b>	
<b>Recommendation:</b>	<b>Facilities Director</b>	<b>SG 16</b>

The Commissioner of Public Works requested that the title of this high-level manager be changed to more accurately reflect its current duties and responsibilities. In studying this request, documentation regarding the job was reviewed and discussions were held with Dan Thomas, Public Works Personnel Administrator.

This position works under the direction of the City Engineer in the Infrastructure Division of DPW. Until approximately one year ago, the duties and responsibilities of this position included responsibility for fleet operations in addition to all City owned buildings, recreational facilities, and green spaces consisting of 220 facilities valued at \$1.3 billion dollars with 6.6 million square feet, 83 recreational areas, and green spaces. Now, however, as the result of a reorganization of responsibilities within the Department of Public Works, this position no longer has responsibility for fleet operations and is primarily engaged in the following areas:

- Managing the Capital Improvement Program for the Department of Public Works in conjunction with the Capital Improvements Committee of the Common Council
- Managing all aspects of budgeting and contract administration associated with the repair, construction and maintenance of City buildings and its infrastructure.
- Managing compliance with Homeland Security Presidential Directive for the Department of Public Works
- Administering all personnel, labor relations, and public relations activities in the Building Services area. Assists in setting operational and maintenance policies for all work performed by Buildings Services and other public works projects.

Additionally, this position functions as a Special Deputy Commission for the Commissioner of Public for signing documents related to facilities and other public works projects such as construction plans, change orders, contract, and payment certifications.

Managing the City's Capital Improvement Program in conjunction with the Common Council Capital Improvements Committee is a new responsibility.

**Requirements, Knowledge, Skills, Abilities, and Attributes**


The job description prepared by the Department indicates that the minimum requirements for the job are a bachelor's degree in engineering, architecture or closely related field and ten years of professional experience involving the design, construction, and maintenance of public facilities and infrastructure. The description further states that registration as a Professional Engineer in Wisconsin is highly desirable. In light of this job analysis, it appears that this position also requires experience developing and administering a complex capital improvement program, and the ability to develop and administer budgets and contracts for facilities, recreational areas, and green space. It should be noted that these requirements have not been assessed for staffing purposes.

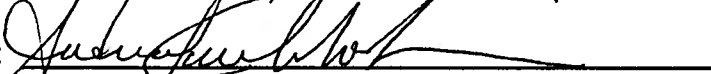
Considering the significant impact of the Capital Improvement Program, and the complexity of budgeting and contract administration for all DPW facilities, which includes 220 facilities valued at \$1.3 billion, with 6.6 million square feet, 83 recreational areas, and 300 areas of green space, the job analysis indicates that maintaining this position in Salary Grade 16 at this time is appropriate.


The focus of this position has changed from management of all City facilities and fleet operations to oversight of the City's capital program and management of all City facilities. The recommended title of Facilities Director more accurately reflects the nature of work associated with the job.

It is therefore recommended that the position of Buildings and Fleet Superintendent in Salary Grade 16 be reclassified to Facilities Director in Salary Grade 16.

Prepared by:   
Sarah Trotter, Human Resources Representative

Prepared by:   
Laura Sutherland, Human Resources Representative

Reviewed by:   
Andrea Knickerbocker, Human Resources Manager

Reviewed by:   
Maria Monteagudo, Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

**Date** Jan 11, 2011

**File Number** 101147

**Original**

**Substitute**

**A Subject** Classification and pay recommendations approved by the Fire & Police Commission on January 11, 2011.

**B Submitted By (Name/Title/Dept./Ext.)** Sarah Trotter, Human Resources Representatives/Dept. of Employee Relations/X2398.

- C This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D This Note**  Was requested by committee chair

- E Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages	Classification and pay recommendations.	(See attached spreadsheet)	
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

Please see attached spreadsheet.

**Additional information.**

J



Department of Employee Relations  
Fiscal Note Spreadsheet

Finance & Personnel Committee Meeting of January 13, 2011  
City Service Commission Meeting of January 11, 2011

NEW COST FOR 2010										
No. Pos.	Dept	From	PR/SG	To	PR/SG	Present Annual	New Annual	New Cost	Rollup	Total Rollup+ Sal Budget
4	Library	New Positions	NA	Librarian II	544	N/A	N/A	N/A	N/A	\$10,235
1	Employee's Retirement System	Pension Specialist - Senior	3	Lead Pension Specialist	6	\$41,458	\$50,206	\$8,748	\$1,487	\$10,235
1	DPW-Infrastructure Services	Buildings & Fleet Superintendent	16	Facilities Director	16	N/A	N/A	N/A	N/A	\$10,235
6								\$8,748	\$1,487	\$10,235

Assume changes are effective Pay Period 1 (December 26, 2010)

PROJECTED NEW COST FOR FULL YEAR										
No. Pos.	Dept	From	PR/SG	To	PR/SG	Present Annual	New Annual	New Cost	Rollup	Total Rollup+ Sal Budget
4	Library	New Positions	NA	Librarian II	544	N/A	N/A	N/A	N/A	\$10,235
1	Employee's Retirement System	Pension Specialist - Senior	3	Lead Pension Specialist	6	\$41,458	\$50,206	\$8,748	\$1,487	\$10,235
1	DPW-Infrastructure Services	Buildings & Fleet Superintendent	16	Facilities Director	16	N/A	N/A	N/A	N/A	\$10,235
6								\$8,748	\$1,487	\$10,235

Totals may not be to the exact dollar due to rounding.





Legislation Details (With Text)

**File #:** 101148      **Version:** 0

**Type:** Communication      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Communication from the Department of Employee Relations relating to classification studies scheduled for Fire and Police Commission action.

**Sponsors:** THE CHAIR

**Indexes:** FIRE AND POLICE COMMISSION

**Attachments:** Letter from Dept of Employee Rel and Job Eval Reports-FPC Meeting January 10, 2011, Fiscal Impact Statement and Spreadsheet - FPC Meeting January 10, 2011, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101148  
Version  
ORIGINAL  
Reference

Sponsor  
THE CHAIR  
Title  
Communication from the Department of Employee Relations relating to classification studies scheduled for Fire and Police Commission action.  
Requestor

Drafter  
jro



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Troy M. Hamblin**  
Labor Negotiator

January 10, 2011

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

Dear Committee Members:

Re: Common Council File Number 101148

The following classifications and pay levels were approved by the Board of Fire and Police Commissioners on January 10, 2011:

In the Fire Department,

One new position was recommended for classification to Battalion Chief, Pay Range 863.  
One new position was recommended for classification to Fire Captain, Pay Range 857.  
Two positions of Deputy Chief, Fire, Pay Range 865 were recommended for elimination.  
One position of Paramedic Field Lieutenant, PR 856 was recommended for reclassification to Fire Lieutenant, Pay Range 856.

In the Police Department,

One vacant position of Police Buildings and Fleet Manager is recommended for reclassification to Police Facilities Manager, Salary Grade 10.

The job evaluation report and letter covering the above positions, including the necessary Salary and Positions Ordinance amendments, are attached.

Sincerely,

**Maria Monteagudo**  
Employee Relations Director

MM:fcw

Attachment: 2 Job Evaluation Report  
1 Fiscal Note

C: Mark Nicolini, Jennifer Meyer, James Carroll, Troy Hamblin, Nicole Fleck, Joe Alvarado,  
Michael Tobin, Fire Chief Mark Rohlfing, Deputy Chief, Fire Michael Romas, Bobbie R. Webber,  
Juliet Battle, Chief of Police Edward Flynn, Assistant chief of Police Monica Ray  
200 East Wells Street, Room 706, Milwaukee, WI 53202 • Phone (414) 286-3751, FAX 286-0800, TDD 286-2960  
Employee Benefits, Room 701 • Medical Benefits Phone (414) 286-3184 • Worker's Compensation Phone (414) 286-2020, Fax 286-2106  
Labor Relations, Room 701 • Labor Relations Phone (414) 286-2357, Fax 286-0900  
Testing Fax (414) 286-5059 www.milwaukee.gov/der

**JOB EVALUATION REPORT**

Fire and Police Commission Meeting: January 6, 2011

Department: Fire

This is the second of two reports regarding a reorganization in the Fire Department.

<b>Current</b>	<b>Recommendation</b>
New Position	Battalion Chief, Fire PR 863 (\$73,592 - \$89,370)
New Position	Fire Captain PR 857 (\$67,839 - \$82,289)
Deputy Chief, Fire Two Positions PR 865 (\$82,683 - \$100,435)	Eliminate Two Positions of Deputy Chief, Fire
Paramedic Field Lieutenant PR 856 (\$60,434 - \$70,509)	Fire Lieutenant PR 856 (\$60,434 - \$70,509)

**Background**

The Department of Employee Relations originally received a request in August of 2010 from the Fire and Police Commission and Fire Chief Mark Rohlfing to review a proposed reorganization of the Fire Department. The department later indicated it would like to make additional changes as part of this reorganization. A first report was submitted to the Fire and Police Commission on December 2, 2010. The report included recommendations to reclassify one position of Assistant Fire Chief, create two new positions of Assistant Fire Chief, and eliminate two positions of Deputy Chief, Fire. The first report was approved by the Fire and Police Commission on December 2, 2010, by the Finance and Personnel Committee on December 16, 2010 and by the Common Council on December 21, 2010.

In December of 2010 the Department of Employee Relations received a further request from the Fire and Police Commission and Fire Chief Rohlfing to review proposed changes to finalize the reorganization. The recommendations in this report are listed above. If these recommendations are approved, then the combined list of changes from both reports would be as follows:

<b>Current</b>	<b>Recommendation</b>
Assistant Fire Chief One Position PR 867 (\$110,434 - \$134,202)	Assistant Fire Chief Three Positions SG 16 (\$95,030 - \$133,049)
Two New Positions	
New Position	Battalion Chief, Fire PR 863 (\$73,592 - \$89,370)
New Position	Fire Captain PR 857 (\$67,839 - \$82,289)
Deputy Chief, Fire Four Positions PR 865 (\$82,683 - \$100,435)	Eliminate Four Positions of Deputy Chief, Fire
Paramedic Field Lieutenant PR 856 (\$60,434 - \$70,509)	Fire Lieutenant PR 856 (\$60,434 - \$70,509)

Please see attached organizational chart which includes these changes.

The department has indicated that these changes will increase accountability and improve effectiveness and service. In studying this request staff reviewed updated job descriptions and

organizational charts and held discussions with Fire Chief Mark Rohlfing, Michael Romas, Deputy Chief, Fire; Juliet Battle, Fire Personnel Officer; and Jennifer Meyer, Fiscal Planning Specialist.

### **Changes and Analysis**

The additional changes within the Fire Department include creating one Battalion Chief, Fire in Pay Range 863, and one Fire Captain in Pay Range 857; eliminating two positions of Deputy Chief, Fire; and reclassifying one position of Paramedic Field Lieutenant in Pay Range 856 to Fire Lieutenant in Pay Range 856. For clarification purposes we are also recommending two administrative changes to the Positions Ordinance. The first is to change the order of the Bureaus and list the Support Bureau first. The Support Bureau includes the position of Fire Chief and would make the listing for the Fire Department consistent with other City Departments in the Positions Ordinance. The second change is to delete the working title of Fire Lieutenant/Fire Investigator (D) in the Fire Cause Investigation Unit and the accompanying footnote "(D) Position authority and funding subject to Economic Stimulus Grant" which is no longer needed; and add the official title of Fire Lieutenant.

#### Battalion Chief, Fire, PR 863 – Construction and Maintenance Division

The basic function of this new position will be to oversee the maintenance and repairs to all Department apparatus and facilities. Duties and responsibilities include working with vendors and other City agencies to procure services and equipment; creating capital improvement plans for apparatus purchases and facilities replacement; creating and overseeing budgets for operating and equipment accounts; creating tracking procedures for commodity and labor usages as well as loss prevention; ensuring all facilities used by the Department are properly maintained; researching and exploring cost-saving procedures/products related to apparatus and facilities; working with the Labor Negotiators in regards to union contracts for shop personnel; supervising fire station remodeling and design, and apparatus specifications and design; researching, documenting, and presenting arguments to various City committees; and working as a Battalion Chief in the Firefighting Division and as a member of the incident command team at major incidents. This position will directly supervise one position of Fire Equipment Repairs Manager and have responsibility for 24 positions.

This new position will report to the Assistant Fire Chief in charge of the Support Bureau which is one of three new positions of Assistant Fire Chief created in the first reorganization report. In the past this function was performed by a Deputy Chief, Fire who reported to the Assistant Fire Chief and Fire Chief. The Department indicated that this new structure would improve operational controls and increase efficiency and accountability.

#### Fire Captain, PR 857 – Fire Investigation Unit

The basic function of this position will be to respond to first alarms, greater alarms, incidents where there is a significant injury to a firefighter or civilian, or when a fire involves a fatality; perform an investigation to determine fire origin and cause; be responsible for the final review of an investigation and the reports; and be responsible for the development and writing of the policies and procedures for the Fire Investigation Unit. Duties and responsibilities will include supervising, coordinating, and assisting assigned company personnel in fire and emergency incidents, and coordinating the Milwaukee Fire Department and Milwaukee Police Department (MPD) on scene communications; investigating fire origin and cause with MPD arson detectives; observing fire scene operations, documenting fire patterns/damage and performing other tasks related to fire investigations; providing court room testimony; representing the Department in fire prevention programs; performing fire inspections and pre-incident fire planning; attending various meetings including Juvenile Firesetter, Neighborhood Services in relation to vacant and abandoned buildings, and community meetings; reviewing fires occurring in surrounding communities; and providing arson detection training to new firefighters during their recruit training.

The Department indicated that creating a Fire Captain to oversee the Fire Investigation Unit would more fully staff the Unit and enable the Department to follow up on every scene, work with the MPD on all cases, and make arson investigation a priority. If the recommendations in this report are approved there would be three positions in the Fire Investigation Unit (one Fire Captain and two Fire Lieutenants). With three positions the Department would be able to have each member work a 24 hour shift on a rotating basis. The Department indicated that a pilot program in 2010 resulted in a greater arrest and conviction rate of individuals responsible for arson; reports being written for specific incidents such as when there is a fatality, property loss greater than \$500, or a significant injury; and an opportunity for building good working relationships with the MPD Arson Team, the Office of the State Fire Marshal, Milwaukee County District Attorney's Office, and the Federal Bureau of Alcohol, Tobacco, Firearms, and Explosives.

Fire Lieutenant, PR 856 - Fire Cause Investigation Unit

As part of this reorganization the Department wishes to reclassify one vacant position of Paramedic Field Lieutenant in Pay Range 856 to Fire Lieutenant in Pay Range 856 and assign the position to the Fire Cause Investigation Unit. With this reclassification and assignment as referenced above, there would be three positions in the Fire Cause Investigation Unit. Historically, when a position of Paramedic Field Lieutenant has become vacant it is reclassified to Fire Lieutenant per a footnote in the Salary Ordinance pertaining to the titles of "Paramedic Field Lieutenant" and Fire Paramedic Field Lieutenant". Generally, the Positions Ordinance changes would be handled administratively but since this position is to be reassigned to a different Unit we are including the recommendation in this report.

**Recommendation**


We therefore recommend approval of this second stage of the reorganization in the Fire Department which includes creating one position of Battalion Chief, Fire in Pay Range 863 and one position of Fire Captain in Pay Range 857; eliminating two positions of Deputy Chief, Fire in Pay Range 865; and reclassifying one position of Paramedic Field Lieutenant in Pay Range 856 to Fire Lieutenant in Pay Range 856. We further recommend the two administrative changes to the Positions Ordinance of reordering the Bureaus; and deleting the working title of "Fire Lieutenant/Fire Investigator (D)" and the accompanying footnote (D), and adding the title "Fire Lieutenant".

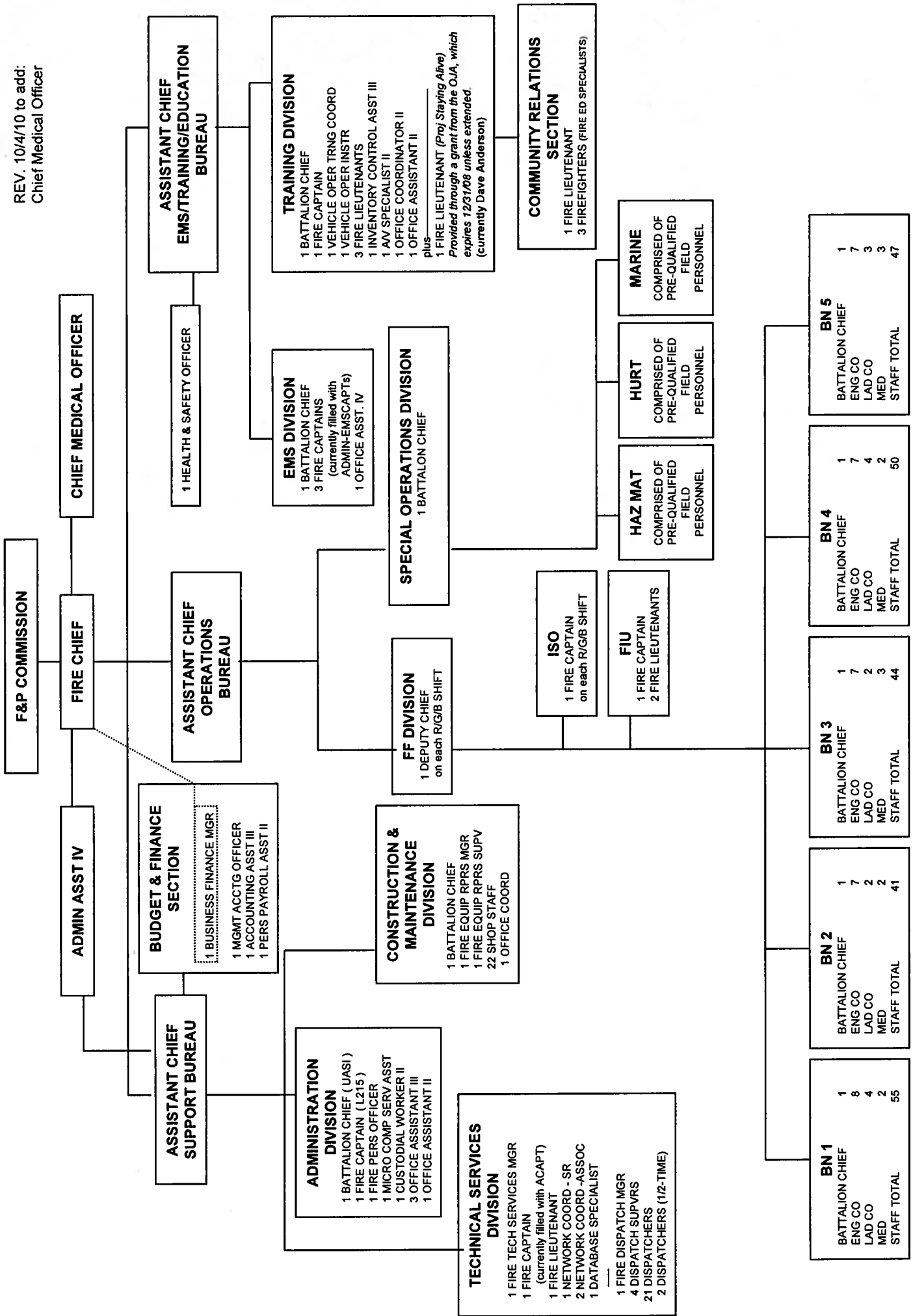
**Actions Required – Effective Pay Period 3, 2011 (January 23, 2011)**

In the Positions Ordinance, under Fire Department, move the Support Bureau Decision Unit so that it is listed first. Under the Support Bureau Decision Unit, Administrative Division, delete one position of "Deputy Chief, Fire", and under Construction and Maintenance Division, add one position of "Battalion Chief, Fire". Under the Operations Bureau Decision Unit, Paramedic Service, delete one position of "Deputy Chief, Fire" and one position of "Paramedic Field Lieutenant (I)/Fire Paramedic Field Lieutenant (I)"; and under the Fire Cause Investigation Unit delete one position of "Fire Lieutenant/Fire Investigator (D)" and footnote (D) in its entirety, and add one position of "Fire Captain" and two positions of "Fire Lieutenant".

Prepared By:   
Sarah Trotter, Human Resources Representative

Reviewed By:   
Andrea Knickerbocker, Human Resources Manager

Reviewed By:   
Maria Monteagudo, Employee Relations Director





**JOB EVALUATION REPORT**

Fire & Police Commission Meeting: January 6, 2011

This report recommends appropriate classification and compensation levels for one position created or changed in conjunction with the implementation of the 2011 City of Milwaukee budget. This report contains recommendations for positions in the Police Department.

In reviewing these positions, staff analyzed new job descriptions and held discussions with management representatives from affected departments. The following chart summarizes the recommended changes.

**POLICE DEPARTMENT**

Current	Request	Recommendation
Police Buildings and Fleet Manager SG 10 (\$64,805 to \$90,728) Vacant	Police Building Maintenance Manager SG 10 (\$64,805 to \$90,728)	Police Facilities Manager SG 10 (\$64,805 to \$90,728)

**Action Required**

In the Salary Ordinance, under Salary Grade 10, delete the title “Police Buildings and Fleet Manager” and add the title “Police Facilities Manager.”

In the Positions Ordinance, under Police Department, Integrated Justice Services Division, Facilities Services Section, delete one position of “Police Buildings and Fleet Manager” and add one position of “Police Facilities Manager.”

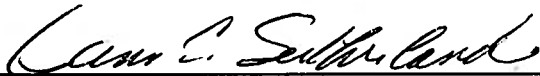
<b>Current:</b>	Police Buildings and Fleet Manager	SG 10
<b>Request:</b>	Police Building Maintenance Manager	SG 10
<b>Recommendation:</b>	Police Facilities Manager	SG 10


Police Chief Flynn has requested that the position of Police Buildings and Fleet Manager, SG 10, be retitled to more accurately reflect the duties and responsibilities of this position. Working under the general direction of Assistant Chief Monica Ray, this position has responsibility for planning, managing, and directing all repairs, remodeling, and maintenance required for 15 buildings used by the Milwaukee Police Department, comprising 877,000 square feet. In addition, the position manages the printing services and stores services for the Department.

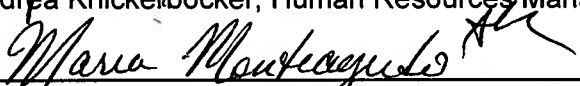
The position under study directly supervises an Assistant Building Maintenance Manager, four Building Maintenance Supervisors II, and a Printing and Stores Supervisor. In addition, the position provides administrative guidance to the Police Fleet Manager. The position under study has been restructured recently and no longer has responsibility for day-to-day management of the Department’s fleet. One position of Police Fleet Manager in Salary Grade 07 has assumed overall responsibility for the management of the department’s fleet including a budget of \$3.9 M and responsibility for 28 employees. All together, there are approximately 95 employees in the combined areas of building maintenance, fleet services, printing operations, and stores operations for which the position under study has responsibility.

It is recommended that the title of this position be changed to more accurately reflect its primary responsibility, which is facilities management. The position now requires an engineering degree or an equivalent experience related to building renovations, which is a higher level of education. Salary survey information from the Bureau of Labor Statistics confirms that the Department should be able to recruit a well qualified individual for this job at the current range \$64,805 to \$90,728 annually associated with SG 10.

We therefore recommend that the position of Police Buildings and Fleet Manager in Salary Grade 10, be retitled to Police Facilities Manager in Salary Grade 10.

Prepared by:   
Laura Sutherland, Human Resources Representative

Prepared by:   
Andrea Knickerbocker, Human Resources Manager

Reviewed by:   
Maria Monteagudo, Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

**Date** Jan 11, 2011

**File Number** 101148

**Original**

**Substitute**

**A Subject** Classification and pay recommendations approved by the Fire & Police Commission on January 6, 2011.

**B Submitted By (Name/Title/Dept./Ext.)** Sarah Trotter, Human Resources Representatives/Dept. of Employee Relations/X2398.

- C This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D This Note**  Was requested by committee chair

- E Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages	Classification and pay recommendations.	(See attached spreadsheet)	
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

Please see attached spreadsheet.

**Additional information.**

J

Department of Employee Relations  
Fiscal Note Spreadsheet

Finance & Personnel Committee Meeting of January 13, 2011  
Fire and Police Commission Meeting of January 6, 2011

**NEW COST FOR 2011**

No. Pos.	Dept	From	PR/SG	To	PR/SG	Present Annual	New Annual	New Cost	Rollup	Total Rollup+ Sal
1	Fire	New Position	N/A	Battalion Chief, Fire*	863	\$0	\$82,683	\$76,323	\$15,608	\$91,931
1	Fire	New Position	N/A	Fire Captain*	857	\$0	\$76,170	\$70,311	\$14,379	\$84,689
1	Fire	Paramedic Field Lieutenant	856	Fire Lieutenant	856	N/A	N/A	N/A Title Change Only		
1	Police	Police Bldgs & Fleet Mgr	10	Police Facilities Manager	10	N/A	N/A	N/A Title Change Only		
4								\$146,634	\$29,987	\$176,620

**NEW SAVINGS FOR 2011**

No. Pos.	Dept	From	PR/SG	To	PR/SG	Present Annual	New Annual	New Savings	Rollup	Total Rollup+ Sal
2	Fire	Deputy Chief, Fire*	865	Eliminate Two Positions	N/A	\$92,916	\$0	\$171,537	\$29,161	\$200,699
2								\$171,537	\$29,161	\$200,699

Assume changes are effective Pay Period 3 (January 23, 2011).

\*To estimate costs and savings the 4th step of pay ranges 863, 857 and 865 were used since employees are recruited at the 4th step.  
Note: This is the second of two reports regarding the reorganization. The savings in this report help to offset the costs in the first report. It is expected that the salary costs of this reorganization will remain within the 2011 budget allocation.

**NEW COST FOR FULL YEAR**

No. Pos.	Dept	From	PR/SG	To	PR/SG	Present Annual	New Annual	New Cost	Rollup	Total Rollup+ Sal
1	Fire	New Position	N/A	Battalion Chief, Fire	863	\$0	\$82,683	\$82,683	\$16,909	\$99,592
1	Fire	New Position	N/A	Fire Captain	857	\$0	\$76,170	\$76,170	\$15,577	\$91,747
1	Fire	Paramedic Field Lieutenant	856	Fire Lieutenant	856	N/A	N/A	N/A Title Change Only		
1	Police	Police Bldgs & Fleet Mgr	10	Police Facilities Manager	10	N/A	N/A	N/A Title Change Only		
4								\$158,853	\$32,485	\$191,338

**NEW SAVINGS FOR FULL YEAR**

No. Pos.	Dept	From	PR/SG	To	PR/SG	Present Annual	New Annual	New Savings	Rollup	Total Rollup+ Sal
2	Fire	Deputy Chief, Fire	865	Eliminate Two Positions	N/A	\$92,916	\$0	\$185,832	\$31,591	\$217,423
2								\$185,832	\$31,591	\$217,423

Totals may not be to the exact dollar due to rounding.





Legislation Details (With Text)

**File #:** 101066      **Version:** 1

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Substitute resolution to ratify and confirm the final agreement between the City of Milwaukee and Public Employees' Union #61, LIUNA, AFL-CIO, CLC.

**Sponsors:** THE CHAIR

**Indexes:** AGREEMENTS, LABOR CONTRACTS

**Attachments:** Letter from DER Labor Negotiator, Agreement, Summary of Wage and Fringe Benefits Modifications, Memorandum of Understanding, Contract Ratification Vote Results, Report from Department of Employee Relations, Letter from the Comptroller's Office, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101066  
Version  
SUBSTITUTE 1  
Reference

Sponsor  
THE CHAIR  
Title

Substitute resolution to ratify and confirm the final agreement between the City of Milwaukee and Public Employees' Union #61, LIUNA, AFL-CIO, CLC.

Analysis

The purpose of this resolution is to confer common council approval, ratification and confirmation on the memorandum of understanding between the City of Milwaukee negotiating team and Public Employees' Union #61, LIUNA, AFL-CIO, CLC covering wages, hours and conditions of employment for the time period commencing January 1, 2010, through December 31, 2011.

Body

Whereas, The total agreement between the city negotiating team and Public Employees' Union #61, LIUNA, AFL-CIO, CLC, for the time period commencing January 1, 2010, through December 31, 2011 has been reduced to writing; and

Whereas, The memorandum of understanding embodying the agreement reached by the parties to such negotiations, copies of which are attached to Common Council File No. 101066 and

incorporated herein as though fully set forth at length, was executed subject to ratification by the Common Council; now, therefore, be it

Resolved, By the common council of the City of Milwaukee, that the agreement between the city negotiating team and Public Employees' Union #61, LIUNA, AFL-CIO, CLC be approved; and be it

Further Resolved, That the city negotiating team is hereby authorized and directed to reduce the agreement to a formal contract between the union and the city; and be it

Further Resolved, That the proper city officials are hereby authorized and directed to execute the formal contract between the City of Milwaukee and Public Employees' Union #61, LIUNA, AFL-CIO, CLC which reflects the terms of the agreement; and be it

Further Resolved, That the proper city officials are hereby authorized and directed to take the necessary action or to make the necessary recommendations to the common council or the appropriate committees or boards to implement the terms of this agreement; and be it

Further Resolved, That such sums as are necessary for the implementation of the aforementioned labor contract in accordance with its terms and conditions be obtained for and charged to the appropriate departmental budget accounts in accordance with the customary reporting and accounting requirements.

Requestor

Department of Employee Relations

Drafter

NMF:

101066 res

labr/LO61/2010-2011/Implementation





Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Troy M. Hamblin**  
Labor Negotiator

January 5, 2011

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

Dear Committee Members:

Re: Common Council File #101066

Agreement on Memorandum of Understanding has been reached between the City Negotiating Team and Public Employees' Union #61, LIUNA, AFL-CIO, CLC. The Memorandum of Understanding covers wages, hours and conditions of employment for the period commencing January 1, 2010 through December 31, 2011.

Copies of the Memorandum of Understanding, a resolution approving it, a summary of its provisions, and a fiscal note are attached.

It is recommended that the attached resolution be approved.

Sincerely,

Troy M. Hamblin  
City Labor Negotiator

Attachments

NMF  
F&P\_TA-Lo 61\_10-11  
labr/LO61/2010-2011/Implementation

## **PREAMBLE**

1. THIS AGREEMENT, is made and entered into at Milwaukee, Wisconsin, pursuant to the provisions of Section 111.70, Wisconsin Statutes, by and between the CITY OF MILWAUKEE, a municipal corporation, as municipal employer, hereinafter referred to as "City" and PUBLIC EMPLOYEES' UNION #61, LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO, CLC, as representative of all employees, excluding supervisors and confidential employees, employed in the Sanitation Section, in the Department of Public Works of the City of Milwaukee, as defined in the appropriate "Certifications of Representatives" promulgated by Wisconsin Employment Relations Commission on June 8, 1971, and clarified on July 23, 1982, hereinafter referred to as "Union".
2. The parties to this Agreement are desirous of reaching an amicable understanding with respect to the employer-employee relationship which exists between them and to enter into a complete Agreement covering rates of pay, hours of work and conditions of employment.
3. The parties do hereby acknowledge that this Agreement is the result of the unlimited right and opportunity afforded to each of the parties to make any and all demands and proposals with respect to the subject of rates of pay, hours of work, and conditions of employment and incidental matters respecting thereto.
4. This Agreement is an implementation of the provisions of Section 111.70, Wisconsin Statutes, consistent with that legislative authority which is delegated to the Common Council of the City of Milwaukee, the statutes, and insofar as applicable, the rules and regulations relating to or promulgated by the City Service Commission, and uniformity of compensation provided for under the Municipal Budget Law, namely, Chapter 65 of the Wisconsin Statutes.
5. It is intended by the provisions of this Agreement that there be no abrogation of the duties, obligations, or responsibilities of any agency or department of City Government which is now expressly provided for respectively by: state statutes; charter ordinances; and ordinances of the City of Milwaukee except as expressly limited herein.

## **ARTICLE 1**

### **DURATION OF AGREEMENT AND TIMETABLE**

1. This Agreement shall be in effect beginning at 12:01 A.M. on January 1, 2010, and ending at 12:01 A.M. on January 1, 2012, unless both parties agree to extend it beyond that date.
2. Not earlier than June 15, 2011, nor later than July 1, 2011, the Union shall give the City written notice in accordance with the NOTICES Article of this Agreement, indicating areas in a succeeding labor contract in which changes are requested; conferences and negotiations shall be carried on by the parties hereto beginning 30 calendar days following the date such notice is provided.

## **ARTICLE 2**

### **NEGOTIATIONS**

Either party to this Agreement may select for itself a negotiator or negotiators for purposes of carrying on conferences and negotiations under the provisions of Section 111.70, Wisconsin Statutes, as each party may determine. No consent from either party shall be required in order to name a negotiator or negotiators.

### **ARTICLE 3**

#### **ORDINANCE AND RESOLUTION REFERENCES**

This Agreement contains benefits and the terms and conditions under which they are provided employees. The City may establish ordinances, resolutions and procedures to implement and administer these benefits; however, these ordinances, resolutions and procedures, as well as any other City ordinances or resolutions providing benefits to employees, shall not be deemed a part of this Agreement, nor shall they add to, modify, diminish or otherwise vary any of the benefits or obligations provided in this Agreement, unless the parties shall mutually consent in writing thereto. Other City ordinances and/or resolutions or parts thereof in effect on the execution date of this Agreement, as well as those adopted thereafter, that do not conflict with the specific provisions of this Agreement, shall remain in force and effect.

## **ARTICLE 4**

### **NOTICES**

1. All notices required to be sent by the Union to the City shall be in writing and sent by certified mail to the City Labor Negotiator.
2. All notices to be sent by the City to the Union shall be in writing and sent by certified mail to the Business Manager of the Union and Union Attorney.
3. Subject to their mutual consent, the City and the Union may waive the certified mail requirement provided above whenever they deem it appropriate and send notices by E-mail or FAX as agreed.
4. All Sanitation Section Alerts dealing with changes in hours of work and notifications regarding sign-up opportunities shall either be E-mailed or faxed to the Union along with the issuance of the notice to supervisory personnel.

## **ARTICLE 5**

### **MANAGEMENT RIGHTS**

1. The Union recognizes the right of the City to operate and manage its affairs in all respects in accordance with its responsibilities. Any power or authority which the City has not officially abridged, delegated or modified by this Agreement is retained by the City.
2. The Union recognizes the exclusive right of the City to establish reasonable work rules. The City will notify the Union in advance of changes in written work rules except in emergencies. The City will discuss any changes in written work rules with the Union. Any dispute with respect to these work rules shall not in any way be subject to final and binding arbitration, but any dispute with respect to the reasonableness of a work rule involving matters primarily related to wages, hours and conditions of employment can be submitted to final and binding arbitration; and in such cases the arbitrator's decision shall be strictly limited to a determination of reasonableness. This provision is intended to expand but not to limit the right to arbitration set forth elsewhere in this contract.
3. The City shall have the right to determine reasonable schedules of work and to establish the methods and processes by which such work is performed.
4. The City has the right to schedule and assign regular and overtime work as required.
5. The City reserves the right to discipline or discharge for cause.
6. The Union recognizes that every incidental duty connected with an operation enumerated in a job description is not always specifically described, nevertheless, it is intended that all such duties shall be performed by the employee.
7. The City reserves the right to layoff for lack of work or funds, or the occurrence of conditions beyond the control of the City, or where the continuation of work would be wasteful and unproductive.
8. The City has statutory and charter rights and obligations in contracting for matters relating to municipal operations. The right of contracting or subcontracting is vested in the City. The right to contract or subcontract shall not be used for the purpose or intention of undermining the Union or to discriminate against any of its members. The City agrees to

a timely notification and discussion in advance of the implementation of any proposed contracting or subcontracting. The City agrees it will not lay off any employees who have completed their probationary period and who have regular civil service status at the time of the execution of this Agreement because of the exercise of this contracting or subcontracting right except in the event of an emergency, strike or work stoppage, or essential public need where it is uneconomical for City employees to perform this work. The economies above will not be based upon the wage rates of the employees of the contractor or subcontractor, and provided it shall not be considered a layoff if the employee is transferred or given other duties at the same pay.

9. When City departments are merged or separated, the City will give the Union reasonable and timely notice and an opportunity to present its position when bargaining unit personnel are involved and affected by the City's proposed action.
10. The City shall have exclusive authority to transfer any governmental operation now conducted by it to another unit of government; however, prior to such transfer, it agrees to discuss such transfer with the Union. It is agreed that the current labor contract shall be binding upon the successor government or its assigns. Nothing herein shall prevent such successor and the Union from modifying this Contract upon mutual consent. It is further agreed that this Contract shall not bar the Union from making any appearance before any legislative body or committee thereof relative to the merits of such proposed transfer.



## **ARTICLE 6**

### **RESIDENCY**

#### 1. Residency Required

All employees shall continue to be required to establish and maintain their actual bona fide residences within the boundaries of the City. Any employee who does not reside within the City shall be ineligible for employment by the City and his/her employment shall be terminated in a manner prescribed by the City Board of City Service Commissioners, hereinafter referred to as "Commission."

#### 2. Definition of Residency

The term "residence", as used herein shall mean the actual living quarters which are maintained within the City by an employee. Neither voting in the City nor the payment of taxes of any kind by itself by an employee shall be deemed adequate to satisfy the requirements of this Article, nor shall the provisions of this Article be satisfied by the maintaining of a rented room or rooms by an employee solely for the purpose of establishing residency in the City when it appears that his/her residence is outside of the City. Ownership of real property within the City, when not coupled with the maintenance of actual living quarters in the City as herein required, shall be deemed insufficient to meet the requirements of this Article. The Commission is hereby authorized to investigate complaints made to it with respect to the residence of employees of the City and may initiate any such investigation on its own motion. Whenever such investigation shall be made, the Commission shall make a finding with respect to whether or not such an employee is or is not actually a resident of the City in accordance with the requirements set forth herein. No consideration shall be given to the fact that such employee intends to maintain a residence in the City if he/she actually does not maintain such a residence as herein provided for. Whenever the facts disclose the existence of dual residences, or a dispute as to the location of an employee's bona fide residence, the decision of the Commission shall be final in respect to whether or not such employee's residence satisfies the provisions and requirements provided herein.

3. Extension of Time Limit to Establish Residence

Whenever the Commission determines that good cause exists for granting extensions of time to City employees to establish residence within the City, or if the Commission finds that a new or prospective employee of the City would require a reasonable period of time in order to acquire a residence in the City so as to qualify for employment with the City, the Commission may allow such employee a period of not to exceed 6 months in which to satisfy the requirements of this Article. To remain in compliance with the requirements of this Article, an employee must make application to the Commission for such extension in accordance with procedures established for that purpose by the Commission.

4. Administration of Residency Requirements

Administration of the provisions of this Article shall be by the Commission. The Commission shall have the sole responsibility of determining whether or not an employee is in compliance with the residency requirements set forth above. Matters involving the interpretation, application or enforcement of this Article shall not be subject to the Grievance Arbitration Procedure provided for in this Agreement.

5. Effect of City Charter and Department Rules and Regulations

The provisions of this Article shall be interpreted, applied and enforced in all respects consistent with the provisions of Section 5.02 of the Milwaukee City Charter and of all departmental rules, regulations and procedures pertaining to the subject of residency.

## **ARTICLE 7**

### **RECOGNITION**

1. The City recognizes the Union as the exclusive collective bargaining agent for all employees employed in the Sanitation Division in the Department of Public Works in the City of Milwaukee, excluding supervisors and confidential employees, as defined in the appropriate "Certifications of Representatives" promulgated by the Wisconsin Employment Relations Commission on June 8, 1971, and clarified on July 23, 1982. The Union recognizes its responsibility to cooperate with the City to assure maximum service at minimum cost to the public consistent with its obligations to the employees it represents.
2. In the event new positions not now covered by the recognition provisions of this Agreement are created by the City through action of Common Council and said positions would be embraced within the bargaining unit, provided the parties agree that the new position(s) should be embraced within the bargaining unit, then the employees appointed to such positions shall be deemed part of such bargaining unit and shall be represented by the bargaining unit and they shall also be covered by the Agreement between the Union and the City.

## **ARTICLE 8**

### **UNION NEGOTIATING COMMITTEE**

1. The Union shall advise the City of the names of its negotiators. One or more representatives from the Union shall be paid their regular base salary up to a combined maximum of 92 work-hours for time spent in attendance at official negotiating meetings between the City and the Union. No payment will be made for time outside the representatives' normal work day and in no event will payment be made for time in excess of eight hours per day. Reasonable travel time from site of employment to site of meeting will be allowed.
2. Negotiating meetings shall be held outside the representative's normal workday whenever practicable.
3. The names of the duly chosen representatives of the bargaining unit shall be submitted to the City Labor Negotiator sufficiently in advance of regularly scheduled negotiating meetings to permit notification of the appropriate City departments.
4. Meetings and conferences which the City may call with Union representatives shall be considered the normal business of the City. The representatives shall be required to attend and shall be paid regular base salary for the time during their regular working hours actually and necessarily spent in such meetings and conferences.
5. The City Labor Negotiator shall interpret and administer the provisions of this section.

**ARTICLE 9**

**LIMITATIONS UPON UNION ACTIVITY**

1. No Union member or officer shall conduct any Union business on City time except as specified in this Agreement or as authorized by the City Labor Negotiator.
2. No Union meeting shall be held on City time.

## **ARTICLE 10**

### **BULLETIN BOARDS**

1. The City will furnish for the Union one bulletin board at each of the agreed locations. The board shall be used only by the Union for the following notices:
  - (a) Recreational and social affairs of the Union.
  - (b) Union meetings.
  - (c) Union elections.
  - (d) Reports of Union committees.
  - (e) Rulings or policies of the International Union.
2. Notices and announcements shall not contain anything political or controversial or any thing reflecting upon the City, any of its employees, or any labor organization among its employees. No material, notices, or announcements which violate the provisions of this section shall be posted.
3. Any Union-authorized violations of this section shall entitle the City to cancel immediately the provisions of this section and remove the bulletin boards.

## **ARTICLE 11**

### **DUES & FAIR SHARE DEDUCTIONS**

1. Employees may authorize the City to deduct Union dues from their paychecks by executing an authorization card and submitting it to a City designated administrator. The check-off shall become effective two (2) pay periods after filing.
2. The Union shall be granted deductions for up to 26 or 27 pay periods, whichever is appropriate, upon submission of a necessary affidavit and certificate to the City Labor Negotiator.
3. The City will deduct from the biweekly earnings of all employees represented by the Union, who have not authorized dues deductions by dues deduction cards, a fair share amount that is equal to that part of the monthly dues certified by the Union as the dues deduction uniformly required of all members and pay this amount to the Treasurer of the Union within ten (10) days after the payday from which the deduction was made. The City reserves the right to stop, withhold or modify fair-share deductions for employees or positions in question until resolved by mutual agreement or by the Wisconsin Employment Relations Commission. Fair-share deductions for new employees will be made from the employee's first paycheck.
4. The Union shall file a report with the Division of Labor Relations certifying the amount of the employee dues deduction and fair share deductions that are uniformly required of all employees represented by the Local Union. Changes in Union dues or fair share amounts to be deducted shall be certified by the Union and filed with the Division of Labor Relations at least four (4) weeks before the start of the pay period the changed deduction is to be effective.
5. The dues or fair-share deduction will be made to the Union which represents the employee the majority of their time in the pay period. If the time is equal, the dues or fair-share deduction will be made to the Union representing the employee the majority of time in the last week of the pay period.
6. The City will honor only dues deduction cards which authorize dues to the certified

bargaining unit which represents the employee or dues deductions authorized by employees in positions, divisions or bureaus not now certified to be represented by a certified bargaining unit. No dues or fair-share deductions will be made from the earnings of managerial, supervisory or confidential employees.

7. The City will provide the Union with a list of employees from whom dues or fair-share deductions were made with each biweekly remittance to the Union.
8. The Union shall fully indemnify, defend and hold harmless the City for claims, lawsuits and judgments arising out of the provisions of this Article.



## **ARTICLE 12**

### **JOINT LABOR-MANAGEMENT COMMITTEES**

The City and the Union will have a joint labor/management committee as follows:

- . Joint Safety Committee
  - (a) The Joint Committee on Safety, composed of three members of the Union and three City representatives, will be continued. Its function will be to maintain and review statistics on injuries and their frequency and severity (including statistics with relation to injuries involved in reporting to or returning from snow removal assignments); to make recommendations to the City Labor Negotiator or the City Director--Safety or the Sanitation Services Manager for strengthening the rules in a manner designed to promote a greater degree of safety in the work; and to assist in the on-going Employees' Assistance Program. Statistical data on injuries and safety gathered by the said Committee shall be utilized by the parties in their negotiations concerning the appropriate pay classification of employees in the bargaining unit. The Safety Committee shall meet the second Friday afternoon of each month at a mutually agreed upon time and at such other times as shall be mutually agreed upon.
  - (b) Nothing herein shall be interpreted to preclude the City from changing any system or establishing any new methods or procedures which, in its opinion, may increase safety in the work.
  - (c) This committee in no way shall be construed as a negotiating committee, but rather a joint committee for the purpose of establishing greater safety within the work and the committee's function and activities shall be limited to items specifically enumerated above.
  - (d) A copy of every recommendation shall be sent to the Union and the City Labor Negotiator.
  - (e) The City shall earmark \$5,000 for each year of this Agreement in the Sanitation Section's budget to conduct the functions of the committee.

## **ARTICLE 13**

### **PROHIBITION OF STRIKES AND LOCKOUTS**

1. The Union shall neither cause nor counsel its members, to strike, nor shall it in any manner cause them either directly or indirectly to commit any concerted acts of work stoppage, slowdown, or refusal to perform any customarily assigned duties for the City. However, whether or not the Union is liable for such acts, any employee who commits any of the acts prohibited in this section may be subject to the following penalties:
  - a. Discharge as provided for by law.
  - b. Other disciplinary action as may be applicable to the employee.
  - c. Loss of all compensation, vacation benefits, and holiday pay as determined by the City.
2. Should one or more members of the Union during the term of this Agreement, or any extension thereof, breach the obligations of paragraph 1., above, the City Labor Negotiator shall immediately notify the Business Manager of the Union or, if unable, any other officer of the Union that a prohibited act is in progress.
3. The Business Manager of the Union or such other officer of the Union upon receipt of the notification required under paragraph 2, above, shall forthwith, and in any event, within twenty-four (24) hours after being so notified by the City, disavow said strike; shall order its member or members, in writing, to return to work or cease the prohibited activity and provide the City Labor Negotiator with a copy of the order; or alternatively accept the responsibility for the strike.
4. The City will not lock out employees. However, if any employee is unable to work because equipment or facilities are not available due to a strike, work stoppage, or slowdown by any other employees, such inability to work shall not be deemed a lockout under the provisions of this section.
5. In the event a dispute arises between the parties hereto with respect to whether or not the Union has caused or authorized, either directly or indirectly, a strike, acts of work stoppage, slowdown, refusal to perform any customarily assigned duties, or in the event of

a dispute arising as to whether or not the City has locked out employees, such disputes shall be determined in final and binding arbitration as set forth in this Agreement.

## **ARTICLE 14**

### **DISCIPLINE NOT SUBJECT TO THE JURISDICTION OF THE CITY SERVICE COMMISSION**

1. When it becomes necessary to institute disciplinary action, terminate, or discharge an employee who is a member of the bargaining unit, the City will give notice to the Union before taking action, except when in the judgment of the supervisor emergency action is necessary. In such cases, the Union will be notified as soon as practicable after the action has taken place. This provision has no application to a situation in which a warning letter is issued to an employee. The purpose of a warning letter is to notify the employee to correct deficiencies in conduct or job performance before discipline becomes necessary. Further, this provision is not to be construed as requiring a meeting with the Union except as provided in the grievance procedure of this contract.
2. Notice for non-emergency disciplinary situations shall not be subject to the NOTICE Article of this Agreement, requiring "certified mail", but shall be given, if during business hours, by the most expeditious means, to the Liaison of the Union, or, at times when he is unavailable, an available designee. Thereafter the notice is to be confirmed in writing within seventy-two (72) hours and if not during normal business hours, notice shall be given or confirmed on the next business day.
3. Any discipline imposed on an employee who is not subject to the jurisdiction of the City Service Commission shall be for just cause only, as defined in Rule XIII, Section 5, of the City Service Commission and other such appropriate rules.

## **ARTICLE 15**

### **GRIEVANCE PROCEDURE**

1. Only matters involving the interpretation, application or enforcement of the terms of this Agreement shall constitute a grievance under the provisions set forth below and shall be handled as expeditiously as possible.
2. Step One. An employee who has a grievance shall first present the grievance orally to the employee's District Manager or designee, accompanied by a Union representative, within fifteen (15) working days of the occurrence of the incident leading to the grievance or the Union's knowledge of such incident, whichever is later. Within ten (10) working days of the step one meeting, the District Manager shall give an answer to the grievant and Union.
3. Step Two. If the grievance is not settled at Step One, it shall be reduced to writing and presented to the Division Head, or designee, within ten (10) working days of the completion of Step One . Within ten (10) working days of his/her receipt of the written appeal to the grievance, the Division Head, or designee, shall furnish the grievant and the Union with a written answer to the grievance, except that in cases where the Division Head or designee determines that a meeting with the Union regarding the grievance is desirable, the time limit for a written response shall be ten (10) working days from the date of such meeting. Such meeting shall take place within fifteen (15) working days of the written appeal.
4. Step Three. If the grievance is not settled at the second step, the Union may appeal in writing within twenty (20) working days of receipt of the second step answer to the Commissioner of Public Works, or designee, who shall meet and confer with the grievant and the Union and notify the grievant and the Union of his decision in writing within twenty (20) working days from the date of such meeting. Such meeting shall take place within fifteen (15) working days of the written appeal.
5. When a grievance meeting is held at the third step of the grievance procedure, the grievant and the Union official or representative whose presence for the purpose of giving testimony is required, shall be given notice of at least twenty-four (24) hours before a

- meeting is held unless the grievant and the Union waive the requirement of this notice.
6. If a Union grievance is not settled at the third step, or if any grievance filed by the City cannot be satisfactorily resolved by conference with appropriate representatives of the Union, either party may proceed to the next step as provided.
  7. Step Four. If the answer of the Department Head upon a matter which can be submitted to final and binding arbitration is unsatisfactory to the Union, and the Union advances the grievance to arbitration in writing within 30 days of the Step 3 answer, it shall be reviewed at a meeting between the Labor Negotiator and the Business Manager of the Union or their designees held periodically for that purpose within thirty (30) working days from the Union's request to proceed to arbitration. The grievant shall also be present at this meeting. The designated participants in the meeting shall be empowered to settle the grievance and no step in the arbitration process shall occur until the meeting has occurred or the parties by written agreement have waived such meeting.
  8. All written grievances shall set forth the provision of the Agreement under which the grievance was filed.
  9. In cases where the grievant does not appear at either the scheduled first or third step grievance meeting, the grievance shall be considered withdrawn, provided that the grievant's absence was not due to taking an excused absence or an emergency. The City may require documentation of the emergency.

## **ARTICLE 16**

### **ARBITRATION PROCEDURE**

1. No item or issue may be the subject of arbitration unless arbitration is requested in writing within 30 calendar days of the completion of Step Four of the grievance procedure.
2. Arbitration may be initiated by the Union serving upon the City a notice, in writing, of its intent to proceed to arbitration. The notice shall identify the contract provision upon which it relies, the grievance or grievances, the department, and the employees involved.
3. Unless the parties, within five working days following the receipt of the written notice agree upon an arbitrator, either party may, in writing, request the Wisconsin Employment Relations Commission to submit a list of five arbitrators to both parties. The parties shall within five working days of the receipt of the list meet for the purpose of selecting the arbitrator by alternately striking names from the list until one name remains.
4. Whenever one of the parties deems the issue to be of such significance as to warrant a panel of three arbitrators, each party shall, within five working days of the request to proceed to arbitration, appoint one arbitrator and the two arbitrators so appointed shall agree on a neutral person to serve as the third arbitrator and chairperson, who shall be selected in the manner and in the time specified for the selection of a single arbitrator.
5. For purposes of brevity, the term "arbitrator" shall refer either to a single arbitrator or a panel of arbitrators, as the case may be.
6. The following subjects shall not be submitted to arbitration:
  - a. Provisions of the Agreement which relate to or in any manner affect the obligations of the City as expressed or intended by the provisions of Chapter 65, Wisconsin Statutes.
  - b. The statutory or charter obligations which are by law delegated to the Common Council.
  - c. The elimination or discontinuance of any job, except as provided in the contracting and subcontracting provision of this Agreement.
  - d. Any pension matter.

- e. Disputes or differences regarding the classification of positions, promotion of employees, and elimination of positions.
- f. Duty-Incurred Disability Pay Determinations handled per paragraph 7 of the Duty Incurred Disability Pay Article.
- g. First Sick Leave Control Letter (Sick Leave Control Letter #1).

The specific exceptions noted above are not intended to limit the right of the Union to proceed to final and binding arbitration in disputes affecting the entitlement of employees to existing and established wages, hours and conditions of employment as specifically set forth in this Agreement.

- 7. No issue shall be subject to arbitration unless the issue results from an action or occurrence which takes place following the execution of this Agreement. In the event that this Agreement is terminated or breached for any reason, rights to arbitration shall cease. This provision, however, shall not affect any arbitration proceeding which was properly commenced prior to the expiration or termination of this Agreement.
- 8. In addition to all matters presently subject to arbitration, the Union shall have the right to submit all matters of discipline and discharge to arbitration in the same manner as now is being done for other arbitrable issues. If an employee elects to have his/her discipline or discharge case heard by the City Service Commission under the provisions of Section 63.43 or alternate procedures covered by Section 63.44 of the Wisconsin Statutes, the employee will be said to have waived his/her right to arbitration.
- 9. The arbitrator selected shall hold a hearing at a time and place convenient to the parties within ten (10) working days of the notification of selection, unless otherwise mutually agreed upon by the parties. The arbitrator shall hear evidence that in their judgment is appropriate for the disposition of the dispute. Statements of position may be made by the parties and witnesses may be called. The arbitrator shall have initial authority to determine whether or not the dispute is arbitrable, under the express terms of this Agreement. Once it is determined that a dispute is arbitrable, the arbitrator shall proceed in accordance with this Article to determine the merits of the dispute submitted to arbitration.
- 10. No award of any arbitrator may be retroactive for a period greater than 90 working days



prior to the formal request for arbitration as herein provided, nor shall it cover or include any period prior to the date of execution of this Agreement.

11. The arbitrator shall neither add to, detract from, nor modify the language of this Agreement in arriving at a determination of any issue presented that is proper for arbitration within the limitations expressed herein. The arbitrator shall have no authority to grant wage increases or wage decreases.
12. The arbitrator shall expressly be confined to the precise issue submitted for arbitration and shall not submit declarations of opinion which are not essential in reaching the determination of the question submitted unless requested to do so by the parties. It is contemplated by the provisions of this Agreement that any arbitration award shall be issued by the arbitrator within sixty (60) working days after the notice of appointment unless the parties to this Agreement shall extend the period in writing by mutual consent.
13. All expenses involved in the arbitration proceeding shall be borne equally by the parties. Expenses relating to the calling of witnesses or the obtaining of depositions or any other similar expense associated with the proceeding shall be borne by the party at whose request the witnesses or depositions are required.

## **ARTICLE 17**

### **SENIORITY FOR LAYOFF PURPOSES**

#### 1. Seniority

##### a. Employees Hired Prior to September 10, 1987

An employee hired into the bargaining unit prior to September 10, 1987, and in a classification other than City Laborer (Seasonal) or Sanitation Worker, as of September 9, 1987, shall have his/her relative seniority status for layoff purposes based upon his/her regular appointment date in the Department of Public Works. An employee working as a City Laborer (Seasonal) or Sanitation Worker as of September 9, 1987, shall have his/her relative seniority status for layoff purposes based upon his/her regular appointment date as City Laborer (Seasonal), only if he/she had established "main division" status in the Sanitation Section as provided below:

##### (1) Sanitation Section "Main Division" status

An employee shall be deemed to have Sanitation Section "Main Division" status if he/she spent the majority of his/her DPW Labor Pool work time between April 1 and October 31, inclusive, working in the Sanitation Section during the 1984, 1985 and 1986 growing/construction seasons.

##### (2) Other DPW Division "Main Division" Status

An employee who spent the majority of his/her DPW Labor Pool work time in a DPW Division other than the Sanitation Section between April 1 and October 31, inclusive, during the 1984, 1985 and 1986 growing/construction seasons shall be deemed to have "Main Division" status in that Division.

##### (3) An employee initially hired by the City in 1985 or 1986 without attaining "Main Division" status, under subsections (1) or (2), above, shall have his/her "Main Division" Status determined at the end of the 1987 construction/growing season in accordance with the provisions of

subsections (1) or (2), above, but including his/her work during the 1987 season.

(4) An Employee hired in 1987 shall have his/her relative seniority based upon appointment date to the Sanitation Section.

b. Employees Hired Since September 10, 1987

An employee initially hired into the Sanitation Section on or after September 10, 1987, shall have his/her relative seniority status for layoff purposes based upon his/her regular appointment dates to positions within the bargaining unit. An employee transferred into the Sanitation Section on or after September 10, 1987, on a City Service Commission "approved transfer basis" shall have his/her seniority for layoff purposes based on his/her transfer dates to positions within the bargaining unit on or after September 10, 1987, and not any prior date of employment in the section under prior labor contracts. All employees covered hereunder shall be deemed to have "Main Division" status within the bargaining unit.

c. Except as provided in subsection 1.a., above, seniority for layoff purposes is defined as the relative status of an employee based upon regular appointment date(s) to position(s) within the bargaining unit represented by the Union in the Sanitation Section. Such relative status of an employee is determined by:

- (1) His/her regular appointment date to his/her current classification in the Sanitation Section (relative seniority status within his/her current classification).
- (2) His/her regular appointment date to the Sanitation Section (relative seniority status in the case of a layoff to a lower classification).
- (3) The earliest of either his/her regular appointment date in the Sanitation Section to his/her current classification, or his/her regular appointment date to another classification he/she previously occupied in the Sanitation Section in the same pay range as his/her current classification (relative seniority status in the case of a layoff to a classification in the same pay range).

d. For purposes of interpretation and construction of this Article, the job classifications of City Laborer (Seasonal) and Sanitation Worker, shall be deemed a single classification.

2. Nothing in this article shall prevent the assignment of a City Laborer (Seasonal)/Sanitation Worker to another DPW division under the following circumstances:

a. When there are no anticipated vacancies in the Sanitation Section for the next four weeks; and

b. When the assignment would be filled by a new employee.

Such an assignment in another DPW division will be deemed a temporary placement and will not break seniority rights in this bargaining unit but may result in the City challenging unemployment compensation benefits if the employee fails to report.

3. Nothing in this Article shall prevent the assignment of a City Laborer (Seasonal or Regular), and/or and other laborers, from other DPW divisions to the Sanitation Section whenever:

a. The assignment would be filled by a new employee; and

b. No employee in the Union bargaining unit with seniority rights under this Article is on "layoff to the street" status.

Such an assignment to the Sanitation Section will be deemed a temporary placement and will not establish seniority in this bargaining unit. These temporary placements will be laid off first.

4. Seniority Status

a. Back-up Personnel for Office Assistant IV position.

During the winter season (which shall comprise the time period that begins with the second Monday in November and ends with the Friday closest to April 15), the Sanitation Section may retain employees with Office Assistant IV back-up status out of seniority as Sanitation Workers. Office Assistant IV back-up status for purposes of this Article shall apply to those employees who successfully completed training as back-ups for Office Assistant IV positions, and are assigned as back-ups for Office Assistant IV positions. The number retained will be

reviewed with the Business Manager of the Union at a meeting prior to the winter season. If the number needs to be adjusted during the winter season the Business Manager of the Union will be notified in advance of any such staffing change.

5. Bumping and Recall Rights

- a. Employees in positions covered by the terms of subsection 8 and Operation Driver Workers as permitted under the terms of the January 9, 2002 Memorandum of Understanding between the City, Public Employees' Union #61 Laborers' International Union of North America, AFL-CIO, CLC, and Milwaukee District Council 48, AFSCME, AFL-CIO, hereof, are the only employees outside of the Union bargaining unit who have bumping or recall rights into, and out of, the Union bargaining unit; such rights being subject to both the limitations described in these subsections and all other terms and conditions of this Article.
- b. Except for employee bumping or recall rights between positions in the Union bargaining unit and those outside of it that are set forth in subsection 5.a., above, employees covered by this Agreement who have Sanitation "Main Division" status:
  - (1) Shall not be bumped by employees outside of the Union bargaining unit; and
  - (2) Shall not have bumping and recall rights to positions outside the Union bargaining unit.

6. Employees in a classification having the same starting date shall have their seniority status determined by their examination ranking on the eligible list from which they were appointed to such classification; where rankings do not prevail, seniority shall be determined by lot at the Division of Labor Relations with a Union representative present.

7. Breaks in Seniority

a. Bargaining Unit Seniority

Seniority in the Union bargaining unit will be broken if an employee:

- (1) Retires;
- (2) Resigns from City employment;
- (3) Is terminated during his/her initial probationary period.

- (4) Is discharged and the discharge is not reversed;
- (5) Is not recalled from a layoff for a period of three (3) years if the layoff results in a discontinuation of the employee's service with the City;
- (6) Is not recalled from a layoff for a period of seven (7) years if during the layoff the employee's service with the City is continuous;
- (7) Is recalled from a layoff and does not report for work within three calendar weeks;
- (8) Does not return at the expiration of a leave of absence; or
- (9) Is appointed to a non-management position outside of the Union bargaining unit and the employee successfully completes the probationary period for that position, except as provided for in subsection 5.a.

b. Classification Seniority

Seniority in a classification within this bargaining unit shall be broken if an employee:

- (1) Is demoted and the demotion is not reversed;
- (2) Takes a voluntary demotion to a lower classification; or
- (3) Falls within any category listed in subsection 7.a., above.

In the case of a demotion to a lower classification the employee shall receive the earliest regular appointment date to that classification or a higher classification.

8. An employee promoted to a management position within the Department of Public Works shall retain his/her bargaining unit seniority accrued prior to the date of the promotion and shall continue to accumulate seniority for not more than two years following the date of such promotion. Thereafter, that employee shall accrue no additional seniority in the classification(s) he/she previously held in the Union bargaining unit. Upon reduction, a supervisory or managerial employee shall have bumping rights to the classification(s) he/she previously held in the Union bargaining unit.

a. Employee's who promote out of the bargaining unit after the execution date of the 2007-2009 Agreement shall have bumping rights to the classification(s) he/she previously held in the bargaining unit only if due to a layoff.

9. Should the City find it necessary to effect a reduction in its work force, it shall give the

Union notice and in no case less than four (4) weeks prior to the effective date of the layoff of the initially affected employees. The City and the Union shall meet within three (3) working days of the notice to discuss layoffs. The City, at this meeting, shall provide the Union with current seniority lists.

10. When layoffs are occasioned by an emergency or when the duration is not expected to exceed twenty (20) working days, the foregoing provisions regarding notice and the rules herein set forth shall not apply. In such cases, the City shall notify the Union immediately of the situation and shall meet with the Union within three (3) working days to explain the reasons for, and duration of, the layoff.
11. When seasonal layoffs occur, the provisions of subsection 9 hereof shall not apply.
12. When it becomes necessary to reduce the work force in a particular classification covered by this Agreement, the employee with the least seniority in that classification shall be laid off. Such employee may displace the least senior employee in a classification within the Sanitation Division which the laid-off employee previously held if:
  - a. Such laid-off employee has more seniority;
  - b. Such employee is capable of performing the job of the employee with lesser seniority; and
  - c. The classification which the employee transfers or bumps to is in the same or lower pay range than that which the employee held immediately prior to his/her layoff.
13. When the City determines that an employee with insufficient seniority within a classification has the ability to perform a related job within the Sanitation Section in the same or lower pay range held by an employee or employees with lesser seniority than the employee, he/she shall be allowed to take a transfer or reduction in classification if the employee achieves a passing grade on a City-conducted exam for that related position. For purposes of construction and interpretation of this provision, the classifications within the following category shall be deemed "related jobs":
  - Office Assistant I and II
  - Accounting Assistant I and II
  - Program Assistant I and II

For classifications not listed above, the City will determine which of them are related on a case by case basis.

14. A senior employee who elects to take a position in a lower pay range held by an employee with less seniority shall be paid at the normal maximum of the pay range in which the job falls. (However, an employee who bumps to a lower position in a pay range which has special attainment steps, who meets the qualifications prescribed, or who would have qualified for them on the date this Agreement became effective, shall be paid the appropriate step.) In no event shall an employee, by application of this provision, be paid in excess of the rate of pay they are earning prior to their reduction.
15. Any employee with no other recourse by reason of seniority to secure a position under paragraphs 12 and 13 shall displace an employee in the Sanitation Section with lesser seniority in the classifications of City Laborer (Seasonal) and Sanitation Worker, provided the City deems the employee capable of performing the job.
16. When an employee who has been reduced in classification from a position he/she previously held, is recalled to a job classification in a pay level above his/her current position but lower than the pay level of the original position, he/she will be paid at a rate nearest the rate paid in the original position; however, in no event shall the employee be paid in excess of the rate of pay he/she was earning prior to his/her reduction. This paragraph shall not apply to seasonal positions; such positions shall instead be governed by the "time in grade" rules.
17. Recall to the job a laid-off employee held shall be by application of seniority in reverse order of layoff. An employee who has not qualified for a lower rated job shall not be recalled until the position they held at the time of their layoff again becomes available.
18. An employee hired by the City directly into a program or project which depends for its continued existence on the availability to the City of federal or state funds is not to be regarded as subject to the protection of the provisions of this Article. A Sanitation Section employee with a regular appointment who transfers into one of these programs or projects shall continue to accrue Union bargaining unit seniority during the course of his/her service in such program or project and shall be regarded as subject to the protection of the provisions of this Article.



**ARTICLE 18**

**SENIORITY LISTS**

The City will provide the Union with seniority lists at reasonable times upon request.

**ARTICLE 19**

**BASE SALARY**

1. Effective Pay Period 1, 2010 thru Pay Period 26, 2011, the biweekly base salary paid to employees shall be those rates that became effective Pay Period 14, 2009. This provision shall expire at the end of Pay Period 26, 2011.

a. City Laborer (Seasonal) – Pay Range 205

Step 1. \$1,164.98	Step 5. \$1,371.85
Step 2. 1,257.70	Step 6. 1,401.05
Step 3. 1,313.33	Step 7. 1,434.32
Step 4. 1,342.65	

b. Office Assistant I – Pay Range 400

Step 1. \$ 951.28	Step 5. \$1,128.47
Step 2. 1,036.80	Step 6. 1,153.79
Step 3. 1,083.20	Step 7. 1,179.15
Step 4. 1,104.96	Step 8. 1,204.46

c. Office Assistant II – Pay Range 410

Step 1. \$1,124.68	Step 5. \$1,262.52
Step 2. 1,152.31	Step 6. 1,291.43
Step 3. 1,204.46	Step 7. 1,324.36
Step 4. 1,233.43	

d. Accounting Assistant I – Pay Range 435

Step 1. \$1,349.91
Step 2. 1,382.75
Step 3. 1,412.63
Step 4. 1,446.19
Step 5. 1,481.50

e. Accounting Assistant II – Pay Range 445  
Office Assistant IV

Step 1. \$1,415.32
Step 2. 1,448.86
Step 3. 1,484.36
Step 4. 1,521.58
Step 5. 1,560.76

f. Communications Assistant III – Pay Range 445

Step 1. \$1,417.28  
Step 2. 1,450.81  
Step 3. 1,486.14  
Step 4. 1,523.30  
Step 5. 1,562.41

g. Communications Assistant IV – Pay Range 455

Step 1. \$1,486.14  
Step 2. 1,523.30  
Step 3. 1,562.41  
Step 4. 1,604.27  
Step 5. 1,651.67

h. Program Assistant I – Pay Range 460

Step 1. \$1,519.51  
Step 2. 1,556.50  
Step 3. 1,595.97  
Step 4. 1,640.77  
Step 5. 1,702.96

i. Sanitation Inspector – Pay Range 500

Step 1. \$1,360.10  
Step 2. 1,391.15  
Step 3. 1,419.31  
Step 4. 1,451.02  
Step 5. 1,498.56

j. Program Assistant II – Pay Range 530  
Recycling Assistant

Step 1. \$1,592.11  
Step 2. 1,636.83  
Step 3. 1,684.70  
Step 4. 1,734.63  
Step 5. 1,802.37

k. Cart Maintenance Technician – Pay Range 740  
Sanitation Worker  
Scale Operator  
Sanitation Worker/Shop Clerk

Step 1. \$1,422.83  
Step 2. 1,454.76  
Step 3. 1,487.08  
Step 4. 1,522.24  
Step 5. 1,559.42

l. Utility Crew Worker – Pay Range 741

Step 1. \$1,455.13  
Step 2. 1,488.97

Step 3. 1,523.83  
Step 4. 1,560.90  
Step 5. 1,600.53

m. Sanitation Crew Leader – Pay Range 742

Step 1. \$1,468.96  
Step 2. 1,501.30  
Step 3. 1,536.61  
Step 4. 1,573.62  
Step 5. 1,644.74

n. Operations Driver Worker – Pay Range 750

Step 1. \$1,178.50	Step 6. \$1,597.22
Step 2. 1,423.11	Step 7. 1,655.75
Step 3. 1,454.48	Step 8. 1,717.29
Step 4. 1,489.86	Step 9. 1,780.86
Step 5. 1,544.48	Step 10. 1,850.96

2. The base salary of an employee shall be paid biweekly and shall be in compensation for the full performance of the regularly scheduled hours of work for the given biweekly pay period in accordance with "the Hours of Work Article" of this Agreement.
3. Unless otherwise specified, employees shall move from the minimum step in the pay range to the maximum step in annual increments. The administration of the pay plan shall be in accordance with the salary ordinance. Effective Pay Period 1, 2010, there shall be no pay step advancement for the term of the Agreement. This provision shall expire at the end of Pay Period 26, 2011.
  - a. An Employee who received a pay step in fiscal year 2010, except Operation Driver Workers who advanced from step 1 to step 2 of Pay Range 750, shall be required to reimburse the City for the additional money received from the effective date of the new pay step to the end of Pay Period 26, 2010. A reimbursement schedule shall be determined and established as follows:

An employee shall have the same number of pay periods to pay back the pay step as they had been receiving the pay step.

Alternative reimbursement schedules may be arranged due to a hardship. Labor Relations shall determine whether a hardship exists.
4. The City reserves the right to make corrections of errors to the salary ordinance, if any are

found.

5. The Union consents to allow the biweekly pay checks of its members to vary by up to fifteen cents (\$0.15) above or below the biweekly base salary rates listed in the contract and Salary Ordinance. It is understood that allowing this variance from the amounts in the contract will result in payroll processing efficiencies in the event the City can limit or eliminate the need for so-called "Penny Difference Reports".
6. Effective March 3, 1998, increase the biweekly minimum amount from \$5 to \$10 when determining the appropriate pay step for employees who are promoted.
7. Retroactive wage payments. The parties elect not to be bound by the required frequency of wage payment provision of 109.03, Wisconsin State Statutes, in respect to retroactive wages payable under the terms of this Agreement. Retroactive wage payments under the terms of this Agreement shall be paid no later than 60 days from the execution date of this City/Union labor agreement. For purposes of this provision, the execution of this Agreement shall be defined as the date the resolution approving this Agreement has been approved by the Mayor.
8. During the term of the Agreement the following section shall be suspended. This provision shall expire at the end of Pay Period 26, 2011. Pilot Office Support Continuing Education Incentive Program. Effective January 1, 2007 and expiring December 31, 2009, unless the parties agree, in writing, to an extension, a Pilot Office Support Continuing Education Incentive Program shall be continued. Under such program as established by the Department of Employee Relations, an eligible employee who successfully completes an eligible course of at least three credits or eligible course or courses totaling three credits or more shall receive an incentive payment of \$200. This payment shall not be added to the employee's base pay and shall not be pensionable. An employee may receive a maximum of four incentive payments while working in one job classification title designated by the City and the Union. Employees in the following job classifications shall be eligible to participate in this Program:

- Accounting Assistant I
- Accounting Assistant II
- Communications Assistant III
- Communications Assistant IV

Office Assistant I  
Office Assistant II  
Office Assistant IV

9. All employees who are capable of maintaining a financial relationship with a banking institution shall participate in direct deposit of pay checks.
10. During the term of the Agreement, there shall be no more than four furlough days during calendar year 2010 and no more than four furlough days during calendar year 2011. The policies as set forth in the Department of Employee Relations Mandatory Furlough and Administrative Guidelines policy dated June 19, 2009 regarding benefits during furlough days shall apply in calendar years 2010 and 2011. The agreement between the City and the Union regarding furlough days shall not be used by either party in any future grievances, prohibited practice complaints, or any other legal actions. This provision shall expire December 31, 2011.

## **ARTICLE 20**

### **HOURS OF WORK**

1. The normal work day for an employee covered by this Agreement shall be eight (8) consecutive hours per calendar day, except for an unpaid lunch period. As far as is practicable, this work day shall conform with the established hours of business. This conformity shall not interfere with the special time schedules governing departments operating more than eight (8) hours in each calendar day, nor shall this provision be construed as prohibiting the creation of part-time employment or the establishment of rotating, staggered, or shortened work periods.
2. The normal work week shall consist of five (5) calendar days and, as far as is practicable, the days on which an employee shall not be required to work shall be Saturdays and Sundays. Where departmental operations require work on Saturdays and Sundays, this work shall not constitute overtime work as defined in the Overtime Article of this Agreement as long as any change in an employee's work schedule is arranged in advance. The City shall have the right to change an employee's work schedule and/or assigned shift and such work shall not constitute overtime work as defined in the Overtime Article so long as any changes are arranged in advance. "Arranged in Advance" means that an affected employee is notified of the change in his/her work schedule not less than 48 hours before the start of the changed shift, and not later than quitting time of the last regular shift preceding the scheduled change.
3. "Time Worked" means the time worked during regularly scheduled work periods, time taken off on authorized sick leave, vacation, or any other period for which the employee was compensated, including officially excused time lost such as that due to inclement weather and time lost due to civil emergencies by employees who were ready, willing, and able to report to work.
4. Nothing in this Agreement shall be construed as a guarantee or limitation of the number of hours to be worked per day, per week, or for any other period of time except as may be specifically provided.

## **ARTICLE 21**

### **OVERTIME**

1. Overtime means authorized work performed outside the regularly scheduled 8-hour shift or in excess of the regularly scheduled 40-hour week as defined in Hours of Work Article of this Agreement, or for work performed on holidays, which, within established limits, is compensated for in extra pay. Overtime compensation will only be paid for time actually worked.
2. It is the intention of the City to incorporate into this labor agreement the overtime pay benefits which are provided to employees and the terms and conditions under which they are administered. If there is a conflict between the terms of this Article and a City Ordinance pertaining to overtime pay in effect at the time this contract is ratified, the City resolves to settle that conflict in a manner that would not cause a diminution of this benefit.
3. All employees in the bargaining unit shall be eligible for cash overtime.
4. Overtime compensation shall be as follows:
  - a. Cash Overtime:

Cash overtime may be authorized by the Commissioner of Public Works at his discretion and paid at the rate of 1.5 times the actual overtime hours worked for operating and maintenance employees of the Department of Public Works during declared emergencies. The prescribed pay for overtime work shall not apply until all unexcused hours in any calendar day or week shall have been worked for on a straight-time basis, or before any hours previously lost at any time, by reason of inclement weather or causes beyond the control of the employee, have been made up by working hours in excess of the regular working hours, on a basis of one and one-half (1.5) hours credit for each hour of work lost.
  - b. Special Overtime Compensation:
    - (1) On any continuous time worked in excess of twelve (12) hours, twenty-five cents (\$0.25) shall be added to the employee's base salary and the employee



compensated at the rate of 1.5 hours in cash.

- (2) For non-scheduled overtime hours which the employee is required to work on Sundays and on holidays designated in this Agreement, the employee shall be compensated at the rate of one and three-quarters (1.75) times regular base salary in cash. Non-scheduled overtime is an overtime work assignment that is not "arranged in advance" as defined in Section 2 of the Hours of Work Article. Hours of work affected by this paragraph shall be those which fall on a Sunday or a Holiday.

5. The Department head or designee shall have the authority to schedule all overtime work to be performed consistent with the provisions of this Article.
6. Application of the provisions of this Article shall not involve pyramiding of overtime.
7. Any payments made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.
  - a. In a pay period that a full-time employee is paid for less than eighty (80) non-overtime hours because they worked and were paid for snow overtime during that pay period, in addition to reporting the hours worked at the straight time rates of pay to the ERS, the City shall report the overtime hours worked at the straight time rates of pay to the ERS up to a combined maximum of 80 reported hours worked at the straight time rates of pay during the pay period.

**ARTICLE 22**

**SHIFT AND WEEKEND DIFFERENTIAL**

1. An employee to be eligible for shift or weekend differential, shall be required to work not less than 4 hours of his/her regular workday in either the second or third shift, and when the employee satisfies this requirement the shift differential shall be paid for out of the hours of his/her regular workday.
2. Shifts eligible for shift differential are as follows:
  - 2nd shift 3:00 p.m. - 11:00 p.m.
  - 3rd shift 11:00 p.m. - 7:00 a.m.
3. Shift and weekend differentials are as follows:
  - 2nd shift \$0.40 per hour
  - 3rd shift \$0.45 per hour
  - Saturdays \$0.50 per hour
  - Sundays & Holidays \$0.60 per hour
4. An employee performing work compensated under the OVERTIME Article of this Agreement shall not receive shift or weekend differential pay for the same hours regardless of the period worked.
5. Shift and weekend differentials will be paid for regular assignments except for the fact that the employee was on vacation, 09 days, holiday, sick leave or funeral leave.

## **ARTICLE 23**

### **CALL-IN PAY**

1. An employee, except part-time personnel, who reports for work at a regularly assigned time and who is officially excused and sent home due to lack of work or inclement weather before completing two (2) hours of work shall be credited with two (2) hours of pay at his/her straight time rate.
2. An employee who reports to work on a day other than Sunday or a holiday for an emergency overtime assignment at the direction of competent authority, and who is officially excused before completing three (3) hours of work, shall be credited with three (3) hours of pay at time and one-half (1.5); such credit shall be given in cash in accordance with the OVERTIME Article of this Agreement.
3. An employee who is required to work emergency overtime hours on a Sunday or a holiday at the direction of competent authority, and who is officially excused before completing three (3) hours of work shall be credited with three (3) hours of pay at time and three quarters (1.75); such credit shall be given in cash in accordance with the OVERTIME Article of this Agreement.

## **ARTICLE 24**

### **OWED TIME**

1. An employee who loses time from work during his/her regularly scheduled work week because of inclement weather or civil disturbances who is able to report to work shall be permitted to owe the time lost.
2. Officially excused time lost shall constitute time owed the City, and shall be deducted from the employee's pay to the extent the employee does not work assigned emergency or other overtime work periods except when excused from assignment for a legitimate reason.
3. Owed time is to be made up at the rate of time and one-half (1.5).
4. There shall be a forty (40) hour cap on owed time after which pay deductions shall be made.

## **ARTICLE 25**

### **TERMINAL LEAVE**

1. An employee covered by this Agreement, who retires under the provisions of the Employees' Retirement System of Milwaukee, (but excluding retirement on deferred or actuarially reduced pensions, as they are defined under the System), shall, upon retirement, be entitled to a lump sum payment equivalent to one eight-hour work shift's base salary for each one eight-hour work shift equivalent of the employee's earned and unused sick leave up to a maximum of thirty (30) eight-hour work shifts of pay.
2. Terminal Leave Compensation shall not be construed as affecting the employee's pension benefits. Any payments made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall the payments be included in establishing pension benefits or payments.
3. Terminal Leave Compensation benefits shall be made as soon as is administratively possible after the employee's effective date of retirement.
4. An employee shall receive Terminal Leave Compensation only once during his/her lifetime.

## **ARTICLE 26**

### **SAFETY SHOES**

#### 1. Eligibility

Subject to the terms and conditions provided in subsections 2 through 5, inclusive, of this Article, below, employees in active service and assigned to Field Operations or in the classification of Sanitation Inspector, shall be covered by the safety shoe benefits hereafter provided, so long as they remain in active service, covered by this Agreement and assigned to Field Operations or in the classification of Sanitation Inspector.

- a. Employees in the classification of Sanitation Inspector shall become eligible for this benefit in calendar year 2009.

#### 2. Description of Approved Safety Shoes

An employee's safety shoes shall be deemed "approved" if, and only if, they:

- a. Meet the approval of the Sanitation Services Manager or his/her designee; and
- b. Meet the requirements and specifications in American National Standard for Men's Safety-Toe Footwear, Z-41 I-75 C-75 and/or any other requirements and specifications established from time to time by the Sanitation Services Manager, or his/her designee; and
- c. At least one shoe of the pair must be legibly stamped USAS or ANSI Z-41 I-75 C-75; and
- d. Approved safety shoes must be serviceable at all times, damaged or worn out safety shoes will not be deemed approved - even if they were previously approved.

#### 3. Safety Shoe Allowance

- a. Each eligible employee shall be entitled to a Safety Shoe Allowance of up to \$115 in calendar years, 2010 and 2011. The allowance will be granted following purchase of an approved pair of safety shoes by the employee. An employee shall be entitled to receive this allowance no more than once per calendar year. Because of extensive walking on the job, employees in the Sanitation Worker, City Laborer-Seasonal and Operations Driver Worker classification may apply the

purchase of up to two pairs of safety shoes per calendar year towards the allowance provided the shoes are purchased at the same time.

- b. Reimbursement for approved safety shoes up to the maximum safety allowance specified in 3.a., above, shall be made to the employee or the shoe van vendor, if authorized by the employee, as soon as is administratively practicable following the date the Sanitation Services Manager or his/her designee receives satisfactory evidence indicating the purchase of approved safety shoes by the employee. Such satisfactory evidence shall be as prescribed by the Sanitation Services Manager or his/her designee. It shall require submitting the safety shoes purchased to inspection by Sanitation Section Administration for approval. It shall also require that the safety shoe purchase receipt be dated, bear the name of the employee, the name of the vendor where the purchase was made, and clearly indicate that USAS or ANSI Z-41 I-75 C-75 safety shoes were purchased. In order to qualify for the Shoe Allowance provided herein, the employee's satisfactory evidence of purchase must be received by the Sanitation Section Administration no later than November 1 of the calendar year in which the purchase is made or no later than 30 calendar days following the date of such purchase, whichever is earlier.
- c. During a calendar year, an employee must have at least 8 calendar weeks of active service in the Sanitation Section in order to be eligible for the Safety Shoe Allowance provided herein for that calendar year. An early advance of the Safety Shoe Allowance shall be granted to an employee as soon as administratively practicable, provided that the employee signs a form authorizing the City to deduct the full amount of any Safety Shoe Allowance from his/her paycheck, if he/she fails to work a minimum of eight (8) calendar weeks in the Sanitation Section. Failure or refusal to authorize the City's recoupment of safety shoe payments as described herein, shall preclude an employee from being granted any early advance of the Safety Shoe Allowance.
- d. An employee who received any kind of safety shoe allowance benefit from the City during a calendar year, other than the shoe allowance provided herein shall not be entitled to receive the shoe allowance provided herein for that calendar year.

- e. Payments made under the provisions of this Article shall not be construed as being part of said employee's base pay and shall not be included in the computation of any fringe benefits enumerated in this Agreement.
- f. Any payment made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in any computation establishing pension benefits or payments.

4. Wearing of Safety Shoes Required

As a condition of employment, all employees assigned to Field Operations or in the classification of Sanitation Inspector shall be required to wear approved safety shoes at all times while on duty. Any failure to comply with this requirement shall constitute grounds for discipline.

5. Administration

The Sanitation Services Manager shall have the authority to establish such rules and procedures that he/she deems necessary to administer the provisions of this Article.



## **ARTICLE 27**

### **FOUL WEATHER AND PROTECTIVE CLOTHING/EQUIPMENT ALLOWANCE**

1. Subject to the terms and conditions hereinafter provided, an employee assigned to the Field Operations division and occupying a job classification of Cart Maintenance Technician, Operations Driver Worker, Sanitation Crew Leader, Sanitation Worker, Sanitation Worker/Shop Clerk, Utility Crew Worker, City Laborer (Seasonal), or Sanitation Inspector, shall be eligible for an annual Foul Weather and Protective Clothing/Equipment Allowance of \$215.00 in calendar years, 2010 and 2011, so long as he/she remains assigned to the Field Operations Division occupying one of the above listed classifications. A portion of this allowance is in lieu of the City providing raingear. The allowance payments provided hereunder will be made in December of the calendar year in which they were earned. Pro rata adjustment computed to the nearest calendar month will be made for those employees who were eligible for the payments provided hereunder for less than a calendar year. Notwithstanding the above, allowance payments provided in this Article may be paid on the last payroll check to eligible employees who leave the service of the City or to eligible deceased employees if the City determines it is administratively practicable to do so.
  - a. Employees in the classification of Sanitation Inspector shall become eligible for this benefit in calendar year 2009.
2. In consideration of the annual allowance provided hereunder, and as a condition of eligibility for receipt thereof, employees shall be required to meet all requirements set forth in the Work and/or Safety Rules of the Sanitation Section for the wearing or use of prescribed clothing and equipment. Except as specifically provided otherwise in this Agreement, such prescribed clothing and equipment shall be provided by the employee at his/her expense. The existing Section requirement that employees wear approved gloves while working shall remain unchanged.
3. The allowance payments provided hereunder are in recognition of the existing inclement weather requirements set forth at Rule V of the Sanitation Section Rules entitled,

INCLEMENT WEATHER.

4. The safety glasses program provided by the 1987-1988 City/Union Agreement shall remain unchanged for the duration of this Agreement, including the eligibility requirements for such program.
5. The City shall reimburse an employee for the cost of one eye examination during the term of this Agreement provided all of the following conditions are met:
  - a. The employee is enrolled in the Basic Plan for his/her health insurance benefits.
  - b. The Safety Commission has required the employee to provide an eye glasses prescription for his/her prescription Safety glasses.
  - c. The eye examination occurred between January 1, 2010, and December 31, 2011.
6. Any payments made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.

## **ARTICLE 28**

### **TUITION AND TEXTBOOK REIMBURSEMENT**

1. Tuition and textbook reimbursement shall be in accordance with the Veteran's Administration benefits and Safe Streets Act benefits pertaining thereto. In no event shall there be any duplication of these benefits paid the employee.
2. In the event that an employee is ineligible to receive tuition or textbook reimbursement under the provisions of subsection 1, above, and meets the criteria specified under subsection 3 and subsection 4, below, the City shall provide the employee reimbursement of tuition, laboratory fees and required textbooks for approved courses of study up to a maximum reimbursement of \$1,200 for calendar years, 2010 and 2011 of which \$150 may be used for reimbursement of costs for laboratory fees and required textbooks.
3. In order for the employee's courses of study to qualify for reimbursement under subsection 2, above, the following criteria must be satisfied:
  - a. All coursework and related homework must be done on the employee's own time, except that effective the next pay period following the execution date of this Agreement, course work approved to be on City time by both the employee's Department Head and Employee Relations Director may be on City time.
  - b. All courses of study shall be related to an employee's job or to a reasonable promotional opportunity and be approved by a City-designated administrator. Graduate courses must be directly related to an employee's present position.
  - c. Courses must be taken at accredited institutions or schools currently approved by the Department of Employee Relations.
  - d. All courses taken must be of three (3) or more weeks duration except \$1,200 may be used for short courses (less than three weeks duration) that are approved by management.
  - e. An employee must submit an application for reimbursement to a City-designated administrator on a form provided by the City and all receipts of tuition and required textbooks within eight (8) weeks of the last course date. Any changes in

the request for reimbursement must be reported to the Department of Employee Relations within one week of the change.

- f. An employee shall submit the official grade report to a City-designated administrator within eight (8) weeks of the successful completion of the approved course. An approved course of study shall be deemed successfully completed if:
  - (1) A grade of "C" or higher is received and such course of study is an undergraduate course of study; or
  - (2) A grade of "B" or higher is received and such course of study is a graduate course of study; or
  - (3) When grades are not given or the course of study taken is a non-credit one then the employee must present to aforesaid City-designated administrator within the time limit above described a written statement from the course's instructor that the employee has satisfactorily completed the course of study.
4. An employee must remain in service for a six-month period after successful completion date of approved course or the amount reimbursed will be deducted from the employee's final paycheck. The City may pay up front those tuition and textbook costs for programs offered by and as determined by the City's Training and Development Services Unit. If an employee does not meet criteria in Section 3, above, payment will be deducted from the employee's paycheck.
5. Payment of reimbursement described under subsection 2, above, shall be made as soon as is administratively practicable after the reimbursement application and evidence of successful completion of the approved courses of study is received.
6. Any payment made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.
7. The Director of Employee Relations shall administer this program in accordance with practices established for the City's general reimbursement program.

## **ARTICLE 29**

### **SICK LEAVE**

1. "Sick Leave" shall mean all necessary absence from duty because of illness, pregnancy disability, bodily injury, or exclusion from employment because of exposure to contagious disease. Sick leave benefits shall be limited to the period of time the employee would have worked in accordance with the Hours of Work Article of this Agreement.
2.
  - a. Eligibility for sick leave shall begin after the completion of six months of actual service following regular or exempt appointment, but accumulations shall be retroactive to the time of regular or exempt appointment.
  - b. Whenever an employee eligible for sick leave allowance leaves the service of one City Department or the Milwaukee School Board and accepts, (by certification of transfer), service in a position in another City Department or the Milwaukee School Board, obligations for any accumulated sick leave allowance shall be assumed by the new department. Separation from service by resignation or for cause shall cancel all unused accumulated sick leave allowances.
  - c. Whenever an employee eligible for sick leave allowance is laid off, any unused accumulated sick leave shall continue in effect if the employee is rehired by any City department within three years.
  - d. Sick leave shall automatically terminate on the date of retirement of the employee.
3. A permanent full-time employee shall earn sick leave with pay at the rate of one and one-quarter (1.25) working days for each month of active service or 4.6 working hours for each two (2) weeks of active service. An employee who works an average of twenty (20) hours per week on a year-round basis shall earn sick leave at the rate of .625 working days for each month of service or 2.3 working hours for each two (2) weeks of service. An employee working less than full-time but more than twenty hours per week shall earn sick leave with pay on a pro-rata basis.
4. Sick leave allowance which accumulates up to 120 working days shall be credited to an employee's "normal sick leave account" from which sick leave shall be granted with full

pay. Sick leave allowance accumulated in excess of 120 working days shall be termed the "special sick leave account" from which sick leave shall be granted with half pay.

Effective on the effective date of the Long Term Disability Program, the "special sick leave account" shall be eliminated, except as provided in the Long Term Disability Program Article. Effective on the effective date of the Long Term Disability Program, the maximum sick leave accrual for all employees shall be capped at 120 days, except as provided in the Long Term Disability Program Article.

5. The "special sick leave account" shall not be charged until the "normal sick leave account" has been exhausted. When the balance in the "normal sick leave account" falls below 120 working days, additional days of unused sick leave shall be accumulated in the "normal sick leave account" until the balance again reaches 120 working days; further credits shall then be accumulated in the "special sick leave account." Effective on the effective date of the Long Term Disability Program, this special sick leave account shall be eliminated.
6. The City shall maintain and verify the official sick leave records. The sick leave record of an employee who is under a medical doctor certificate requirement shall be reviewed at intervals not sooner than six months nor later than eight months of actual service, as long as the requirement is in effect. The employer shall notify the employee in writing of the results of this review.
7. When sick leave extends beyond three (3) consecutive work days acceptable medical substantiation from the employee's private physician certifying the nature and seriousness of the sickness or pregnancy disability shall be furnished to the department head and to the City Service Commission.
8. An employee will not be subject to home visits or phone calls if the employee has not used sick leave for 26 consecutive pay periods beginning on or after the first day of Pay Period 1, 1999 so long as the employee is not subsequently issued a Sick Leave Control letter. If an employee is issued a Sick Leave Control letter, the employee will again be subject to home visits and phone calls until such time the employee completes 26 consecutive pay periods with no sick leave use following the issuance of the Sick Leave Control letter.
9. It is the intention of the City to incorporate into this labor agreement the sick leave

benefits which are provided to an employee and the terms and conditions under which they are administered. If there is a conflict between the terms of this Article and City Ordinance, City Service Commission Rule or Regulation pertaining to sick leave pay in effect at the time this contract is ratified, the City resolves to settle that conflict in a manner that would not cause a diminution of this benefit.

10. Absenteeism Control Incentive Program

- a. The Absenteeism Control Incentive Program shall be continued until Pay Period 1, 2012. Nothing herein shall be construed as requiring the City to continue the program after Pay Period 26, 2011.
- b. The trimester periods are defined as follows:
  - Trimester 1 - Pay Period 1-9
  - Trimester 2 - Pay Period 10-18
  - Trimester 3 - Pay Period 19-26 or 19-27 (whichever is applicable)
- c. An employee shall be eligible for a trimester absenteeism incentive benefit only if:
  - (1) During the full term of the trimester, the employee did not use any paid sick leave, did not receive injury pay, was not on an unpaid leave of absence, was not tardy or AWOL, was not suspended from duty for disciplinary reasons and did not take any unpaid time off the payroll; and
  - (2) During the full term of the trimester, the employee was in active service; and
  - (3) At the beginning of the trimester, the employee had an amount of earned and unused sick leave credit in his/her sick leave account of 120 hours; and
  - (4) The employee was represented by the Union for at least 560 hours in the trimester period.
- d. In each of the Trimester periods set forth in subsection 10.b. that an employee is eligible for an absenteeism control incentive benefit, he/she shall be entitled to elect one of the following in accordance with procedures established for that purpose by the Sanitation Division:
  - (1) A Special Absenteeism Incentive Payment
    - An employee receiving a special absenteeism incentive payment shall be entitled to receive a lump-sum cash payment equivalent to eight hours of

his/her base salary computed on the basis of his/her hourly base salary rate in effect on the last day of the trimester for which the payment was earned. Such payment shall not be deemed part of the employee's base salary and shall not have any sum deducted for pension benefits nor shall it be included in determination of pension benefits or any other benefits and/or compensation provided by the City. Sick leave control incentive payments provided hereunder shall be made as soon as is administratively practicable following the close of the Trimester Period in which they were earned.

(2) A Special Absenteeism Incentive Day

An employee receiving a Special Absenteeism Incentive Day shall earn one eight-hour day off with pay. Such day off must be rolled into his/her vacation as follows: Any special incentive days earned in Trimester 1, 2010 or Trimester 2, 2010 shall be picked as vacation days during the annual vacation pick in the fall of 2010 to be taken in fiscal year 2011 in accordance with Sanitation Section vacation procedures. Any special incentive days earned in Trimester 3, 2010, Trimester 1, 2011, or Trimester 2, 2011, shall be picked as vacation days during the annual vacation pick in the fall of 2011 to be taken in fiscal year 2012 in accordance with the Sanitation Section vacation procedures and a special incentive day earned in Trimester 3, 2011, shall be picked as a vacation day during the annual vacation pick in the fall of 2012 to be taken in fiscal 2013 in accordance with the Sanitation Section vacation procedures. For purposes of this Section, fiscal year shall be defined as "Pay Periods 1-26 or 1-27, whichever is appropriate".



## **ARTICLE 30**

### **DUTY INCURRED DISABILITY PAY**

Effective as soon as administratively practicable after the execution date of this Agreement

"Injury Pay" (Duty Incurred Disability Pay) shall be as stated in Section 1 through 9, below.

Prior to that date, benefits shall be as stated in Sections 1 through 9 of the 1995-1996 City/Union labor agreement.

1. An employee with regular Civil Service status, who sustains an injury while performing within the scope of his/her employment, as provided by Chapter 102 of the Wisconsin Statutes (Worker's Compensation Act), may receive up to 80% of his/her base salary, as "injury pay," in lieu of Worker's Compensation for the period of time he/she may be temporarily, totally or partially, disabled because of this injury, not to exceed a total of one calendar year. For an employee receiving eighty (80) hours of "injury pay" in a pay period, the "injury pay" of the employee for such pay period shall not exceed the amount of net pay he/she would have received if he/she had not been on "injury pay" during such pay period. For purposes of this Article, net pay is defined as the employee's base salary minus the following, as determined by the City: (1) FICA withholding, (2) Medicare withholding and (3) the federal and state income tax withholding as prescribed by law for the pay period immediately prior to the pay period for which he/she is determined to be eligible for "injury pay". For an employee receiving less than eighty(80) hours of "injury pay" in a pay period, the "injury pay" of the employee for such hours shall be 80% of his/her base salary.
2. An employee may not receive "injury pay" for more than one year (250 working days) during his/her employment regardless of the number of compensable injuries sustained. For an employee receiving eighty (80) hours of "injury pay" in a pay period, the employee may not receive less than the minimum amount required by the Worker's Compensation Act.
3. In providing "injury pay" in an amount as indicated in Sections 1 and 2, above, the employee agrees to allow the City to make the applicable payroll adjustment to his/her

biweekly pay check and make no subsequent claim for this amount whatsoever. This deduction shall be administered so as not to reduce the employee's pension benefits. For purposes of interpretation of the provisions of this Article, the term, base salary, shall mean the employee's base salary pay rate in effect during the pay period he/she is receiving "injury pay".

4. An employee who has not successfully completed his/her initial probationary period with the City shall not be entitled to "Injury Pay" Duty Incurred Disability Pay.
5. Notwithstanding subsections 1 through 4, above, City Laborers (Seasonal) are not eligible for "Injury Pay" (Duty Incurred Disability Pay).
6. After "injury pay" benefits have been exhausted, an employee shall have the option of accepting sick leave benefits or accepting Worker's Compensation temporary disability benefits. This option, which shall be in writing, may be terminated without prejudice to temporary total, or temporary partial, disability benefits under the Worker's Compensation Act, but such termination shall not be retroactive and any sick leave already used at the time of the termination of the option shall not be restored to the employee.
7. Questions involving eligibility for injury pay shall be determined under the applicable law and the substantive and procedural rules of the Department of Industry, Labor and Human Relations relative to Worker's Compensation and in the event of a dispute between the City and the employee relative to such eligibility, the Department of Industry, Labor and Human Relations and the courts, upon the statutorily prescribed review thereof, shall be the sole and final arbiters of such dispute.
8. If the Internal Revenue Service (IRS) determines that the "injury pay" benefits provided hereunder are taxable as wages, then beginning with the effective date of this determination, the City will no longer require the applicable employee deduction from "injury pay" benefits provided for in sections 1 and 3.
9. If because of a third party involvement in any duty-incurred injury, the City receives a portion of the monies that had been paid to employees as duty-incurred disability pay, the employees shall have a corresponding number of duty-incurred disability pay days restored to his/her account.

## **ARTICLE 31**

### **VACATIONS**

1.a. Field employees shall earn vacation time in the following manner:

- (1) 5.3 hours per pay period for employees who have completed less than six years' creditable service;
- (2) 6.9 hours per pay period for employees who have completed at least six but less than 11 years of creditable service;
- (3) 8.4 hours per pay period for employees who have completed at least 11 but less than 17 years of creditable service;
- (4) 10.0 hours per pay period for employees who have completed at least 17 years of creditable service.

1.b. Main Office Employees

Main office employees shall earn vacation time in the following manner:

- (1) 3.7 hours per pay period for employees who have completed less than four (4) years creditable service;
- (2) 5.3 hours per pay period for employees who have completed at least four (4) but less than 9 years of creditable service;
- (3) 6.8 hours per pay period for employees who have completed at least 9 but less than 14 years of creditable service;
- (4) 8.4 hours per pay period for employees who have completed at least 14 years but less than 21 years of creditable service;
- (5) 9.9 hours per pay period for employees who have completed at least 21 years of creditable service.

2. An employee on the payroll for at least eighty (80) hours in a pay period shall be allowed to accumulate vacation time at the rate prescribed for under subsection 1, above. An employee on the payroll less than eighty (80) hours in a pay period will earn vacation on a pro rata basis. Hours on the payroll in excess of eighty (80) in a pay period shall not count toward vacation accrual.

3. Eligibility for, and accumulation of vacation shall begin upon appointment to a position eligible for vacation. Effective Pay Period 1, 1995, an employee who works as a City Laborer (Seasonal) shall begin to earn vacation benefits. During 1995 such employees may take vacation time earned upon becoming regular (worked 2080 hours). A department head may allow an employee whose service is expected to continue so as to complete a year's actual service, to use vacation within the first 12 months of employment if the convenience of the service would be promoted. If the employee leaves the service of the City before the completion of the initial 12-month period, that vacation shall be deemed unearned, and payments made during the vacation period shall be deducted from his/her paycheck upon termination of employment. Employees who are not expected by the department head to work 12 consecutive months shall be eligible for vacation only after completing twelve (12) months of service.
- 4.a. The maximum amount of vacation a field employee can maintain in his/her vacation account shall be as follows:
  - (1) 176 hours for employees who have completed less than 6 years of service;
  - (2) 216 hours for employees who have completed 6 years of service but less than 11 years of service;
  - (3) 256 hours for employees who have completed 11 years of service but less than 17 years of service;
  - (4) 296 hours for employees who have completed 17 years of service.
- 4.b. The maximum amount of vacation a main office employee can maintain in his/her vacation account shall be as follows:
  - (1) 136 hours for employees who have completed less than 4 years of service.
  - (2) 176 hours for employees who have completed 4 years of service but less than 9 years of service.
  - (3) 216 hours for employees who have completed 9 years of service but less than 14 years of service.
  - (4) 256 hours for employees who have completed 14 years of service but less than 21 years of service.
  - (5) 296 hours for employees who completed at least 21 years of service

5. Vacation time taken before the full amount has been earned shall be considered time owed the City until it is earned. With department head approval, an employee who has completed one year of vacation eligible service may borrow up to 80 hours of vacation before it is earned. Except as provided below, in no case may an employee's vacation account balance be less than negative eighty (80) hours. Any employee who leaves the service of the City due to resignation, retirement, termination, discharge, layoff, or death will have the compensation for vacation time owed the City deducted from his/her paycheck. Any employee who leaves the service of the City due to resignation, retirement, layoff, or death, or who takes military leave, will be paid for earned vacation time that has accumulated. A discharged employee is not entitled to pay for accumulated vacation time. The Sanitation Services Manager shall have the authority to charge regular vacation account balances to levels below negative eighty (-80) hours in cases where an employee's annual vacation picks result in a situation which would otherwise require the denial of scheduled vacation time due to a lack of an appropriate account balance.
6. The City shall make every reasonable effort to avoid changes in an employee's schedule of hours of work which would require an employee to work during a previously scheduled vacation period of five (5) days or more in duration.
7. Vacations may be divided into two or more periods if thought advisable by the respective department heads. The department head shall determine when vacation periods shall be granted, the practical considerations involved in the efficient operation of the department, and give due consideration to the convenience of the employee.
8. An employee scheduling a two-week vacation which by its term starts with a regular Monday work day shall be guaranteed that they will not be scheduled for regular or overtime work (a) on the Saturday or Sunday before the vacation starts; or (b) on the Saturday or Sunday succeeding the vacation period. It is understood that the provision of this vacation guarantee might necessitate some changes in vacation scheduling in the affected areas.
9. The City shall adjust an employee's length of service to reflect his/her full-time status as a City employee.
10. Transitional Vacation Account

Effective Pay Period 1, 1996, the amount of vacation earned by an employee in 1995 for use in 1996 shall be placed in a Transitional Vacation Account (TVA). TVA hours may be scheduled and used as vacation hours with the approval of the Department Head.

Employees may not borrow vacation hours unless and until TVA hours have been exhausted.

11. Upon written request, the Sanitation Services Manager may credit vacation accounts to compensate employees who take an approved leave of absence of 5 days or less.

## **ARTICLE 32**

### **HOLIDAYS**

1. An employee in a classification covered by this Agreement will receive the following holidays with pay when the holiday is celebrated on the days Monday through Friday:
  - a. New Year's Day (January 1)
  - b. Memorial Day (Last Monday in May)
  - c. Independence Day (July 4)
  - d. Labor Day (First Monday in September)
  - e. Thanksgiving Day (the fourth Thursday in November or the day appointed by the Governor of Wisconsin as a day of public thanksgiving in each year.)
  - f. The day after Thanksgiving.
  - g. The last normal workday before Christmas Day
  - h. Christmas Day (December 25)
  - i. The last, normal work day before New Year's Day.
  - j. Good Friday
  - k. The 3rd Monday of January to commemorate Dr. Martin Luther King's birthday
2. Whenever Independence Day falls on a Saturday, the preceding Friday shall be observed as a holiday.
3. Whenever New Year's Day, Independence Day or Christmas Day falls on a Sunday, the following Monday shall be observed as a holiday.
4. Whenever New Year's Day or Christmas falls on a Saturday, the following Monday shall be observed as a holiday.
5. The provisions of this Article shall not cover an employee who receives extra pay in lieu of holidays.
6. The provisions of this Article shall not in any way abridge the City's right to schedule an employee to work on recognized holidays.
7. An employee required to work on a recognized holiday who is eligible for overtime and holiday pay will be compensated at a rate of one and one-half hours in compensatory time

off or in cash for each hour worked.

8. If the State of Wisconsin adopts a statute under which some or all of the above enumerated holidays are established or observed as so-called "Monday" holidays, the City will move to observe the law but the operation of the law shall not increase or diminish the number of holidays with pay granted annually.



## **ARTICLE 33**

### **MILITARY LEAVE**

1. Short Term Military Leave of Absence (Reserve or National Guard Duty) -- Less Than 90 Days Per Calendar Year
  - a. Subject to the terms and conditions provided in subsections 1.b. through d., below, an employee shall be entitled to time off with pay when required to take leave of absence for: (i) military training duty and/or (ii) military duty in the State of Wisconsin because of riot or civil disturbance.
  - b. Maximum Amount of Time Off With Pay
    - (1) Continuous Service

If training is limited to a single period during a calendar year, said leave shall not exceed 15 successive calendar days, including Saturdays, Sundays and legal holidays during a calendar year. If civil disturbance leave is limited to a single period during a calendar year, said leave shall not exceed 15 successive calendar days, including Saturdays, Sundays and legal holidays during a calendar year.
    - (2) Intermittent Service

If training and/or civil disturbance leave is taken on an intermittent basis during a calendar year by permanent full-time employees whose normal hours of duty average 40 hours per week, said leave shall not exceed ten work days, including Saturdays, Sundays and legal holidays during a calendar year for training and ten work days, including Saturdays, Sundays and legal holidays, during a calendar year for civil disturbance duty. Said leave shall be granted by the head of the department in which the employee works upon presentation of satisfactory evidence of military, air force or naval authority to take such training.
  - c. All employees who, because of honorable service in any of the wars of the United States, are eligible for veterans' preference for employment by the City and/or as

provided in Section 45.35(5) of the Wisconsin Statutes shall receive full City pay plus all military pay for duty covered under subsection 1.b. In all other cases, the employee agrees to allow a payroll adjustment to his/her biweekly pay check, deducting an amount equal to his/her military pay for duty (up to a maximum equal to the City pay received under subsection 1.b.), and to make no subsequent claim for it whatsoever. This deduction shall be administered so as not to reduce employee pension benefits.

- d. The time off with pay for short-term military leaves shall be granted only if the employee taking leave reports back for City employment at the beginning of the next regularly scheduled eight-hour work shift after the expiration of the last calendar day necessary to travel from the place of training or civil disturbance duty to Milwaukee following the employee's release from military duty.

2. Long Term Military Leaves of Absence - 90 Days or Longer Per Calendar Year

- a. An employee who enlists or is inducted or ordered into active service in the Armed Forces of the United States or the State of Wisconsin, pursuant to an act of the Congress of the United States or the Legislature of the State of Wisconsin or an order of the Commander-in-Chief, shall be granted a leave of absence during the period of such service.
- b. Upon completion and release from active duty under honorable conditions and subject to the terms and conditions provided in subsection 2.c., below, an employee on military leave of absence shall be reinstated into the position held at the time of taking leave of absence or to a position of like seniority, status, pay and salary advancement, provided, however, that they are still qualified to perform the duties of their position or similar positions.
- c. The right to reinstatement provided in subsection 2.b., shall be terminated unless the employee satisfies the following conditions:

(1) Reinstatement From Military Reserve or National Guard Duty

- (a) Initial Enlistment With At Least Three Consecutive Months of Active Duty:

An employee who is a member of the Reserve or National Guard

component of the Armed Forces of the United States and is ordered to an initial period of active duty for training of not less than three consecutive months shall make application for re-employment within 31 days after: (i) the employee's release from active duty from training after satisfactory service, or (ii) the employee's discharge from hospitalization incident to active duty for training or one year after the employee's scheduled release from training, whichever is earlier.

(b) All Other Active Duty

Subject to Section 673(b), Title 10, United States Code, an employee not covered under subsection 2.c (1)(a), shall report back for work with the City: (i) at the beginning of the employee's next regularly scheduled work shift after the expiration of the last calendar day necessary to travel from the place of training to the place of employment following the employee's release from active duty, or (ii) the employee's discharge from hospitalization incident to active duty for training or one year after the employee's scheduled release from training, whichever is earlier.

For purposes of interpretation and construction of the provisions of subsections (a) and (b) of this paragraph, full-time training or any other full-time duty performed by a member of the Reserve or National Guard component of the Armed Forces of the United States shall be considered active duty for training.

(2) Other Military Service With Active Duty Of At Least 90 Consecutive Days

An employee inducted or enlisted into active duty with the Armed Forces of the United States for a period of at least 90 consecutive days, where active duty is not covered by subsection 2.c. (1) above, shall, upon satisfactory completion of military service, make application for re-employment within 90 days after: (i) the employee's release from active duty, or (ii) the employee's discharge from hospitalization incident to active duty or one year

after the employee's scheduled release from active duty, whichever is earlier.

(3) Exclusions From Reinstatement Benefits

In the event an individual granted a leave of absence for military service under this paragraph fails to meet the requirements provided in subsections (1) or (2) of this paragraph, above, or the employee's military service is not covered under these two subsections, the City shall be under no obligation or requirement to reinstate the individual to City employment.

3. An employee shall be allowed to attend military funerals of veterans without loss of pay when a request for the leave is made by a proper veterans' organization that the service of such officer or employee is desired for the proper conduct of a military funeral.
4. An employee shall be entitled to time off with pay for time spent taking physical or mental examinations to determine their eligibility for induction or service in the armed forces of the United States; but time off with pay shall be granted only for examinations conducted by a United States military agency.
5. The City shall have the authority to establish rules and procedures that it deems necessary to administer the military leave benefits provided by this Article. These rules and procedures shall cover, but not be limited to, a requirement that an employee provide the City with reasonable advance notice of any contemplated military leave and the appropriate military orders and papers that fully document such military leave.

## **ARTICLE 34**

### **TIME OFF FOR JURY DUTY**

1. An employee shall be granted time off with pay for reporting for jury duty upon presentation of satisfactory evidence of jury duty service. The employee agrees to allow a payroll adjustment to his/her biweekly pay check, deducting an amount equal to his/her compensation received (exclusive of travel pay and compensation for such duty or service performed on off-duty days) for such duty or service. No greater amount of time off shall be granted than necessary, and in any case where an employee is called for jury duty and reports without receiving a jury assignment for that day, or in a case where an employee is engaged in jury duty for a part of a day, the employee shall call their supervisor and if directed, shall report for the performance of City duties for the remainder of the day.
2. An employee, who is under subpoena to appear as a witness in court as a direct result of an incident that occurred while the employee was working, shall be granted time off with pay for reporting for such appearance upon presentation of satisfactory evidence of such appearance. An employee shall immediately notify the City when compensation is received for such appearance and such amount equal to his/her compensation received (exclusive of travel pay and for such duty or service performed on off-duty days) shall be deducted from his/her paycheck.
3. An employee shall not be eligible for overtime while on jury duty, even if jury duty extends beyond eight hours in one day.

## **ARTICLE 35**

### **FUNERAL LEAVE**

1. DEFINITIONS:
  - a. "Funeral Leave" is defined as absence from duty because of either a death in the employee's immediate family (as the term "immediate family" is hereinafter defined), or because of the death of one of the employe's grandparents.
  - b. "Immediate family" is defined as the husband or wife, child, brother, sister, parent, mother-in-law, father-in-law, brother-in-law, sister-in-law or grandchild of the employee, whether or not such persons resided with the employee. The definition of "immediate family" shall include the employee's step-father, step-mother and step-children by virtue of his/her current spouse; during his/her lifetime, an employee's eligibility to use step-parent funeral leave benefits shall be limited to one step-father and one step-mother, regardless of the number of his/her step-parents. Effective the next pay period following the execution date of this Agreement under Article 35.1.b., include spouse's sibling's spouse in definition of brother-in-law and sister-in-law.
2. In the case of a death in the employee's "immediate family", the employee shall be granted a leave of absence not to exceed three work days with pay; these work days shall be limited to work days falling within the ten consecutive calendar day period that begins on the day of death.
3. In the case of a death of one of the employee's grandparents, the employee may use one work day with pay to attend the funeral of that grandparent.
4. The Employee Relations' Director is authorized and directed to administer the provisions of funeral leave and shall require a form approved by the City Service Commission to be submitted to the employee's immediate supervisor immediately after funeral leave is taken, and a copy of the obituary notice or other evidence of death attached, and shall require that notification be given by the employee to his/her immediate supervisor prior to taking funeral leave.

## **ARTICLE 36**

### **PENSION BENEFITS**

1. Pension benefits for employees covered by this Agreement shall be those benefits defined in Chapter 36 of the City Charter (ERS Act) that are applicable to General City Employees. Except for the following changes enumerated below, these pension benefits shall continue unchanged during the term of this Agreement:
  - a. Notwithstanding any provision of Chapter 36-05 of the Milwaukee City Charter and the Rules of the Annuity and Pension Board, for employees retiring on a service retirement allowance on or after January 1, 2005 with at least 5 years of City service, hours worked as a City Laborer-Seasonal or Playground Laborer Seasonal (MPS) shall be taken into account in determining the amount of their service retirement allowance. The additional creditable service earned under this provision shall be granted in accordance with Board Rules and shall not exceed one year of creditable service. The additional creditable service earned under this paragraph shall not be taken into account for any other purpose including, but not limited to determining eligibility for a service retirement allowance under Chapter 36-05-1-d or f, a deferred retirement allowance under Chapter 36-05-6-b-2 or 6-d-2, an early retirement allowance under Chapter 36-05-6-b-3 or 6-c, or eligibility for additional imputed service credit under Chapter 36-04-4.
  - b. Creditable service for active military service, as provided in 36-04-1-c, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement on or after January 1, 2007.
  - c. Effective upon the execution date of the Agreement, employees hired on or after January 1, 2010 shall contribute 5.5% of their earnable compensation in accordance with sec. 36-08-7-a-2 of the City Charter. The provisions of sec. 36-08-7-m of the City Charter shall not apply to such employees.
  - d. Employees who retire during calendar year 2010 or 2011 from active service on a normal service retirement allowance, including an allowance under sec. 36-05-1-d-3

of the City Charter, or from active service on an immediate retirement allowance under sec. 36-05-6-c of the City Charter, shall receive a 2% pension escalator effective with the installment next following the first anniversary of their retirement. This provision shall sunset December 31, 2011.

- e. Employees who during the time period of May 1, 2010 through April 30, 2011, only retire from active service on a normal service retirement, including an allowance under sec. 36-05-1-d-3 of the City Charter, or from active service on an immediate retirement allowance under sec. 36-05-6-c of the City Charter, shall be eligible for a bonus year in accordance with sec. 36-04-1-f of the City Charter. At such employee's discretion, the bonus year may be added either to the employee's age for purposes of retirement eligibility, or to creditable service. The bonus year may be divided into one month increments and used for a combination of additions to age and creditable service, not to exceed a total of twelve months. All or part of the bonus year cannot be applied to earn more than 35 years of creditable service or to exceed the 70% of final average salary limitation stated in sec. 36-07-10-f of the City Charter. This provision shall sunset at the end of 04/30/2011.



## **ARTICLE 37**

### **HEALTH INSURANCE**

#### 1. Benefits

##### a. Basic Plan

During the term of this Agreement, Basic Plan health insurance benefits shall be the same as the Basic Plan benefits that were provided in the 2007-2009 City/Union Agreement, except for the following changes in these benefits:

- (1) Every medical procedure that can be performed on an outpatient basis shall not be covered by these benefits when the procedure is performed on a hospital inpatient basis. Procedures that can be performed on an outpatient basis that are done on an inpatient basis in conjunction with other procedures requiring inpatient status, or any procedures performed on an inpatient basis that constitute a medically verifiable exception (as determined by the Pre-Admission Review Contractor) to the requirement that it be performed on an outpatient basis, shall be covered.
- (2) Existing benefits provided under the "Hospital Surgical-Medical Contract Base Coverage" part of the Basic Plan for inpatient hospital treatment of alcoholism, drug abuse and nervous and mental disorders, shall be available to each participant for a maximum of thirty (30) days during any one calendar year; provided, however, that for inpatient hospital treatment of nervous and mental disorders only, an extension to such maximum of no more than 30 additional days during the calendar year may be allowable where such extension is medically justifiable. All other provisions in respect to such benefits shall remain unchanged. Existing benefits provided under the "Major Medical Coverage" part of the Basic Plan for inpatient hospital treatment of alcoholism, drug abuse and nervous and mental disorders shall remain unchanged.
- (3) The existing per participant maximum aggregate allowance limitation during

each calendar year on benefits providing outpatient services for alcoholism, drug abuse and nervous and mental disorders rendered in the outpatient department of a hospital or in an Outpatient Treatment Facility or physician's office, that are provided under the "Hospital Surgical-Medical Contract Base Coverage" part of the Basic Plan shall be two thousand dollars (\$2,000); all other provisions in respect to such benefits shall remain unchanged. Existing benefits provided under the "Major Medical Coverage" part of the Basic Plan for benefits that provide outpatient services for alcoholism, drug abuse and nervous and mental disorders rendered in the outpatient department of a hospital or in an Outpatient Treatment Facility shall remain unchanged, including the current maximum benefits provided under the "Major Medical Coverage" part of the Basic Plan for benefits for professional services for psychiatric care, including any type of nervous or mental care rendered to a participant without confinement, shall be 80% of two thousand dollars (\$2,000) of charges.

- (4) An employee's Basic Plan benefits shall terminate on the last day of the calendar month in which the employee separates from active service.
- (5) A Utilization Review Case Management Program (UR/CM) shall cover all elective procedures. Elective procedures subject to the UR/CM program shall include all treatments for mental health disorders and substance abuse and home health care services. The program is an independent review that assures each patient that the proposed hospitalization is necessary, based upon the medical condition of the patient, delivered in the most appropriate medical setting (inpatient or outpatient) and fair and equitably priced.

Whenever an elective procedure is recommended for an employee, or his/her dependents, by a physician, the employee shall be required to notify the designated UR/CM program representative of this fact by telephone at the time such procedure is recommended, in accordance with procedures established by the Employee Benefits Administrator for that purpose. Any elective procedure not submitted to the designated UR/CM program

representative shall not be covered by these benefits. UR/CM shall determine whether or not a procedure is elective. Within 48 hours of the hospital admission time for any urgent or emergency procedure performed on an employee, or his/her dependents, the employee or adult responsible for him/her, shall be required to notify the designated UR/CM program representative of this fact by telephone in accordance with procedures established by the Employee Benefits Administrator for that purpose; provided however, that if bona fide medical circumstances applicable to the employee preclude compliance with the 48-hour notification requirement, UR/CM shall authorize a reasonable extension of this time limit consistent with such medical circumstances or the availability of an adult responsible for the employee. Following its review of an elective procedure contemplated for an employee, or his/her dependents, UR/CM will inform the employee of its determination in respect to approval or denial of the procedure.

- (6) The major medical deductible shall be \$100 per person, \$300 per family maximum on the Basic Plan.
- (7) Transplant Benefits
  - (a) Medically necessary human to human heart transplants shall be added as a covered benefit under the Basic Plan. The participant must obtain prior authorization from the Utilization Review Contractor and is subject to the terms and conditions of the Utilization Review Program set forth in subsection 37.1.a.(5) of this Article, above.
  - b) The aggregate lifetime maximum benefit limit per participant for all organ or tissue transplant services for all covered transplant procedures is \$250,000. This aggregate lifetime maximum benefit limit applies to all benefits arising out of an organ or tissue transplant.
- (8) The Major Medical lifetime maximum shall be \$500,000.
- (9) Data obtained through the Health Risk Assessment (HRA) shall not be shared with the City of Milwaukee Worker's Compensation Section.

b. Health Maintenance Organization (HMO) Plans

- (1) Except as provided in subsection 37.1.b.(2), hereunder, an employee shall have the right to select coverage under a Health Maintenance Organization (HMO) Plan approved by the City in lieu of coverage provided by the Basic Plan. Except as provided in subsection 37.1.b.(3), hereunder, the benefits for employees enrolled in an HMO plan offered by the City shall be the uniform benefits specified in the 1999-2000 City of Milwaukee's Request for Proposals from Health Maintenance Organizations.
- (2) The City may offer to employees an Exclusive Provider Organization (EPO) Plan instead of or in addition to a Health Maintenance Organization (HMO) Plan. An EPO Plan offered by the City shall use a Southeastern Wisconsin network and shall only include in-network benefits. There shall be no coverage for services obtained outside of the EPO Plan network. The benefits for employees enrolled in an EPO Plan offered by the City shall be the uniform benefits specified in the 1999-2000 City of Milwaukee's Request for Proposals from Health Maintenance Organizations. In the event that the City offers an EPO Plan instead of or in addition to an HMO Plan, any references to "Health Maintenance Organization" or "HMO" in this Agreement shall be understood to also refer to an "Exclusive Provider Organization", "EPO", or to a combination of Health Maintenance Organizations and Exclusive Provider Organizations.
- (3) Employee's shall be responsible for the following co-payments:
  - (a) An employee shall pay a \$10.00 office visit co-payment (OVCP) for all office or urgent care visits due to illness or injury, except as noted in subsections 37.1.b.(3)(b) and (c), hereunder.
  - (b) The OVCP shall be waived for preventive exams, tests, and other age-appropriate procedures as determined by the plan for screening, pre-natal and baby wellness.
  - (c) The OVCP shall be waived for on-going disease management office visits as determined by the plan.

- (d) An employee shall pay a \$50.00 emergency room co-payment for each emergency room visit, except this co-payment shall be waived if admitted directly to the hospital from the emergency room.
- (e) The prescription drug card plan under the uniform benefits shall be replaced with a three-tier drug card plan. The designation of legend drugs and the assignment of drugs to the following tiers shall be determined by the plan:
  - i. Tier 1 co-payment equal to \$5.00;
  - ii. Tier 2 co-payment equal to \$17.00;
  - iii. Tier 3 co-payment equal to \$25.00;
  - iv. Legend Drugs co-payment equal to \$5.00;
  - v. Mail Order Drug co-payment amount for a three-month or 90-day supply shall be equal to the co-payment amount for a two-month or 60-day supply.

(4) Data obtained through the Health Risk Assessment (HRA) shall not be shared with the City of Milwaukee Worker's Compensation Section.

c. Basic Dental Plan

Basic Dental Plan insurance benefits shall be the same as the benefits provided for in the DENTAL SERVICES GROUP CONTRACT FOR THE CITY OF MILWAUKEE, effective January 1, 1982, executed May 1, 1982. The dental insurance coverage for an eligible employee electing coverage under the Basic Dental Plan shall be in lieu of the coverage provided by Prepaid Dental Plans.

d. Prepaid Dental Plans (PDP)

Employees shall have the right to select coverage under a Prepaid Dental Plan (PDP) approved by the City in lieu of the coverage provided by the Basic Dental Plan. The benefits of the PDP Plan selected shall be as established by the provider of that PDP Plan.

e. Cost Containment Provisions Applicable to All Plans:

(1) The City will not pay for any services or supplies that are unnecessary according to acceptable medical procedures.

- (2) The City shall have the right to require an employee to execute a medical authorization to the applicable Group to examine employee medical and/or dental records for auditing purposes.
- (3) The City shall have the right to establish the methods, measures and procedures it deems necessary to restrict excessive costs in the application of the benefits provided under subsections 37.1.a. through 37.1.d.
- (4) The City, in conjunction with its insurance administrator, carrier, or provider shall have the right to develop and implement any other cost containment measure it deems necessary.
- (5) An annual Health Risk Assessment (HRA), which shall include basic biometrics, a written health risk assessment questionnaire and a blood draw, shall be implemented as soon as practicable following execution of this Agreement.
- (6) Both a Wellness and Prevention Program and Committee shall be implemented. A description of both the program and the committee is appended hereto as Appendix A.

## 2. Eligibility for Benefits

- a. An employee in active service whose normal hours of work average more than 20 hours per week or whose normal hours of work average twenty (20) hours per week on a year-round basis in a position which is budgeted as half-time, shall be entitled to health insurance benefits through either the Basic Plan or an HMO Plan at his/her option. An employee in the City Laborer (Seasonal) classification, in active service, shall be entitled to benefits through either the Basic or an HMO Plan at his or her option.
- b. An employee shall not be eligible for the benefits provided in subsection 37.1, above, during the time period he/she is employed on a provisional, emergency, part-time (for purposes of this provision, an employee shall be termed a part-time employee when his/her normal hours of work average less than 20 hours per week), temporary, student-aide type or seasonal basis. An employee in the City Laborer (Seasonal) classification shall be entitled to Health Insurance benefits but

shall continue not to be eligible for dental insurance.

- c. An employee in active service shall be entitled to Dental Plan benefits provided in subsection 37.1.c. or 37.1.d., above, so long as he/she remains in active service. All eligible employees, while in active service, may participate in a City Dental Plan as described in subsections 37.1.c. and 37.1.d., above, with the same enrollment status that they maintain for their health insurance benefits. Individuals not in active service shall not be entitled to Dental Plan benefits.
- d. An employee in active service who commences receiving a duty disability retirement allowance during the term of this Agreement shall be entitled to the benefits provided in subsections 37.1.a. or 37.1.b., for the term of this Agreement.
- e. An employee who retires on normal pension (as this term is defined under the applicable provisions of Chapter 36 of the City Charter, 1971 compilation as amended) during the term of this Agreement, with at least 15 years of creditable service, shall be entitled to the benefits provided in subsections 37.1.a. or 37.1.b., during the term of this Agreement, so long as they are at least 60 and less than age 65. Thereafter, such individuals shall be entitled to the same health insurance benefits concurrently provided employees in active service covered by the effective agreement between the City and the Union as is in effect from time to time, so long as they are at least age 60 and less than age 65 (it is understood that the exclusion of retirees from coverage under dental insurance benefits, as set forth in subsection 37.2.c., above, shall continue unchanged). If a retiree eligible for these benefits dies prior to age 65, the retiree's surviving spouse shall be eligible for these benefits until the last day of the month in which the deceased retiree would have obtained age 65.
- f. Commencing January 1, 1996, an employee in active service who retires having attained age 55 with 30 years of creditable service shall between the ages of 55 and 65 be entitled to the benefits provided in subsections 37.1.a. and 37.1.b. during the term of this Agreement. Thereafter, such individual shall be entitled to the same health insurance benefits concurrently provided employees in active service covered by the effective agreement between the City and the Union as is in effect

from time to time, so long as he/she is at least age 55 and less than age 65 (it is understood that the exclusion of retirees from coverage under dental insurance benefits, as set forth in subsection 37.2.c., above, shall continue unchanged). If a retiree eligible for these benefits dies prior to age 65, the retiree's surviving spouse shall be eligible for these benefits until the last day of the month in which the deceased retiree would have obtained age 65.

- g. Effective May 1, 2010 through April 30, 2011, an employee in active service who retires on a normal pension (as this term is defined under the applicable provisions of Chapter 36 of the City Charter, 1971 compilation as amended) including an allowance under sec. 36-05-1-d-3 of the City Charter, and elects to use the Bonus Year, as provided in sec. 36-04-1-f of the City Charter, to meet the minimum age for retirement eligibility or to add to the employee's creditable service, shall be entitled, if the employee has at least 15 years of creditable service, which may include the Bonus Year, to the benefits referenced in subsection 37.2.e, subject to the provisions of that section, or if the employee has at least 30 years of creditable service, which may include the Bonus Year, to the benefits referenced in subsection 37.2.f, subject to the provisions of that section, and shall be subject to the cost of coverage provisions under Article 37.3.c.(1) or (2). Thereafter, such employees who retire on a normal pension during the time period of May 1, 2010 through April 30, 2011 shall, subject to the provisions of those sections, be eligible for the benefits referenced in subsection 37.2.e or f and shall be subject to the cost of coverage provisions under Article 37.3.c.(1) or (2).
  - h. Effective as soon as practicable after the execution date of this Agreement, registered domestic partners of eligible City employees, if registered as such by the City Clerk as provided under Chapter 111 of the Milwaukee Code of Ordinances, shall be eligible to be covered under the employee's health and dental insurance. An employee who elects coverage for his or her domestic partner must be enrolled in the same plan.
- 3. Cost of Coverage - Basic Plan or HMO Plan Only

    - a. Employees in Active Service



- (1) For Employees Enrolled in the Basic Plan for calendar years, 2010 and 2011.
  - (a) Except as provided in subsection 37.5., below, prior to the implementation of a Health Risk Assessment (HRA), an employee enrolled in the Basic Plan shall contribute an amount toward meeting the subscriber cost in the Basic Plan of \$75.00 per month for single enrollment when such employee's enrollment status is single and \$150.00 per month for family enrollment when such employee's enrollment status is family. The amount of employee contribution shall be deducted from the employee's pay check on a monthly basis. Any subscriber costs for single or family enrollment in excess of the above-stated amounts shall be paid by the City.
  - (b) Except as provided in subsections 37.5 and 37.6, below, effective the first full calendar month following implementation of the annual HRA for active employees enrolled in the Basic Plan, the employee contributions shall be as follows:
    - i. The employee contribution shall increase to \$85.00 per month for single enrollment when an employee's enrollment status is single and to \$170.00 per month when an employee's enrollment status is family.
    - ii. The employee contributions shall also increase \$20.00 per month over the amounts specified in subsection 37.3.a.(1)(b)i., above, for each adult covered by the plan (maximum of two, excluding dependent children) who chooses not to fully participate in and complete the HRA.
    - iii. For an employee in the single plan and for an employee and his or her spouse (if applicable) in the family plan who participate fully in the HRA and who do not smoke (as determined by the HRA), the employee contribution shall be \$75.00 per month for single enrollment when an employee's enrollment status is single

and \$150.00 per month for family enrollment when an employee's enrollment status is family. The amount of employee contribution shall be deducted from the employee's pay check on a monthly basis. Any subscriber costs for single or family enrollment in excess of the above-stated amounts shall be paid by the City.

- (2) For Employees Enrolled in a Health Maintenance Organization Plan for calendar years 2010 and 2011.
  - (a) Except as provided in subsection 37.5., below, for employees enrolled in a HMO during calendar years 2010 and 2011, the City will contribute an amount towards meeting the subscriber cost for single enrollment in the HMO Plan elected of 100% of the respective calendar year monthly subscriber cost of enrollment in the HMO offered by the City pursuant to subsection 37.1.b., above, having the lowest single enrollment subscriber cost to the City when an employee's enrollment status is single or up to 100% of the monthly subscriber cost of family enrollment in the HMO offered by the City pursuant to subsection 37.1.b., above, having the lowest family enrollment subscriber cost to the City when an employee's enrollment status is family. If the subscriber cost for enrollment in the plan elected exceeds the maximum City contribution provided, the employee shall have the amount of excess cost deducted from his/her pay check on a monthly basis.
  - (b) Except as provided in subsection 37.5, below, an employee enrolled in an HMO plan shall contribute \$20.00 per month toward the monthly subscriber cost of the HMO plan when such employee's enrollment status is single and \$40.00 per month toward the monthly subscriber cost of the HMO plan when such employee's enrollment status is family.
  - (c) Except as provided in subsections 37.5, and 37.6 below, effective the

first full calendar month following implementation of the annual HRA an employee enrolled in an HMO plan shall contribute the following amounts:

- i. An employee shall contribute \$30.00 per month toward the monthly subscriber cost of the HMO plan when such employee's enrollment status is single and \$60.00 per month toward the monthly subscriber cost of the HMO plan when such employee's enrollment status is family
  - ii. An employee shall also contribute an additional \$20.00 per month over and above the amount specified in 37.3.a(2)(c)i., above, for each adult (maximum of two, excluding dependent children) who chooses not to fully participate in and complete the HRA.
  - iii. For an employee in a single HMO plan and for an employee and his or her spouse (if applicable) in a family HMO plan who participate fully in the HRA and who do not smoke (as determined by the HRA), the employee contribution shall be reduced to \$20.00 per month for single enrollment when an employee's enrollment status is single and \$40.00 per month for family enrollment when an employee's enrollment status is family.
- (d) In addition to the amounts specified in subsections 37.3.a(2)(b) and (c), above, an employee who enrolls in an HMO plan whose monthly subscriber cost exceeds that of the lowest cost HMO plan shall also contribute a monthly amount equal to the difference between the monthly subscriber cost of the plan selected and the monthly subscriber cost of the lowest cost HMO plan.
  - (e) The amount of employee contribution shall be deducted from the employee's pay check on a monthly basis.
- (2) The maximum City contributions provided above shall be determined by the

employee's effective enrollment status; when the enrollment status is single, the above maximum shall be computed using the subscriber cost established for single enrollment status and when it is family, such computation shall be based on the subscriber cost established for family enrollment status.

- (3) An employee who exhausts his/her sick leave during the term of this Agreement shall be permitted to maintain the benefits for the plan he/she was covered under on the date his/her sick leave was exhausted for up to six (6) months immediately following that date so long as the employee is unable to return to work because of medical reasons. For calendar years 2010 and 2011 the City's contribution toward the cost of maintaining the benefits during this period shall be as provided for respectively in subsection 37.3.a.(1), above. This provision shall not cover retirees (including disability retirements).

b. Duty Disability

Calendar Years 2010 and 2011

Depending on the individual's single/family enrollment status for calendar year, the cost of coverage for individuals receiving a duty disability retirement allowance shall be as provided for in subsection 37.3.a.(1) of this Article, above.

c. Employees Who Retire Between January 1, 2010, and December 31, 2011

- (1) Except as noted below, eligible employees under subsections 37.2.e or 37.2.f. of this Article, above, who retire between January 1, 2010 and December 31, 2011 and who are enrolled in the Basic Plan shall contribute an amount toward meeting the subscriber cost in the Basic Plan of \$30 per month for single enrollment when such employee's 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 amounts 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 to retirees 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 to retirees offered by the City, the foregoing \$60 employee contribution shall be waived.

- (2) For eligible employees under subsections 37.2.e. or 37.2.f., of this Article, above, who retire between January 1, 2010 and December 31, 2011 and who are enrolled in an HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for single enrollment for retirees in the HMO plan elected of 100% of the monthly subscriber cost of single enrollment in the Plan offered by the City pursuant to subsections 37.1.a. or 37.2.b, of this Article above, having the lowest single enrollment subscriber cost for retirees to the City. For eligible employees under subsections 37.2.e. or 37.2.f., of this Article, above, who retire between January 1, 2010 and December 31, 2011 and who are enrolled in the an HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for family enrollment in the HMO plan elected of 100% of the monthly subscriber cost of family enrollment for retirees in the Plan offered by the City pursuant to subsection 37.1.a. or 37.1.b, of this Article above, having the lowest family enrollment subscriber cost for retirees to the City. If the per capita subscriber cost for enrollment in the plan elected exceeds the maximum City contribution provided, the retiree shall have the amount of excess cost deducted from his/her pension check. 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 for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for single enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan. 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 for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for family enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan.

(3) The term "Basic Plan," as used in this subsection, shall mean the health insurance coverage provided under the Basic Plan provision in the Agreement between the City and the Union as is in effect from time to time.

(4) Surviving Spouse

The provisions of subsections 37.3.c.(1) or 37.3.c.(2) shall be applicable to a surviving spouse eligible for retiree health insurance benefits under subsections 37.2.e. or 37.2.f. of this Article.

4. Cost of Coverage -- Dental Plan

a. In calendar years 2010 and 2011, the City will contribute an amount up to \$13.00 per month for single enrollment and up to \$37.50 per month for family enrollment towards meeting the subscriber cost of the dental plan elected.

5. Pro rata Credit for Half-time Employees or Employees in City Laborer (Seasonal) Position

An eligible employee whose normal hours of work average 20 hours per week on a year round basis in a position which is budgeted as half-time or an employee in a City Laborer (Seasonal) position shall contribute the following amount toward meeting the subscriber cost in the Plan elected:

a. An employee enrolled in the Basic Plan (single or family enrollment status) shall contribute an amount equal to fifty (50%) percent of the City contribution toward meeting the cost of the premium of the enrollment status elected as provided under subsection 37.3.a.(1), above; or

b. An employee enrolled in a HMO Plan with single enrollment status shall contribute an amount equal to twenty-five (25%) percent of the City contribution toward meeting the cost of the single premium of the HMO Plan elected as

provided under subsection 37.3.a.(2), above; or

- c. An employee enrolled in a HMO Plan with family enrollment status shall contribute an amount equal to forty (40%) percent of the City contribution toward meeting the cost of the family premium of the HMO Plan elected as provided under subsection 37.3.a.(2), above.

The amount of employee contribution shall be deducted from the employee's pay check on a monthly basis.

6. Effective the first full calendar month following implementation of the annual HRA in addition to the employee contribution specified in subsections 37.3.a.(1) and (2), above, a limited benefit employee in active service, or who retires, or receives a duty disability retirement allowance during the term of this Agreement or an employee in a City Laborer (Seasonal) position shall also contribute the amount toward meeting the subscriber cost in the Plan elected as specified in subsection 37.5, above.

7. Self-Administration Offset

The per capita subscriber costs associated with the health or dental insurance coverage provided by each of the plans listed in subsection 37.1., above, includes amounts allocable to the administrative costs of the carriers providing such coverage. If the City elects to self-administer the Basic Health Insurance Plan and/or the Basic Dental Plan, the effective with the calendar month during which this election becomes effective, and so long as it continues in effect, the maximum City contributions provided in subsections 37.3., 37.4., 37.5. and 37.6, above, for employees covered by such a self-administered plan shall be reduced by an amount equal to 100% of the difference between the monthly administrative costs associated with such plan prior to the effective date it became self-administered and the monthly administrative costs associated with the plan when it is self-administered, capitated for each subscriber in the plans on the basis of single or family enrollment status. While in effect, this provision shall not increase an employee's payroll deductions required to meet the costs of his/her health/dental insurance benefits beyond the deductions that would be required under subsections 37.3., 37.4., 37.5., and 37.6, of this Article, if the provision was not in effect.

8. Non-Duplication

- a. If more than one City employee is a member of the same family, as that term is defined in provisions of the Plans defined in subsection 37.1.a. or 37.1.b., the coverage shall be limited to one family plan.
  - b. In the event a program of health insurance is adopted by the Federal or State government and the City is required to, or elects to participate in it, benefits under the City Plan shall be coordinated with such systems but shall not operate to increase or diminish the extent of the coverage.
  - c. When a member of the employee's family, as the term "family" is defined in the provisions of the Plans defined in subsections 37.1.a. or 37.1.b. of this Article, above, is a City retiree receiving City Health Insurance benefits, the coverage shall be limited to one family plan.
  - d. For an employee who retires after January 1, 1991, if more than one City retiree is a member of the same family, as the term, "family," is defined in the provisions of the Plans defined in subsections 37.1.a. or 37.1.b. hereof, the retiree coverage provided by the City shall be limited to one plan.
9. Employees on Leave of Absence, Layoff or Suspension
- An employee in active service may elect to be covered by the benefits in subsections 37.1.a. or 37.1.b., above, while on an authorized leave of absence, layoff or suspension. Individuals on an authorized leave of absence, layoff or suspension, shall pay 100% of the cost associated with their coverage. The rates for such coverage shall be determined by the City and may be adjusted from time to time. This provision shall be applicable only during the first twelve (12) months of an employee's authorized leave of absence.
10. Right of City to Select Carrier
- It shall be the right of the City to select and, from time to time, to change any of its carriers that provide the benefits set forth in subsection 37.1., above; at its sole option, the City shall have the right to provide any or all of these benefits on a self-insured basis and/or to self-administer them (in this circumstance the term "carrier" as used in this Article shall also mean self-insurer and/or self-administrator).
11. An employee hired on or after January 1, 1982, shall have a 270-day waiting period for a pre-existing condition for the benefits provided in subsection 37.1.a.



12. Effective Date

Except where specifically provided otherwise herein, the provisions of this Article shall be effective from January 1, 2010, through December 31, 2011.

## **ARTICLE 38**

### **LIFE INSURANCE**

#### 1. Eligibility For Benefits

- a. An employee's eligibility for election and maintenance of the Life Insurance benefits hereinafter provided shall be as set forth in either the contract between the City and any insurance carrier or administrator providing the benefits or directly by the City if the City elects to provide these benefits on a self-insured basis. An employee in City Laborer (Seasonal) or Operations Driver Worker classification shall be eligible for group Life Insurance benefits on the same basis as other City employees as specified under Chapter 350-25, Sec. 3 of the Milwaukee Code of Ordinances.
- b. An employee re-employed subsequent to a separation from active service, for whatever reason, must re-establish his/her eligibility for life insurance coverage on the same basis that would be applicable to a new employee having the same starting date that the re-employed employee had following re-employment.
- c. An employee's eligibility for Life Insurance benefits between 1.5 times his/her annual basic salary and \$100,000 is subject to the terms and conditions as established from time to time by the City and/or its life insurance carrier.

#### 2. Election of Benefits

- a. The terms and conditions for election of Life Insurance benefits by any eligible employee shall be as prescribed by the City or by the contract between the City and any insurance carrier or administrator providing the benefits hereunder, as appropriate.
- b. An employee who has previously waived life insurance coverage provided by the City, either hereunder or otherwise, while employed with the City or a City Agency (the term, "City Agency" being as defined in subsection 36.02 (8) of the Milwaukee City Charter, 1971 compilation, as amended), shall be permitted to revoke such waiver and elect life insurance coverage only on such terms and

conditions as are established and maintained from time to time by the City and/or its life insurance carrier.

3. Amount of Life Insurance Benefits

- a. Base Coverage. The amount of base coverage to which an employee under age 65 is eligible shall be equal to the employee's annual base salary to the next higher thousand dollars of earnings.
- b. Optional Coverage. No later than 30 days prior to the date established by the City, an employee in active service or who after that date retires on disability and under the age of 65 eligible for and taking base coverage, shall be eligible to apply for supplemental coverage effective the first day of the next month following the next open enrollment (as determined by the City) for supplemental life insurance at his/her option in increments of \$1,000 to a maximum of either 1.5 times his/her annual basic salary rounded to the next higher thousand dollars of earnings or \$100,000 whichever is greater. This coverage shall be made available to eligible employees applying for supplemental coverage no later than 30 days prior to the date established by the City and annually thereafter during periods of open enrollment
- c. Upon attaining age 65, the amount of life insurance coverage to which an employee who was insured for 100% of annual base salary on the day immediately preceding his/her 65th birthday is entitled shall be reduced by 33 1/3% on his/her sixty-fifth (65th) birthday and, by an additional 16 2/3% on his/her seventieth (70th) birthday. "Employee" shall have the meaning given in S350-25(3) of the Milwaukee Code of Ordinances.
- d. Upon attaining age 65, the amount of life insurance coverage to which an employee who was insured for more than 100% of annual base salary on the day immediately preceding his/her 65th birthday is entitled shall be reduced by 33 1/3% on his/her sixty-fifth (65th) birthday and by an additional 16 2/3% on his/her seventieth (70th) birthday and by an additional 16 2/3% on his/her seventy-fifth (75th) birthday but in no event to less than 50% of annual base salary. "Employee" shall have the meaning given in S350-25(3) of the Milwaukee Code of Ordinances.

4. Adjustment of Coverage

The amount of life insurance benefits to which an employee is entitled shall be adjusted semi-annually as of Pay Periods 1 and 15 respectively, and made effective on January 1 and July 1 of the calendar year to reflect changes in the employee's annual base salary rate. The term, "annual Base Salary Rate," as used herein, shall be defined as an amount equivalent to the employee's biweekly base salary, as his/her biweekly base salary is defined and determined under the BASE SALARY provision of this Agreement, multiplied by 26.07143.

5. Cost of Life Insurance Benefits

Eligible employees electing life insurance benefits shall pay to the City an amount equal to \$.21 per month for each \$1,000 of coverage in excess of \$32,000 but not greater than 1.5 times his/her annual basic salary rounded to the next higher thousand dollars of earnings and an amount equal to the full premium per month for each \$1,000 of coverage in excess of 1.5 times his/her annual basic salary rounded to the next higher thousand dollars. These payments shall be accomplished by periodic deductions from employees' biweekly paychecks. The City shall make all other necessary payments for life insurance benefits.

6. Conditions and Limitations on Benefits

- a. An employee eligible to elect life insurance benefits must elect the maximum amount to which he/she is entitled to under the Base Coverage, section 3.a..
- b. The life insurance benefits provided hereunder shall only cover employees while they are in active service. The terms and conditions for receipt of the life insurance benefits provided hereunder shall be as provided for either in the contract between the City and the carrier providing the benefits or, if the City elects to provide these benefits on a self-insured basis, by the City, and shall not be subject to the grievance and arbitration provisions of this Agreement.

7. Right of City to Change Carrier

It shall be the right of the City to select and, from time to time, to change the carrier(s) that provide the benefits set forth above. The City shall, at its sole option, have the right to provide these life insurance benefits on a self-insured basis.

**ARTICLE 39**

**GRIEVANCE PROCESSOR**

1. The City will pay up to a total of eighty (80) hours per pay period, at straight time rates, for a total of four (4) grievance processors appointed by the Union to serve the three collection areas, such time to be taken in eight hour increments as nearly as possible.
2. Grievance processors shall be covered under the City's general Automobile Reimbursement program.

## **ARTICLE 40**

### **MUTUAL OBLIGATIONS**

1. The Union covenants, agrees and represents to the City that the Union is duly authorized and empowered to covenant for and on behalf of all employees in the bargaining unit and represents that it and its members will faithfully and diligently abide by and be strictly bound to all the provisions of this Agreement. The parties agree that in conferences and negotiations, the Union will represent all employees in the bargaining unit.
2. The City covenants, agrees, and represents to the Union that City is duly authorized and empowered to covenant for and on behalf of City and represents that the City will faithfully and diligently abide by and be strictly bound by all the provisions of this Agreement.
3. It is intended by the parties that the provisions of this Agreement shall be in harmony with the duties, obligations, and responsibilities which by law are delegated to the Common Council, and these provisions shall be applied in such a manner as to preclude a construction which will result in an unlawful delegation of powers unilaterally delegated to the Common Council.

## **ARTICLE 41**

### **PROBATIONARY PERIOD**

1. Employees upon regular City Service appointment shall serve a period of probation, which may be extended by the City Service Commission. The periods of probation shall be as follows:
  - a. An employee initially hired or transferred into the Sanitation Section as a City Laborer (Seasonal) or Sanitation Worker shall serve six (6) months.
  - b. An employee promoted, transferred or laid off into a position in pay ranges 400 thru 440 or 300 thru 335 shall serve three (3) months.
  - c. An employee appointed to a position in the Sanitation Section, except as described in 1.a. and 1.b., above, shall serve six (6) months.
  - d. Service does not include time worked during a temporary appointment.
2. The months required for each probationary period do not have to be worked consecutively.
3. The City Service Commission shall administer and control the provisions of this Article regarding the probationary periods of employees in the bargaining unit.

## **ARTICLE 42**

### **SNOW REMOVAL OPERATIONS**

1. If the City determines in a snow removal situation that all or some of its vehicles require a second employee to render assistance to the driver of the vehicle of the nature rendered by Sanitation Workers in the past and if the normal regular duties of such employees permit such assignment, the work shall be assigned to Sanitation Workers in accordance with existing procedures which the Division has established for safe and efficient operations. Nothing in this paragraph requires the use of such employees, cessation, or curtailment of other duties of such employees, or recall of employees from layoff.
2. If the Sanitation Section assigns employees to a limited snow and ice control operation during a scheduled workday, they will be assigned according to their seniority in the district they are working rather than by division wide seniority. For purposes of this section, district seniority means the relative status based upon the regular appointment date within the job classification represented by the Union among employees actually working in the district on the day of the limited snow and ice control operation.



**ARTICLE 43**

**TASK RATE**

Sanitation Workers who work on crews that utilize rear container loaders shall receive a 10 cent (\$.10) per hour differential.

## **ARTICLE 44**

### **BARGAINING UNIT WORK**

The City is in accord with the principle that supervisors should not, as a regular procedure, do work which has normally been assigned only to employees represented by the Union. The Union, on the other hand, recognizes that the nature of the City's operations requires some degree of flexibility in that regard in order to meet emergencies, permit experimentation and equipment testing, provide for the training of employees, permit appropriate use to be made of all skills and abilities and to meet operational needs. If such dispute goes to arbitration, the standards for determining compliance or non-compliance with this paragraph shall be whether the City has acted without proper regard for the principles stated in this paragraph. Enforcement of this paragraph shall be in accordance with Articles 14 and 15 of this Agreement.

## **ARTICLE 45**

### **LONG TERM DISABILITY PROGRAM**

1. As soon as administratively feasible on or after the next month following the execution date of this Agreement, the City will offer the Long-Term Disability (“LTD”) Program.
2. Basic coverage featuring benefits to age 65 after an elimination period of 180 calendar days will be provided at no cost to employees who work at least 20 hours per week on a year-round basis and have completed six months of active service following a regular or exempt appointment. Shorter elimination periods will be available through payroll deductions. An employee who is or becomes in a laid off situation shall not be eligible for LTD benefits. LTD benefits shall begin only after all other temporary disability benefits, such as accumulated sick leave, have been exhausted.
3. During a qualifying period of disability, the LTD benefit program will provide no less than 60% of monthly base earnings (excluding bonuses and overtime) as income replacement, up to a maximum of \$5,000.00 per month, reduced by all available temporary disability benefits such as sick leave benefits; amounts available from any other city, state or federal programs which may be paid on account of the same disability; and any income earned by the employee during the period of disability.
4. Benefits payable under the LTD benefit program shall be established by an LTD benefit administrator selected by the City. The LTD benefit administrator shall provide a procedure for an employee to dispute claims and claim decisions. No dispute arising under the LTD benefit program shall be subject to the grievance and arbitration procedures set forth in this Agreement, except an allegation that the City has failed to pay required payments to the LTD benefit administrator.

5. The City shall retain the right to manage, at its sole discretion, the administration and funding of the LTD benefit program, including, but not limited to selecting, changing, or terminating third party LTD benefit administrators, operating as the LTD benefit administrator, establishing and managing reserve funds in relation to the LTD benefit program, self-funding the LTD benefit program, and entering into or terminating insurance agreements in relation to the LTD benefit program.
6. The LTD benefit program will also render Special Sick Leave Accounts (Half Rate Sick Leave) unnecessary except for employees not eligible for LTD during the first year of the program due to a pre-existing condition. Consequently, sick leave accrual will be capped at 120 working days, except for employees not eligible for LTD during the first year of the program due to a pre-existing condition.
7. ACCRUED TIME OFF LEAVE DONOR PROGRAM. Effective on the effective date of the Long Term Disability Program, the Accrued Time Off Leave Donor Program will be eliminated, except for employees not eligible for LTD during the first year of the program due to a pre-existing condition. For such employees still eligible for the Accrued Time Off Donor Program, the program has been modified to cover eligible employees who are unable to return to work full time.

**ARTICLE 46**

**JOINT CITY-UNION EARLY INTERVENTION PROGRAM**

A Joint City-Union Early Intervention Program shall be established in accordance with the January 13, 1994 agreement between the City and the Union.

## **ARTICLE 47**

### **AMERICANS WITH DISABILITIES ACT (ADA)**

The parties recognize their obligation to comply with the Americans with Disabilities Act (ADA). Before the City takes any steps, including reasonable accommodation, that may conflict with this Agreement, it will meet with the Union to discuss those steps that may be taken in that individual case. In those discussions the parties will respect the confidentiality of the disabled person as required by the Act. Nothing in this provision shall preclude an employee from meeting with the City and Union regarding a request for a reasonable accommodation. This provision does not modify, change or delete any rights of either party contained within this Agreement.

**ARTICLE 48**

**COMMUTER VALUE PASS PROGRAM**

The City's Commuter Value Pass Program is extended to employees represented by the Union. The Program shall be administered by the Department of Employee Relations.

**ARTICLE 49**

**MISCELLANEOUS**

The City will provide employees with reports regarding their vacation and regular sick leave accounts once per year starting in 2002.





**ARTICLE 50**

**AID TO CONSTRUCTION OF PROVISIONS OF AGREEMENT**

For purposes of construction and interpretation of the various provisions, this Agreement shall be considered to have been executed on date Agreement is approved by the Common Council.

## **ARTICLE 51**

### **SAVINGS CLAUSE**

If any article or section of this Agreement or any addendums should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal, the remainder of this Agreement and addendums shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or section.

**ARTICLE 52**

**ENTIRE AGREEMENT**

The foregoing constitutes the entire Agreement between the parties, and no verbal statement shall supersede any of its provisions.

The parties acknowledge that the City is responsible for implementing the benefits contained in this Agreement. The City may within its discretion implement these benefit provisions by ordinance, resolution or the establishment of administrative procedure. Any such ordinance, resolution or administrative procedure shall not be deemed to be a part of this Agreement.

Dated at Milwaukee, Wisconsin, this \_\_\_\_\_ day of \_\_\_\_\_, 2011

All copies of this instrument being executed will have the same force and effect as though each were an original.

PUBLIC EMPLOYEES' UNION #61  
LABORERS' INTERNATIONAL UNION  
OF NORTH AMERICA  
AFL-CIO, CLC

CITY OF MILWAUKEE  
A Municipal Corporation

BY: \_\_\_\_\_  
John (Chuck) Weigman  
Business Manager

BY: \_\_\_\_\_  
Maria L. Monteagudo  
Employee Relations Director

\_\_\_\_\_  
James J. Stanislawski  
President

\_\_\_\_\_  
Troy M. Hamblin  
City Labor Negotiator

\_\_\_\_\_  
Rich Wineland  
Vice-President

\_\_\_\_\_  
Nicole M. Fleck  
Labor Relations Officer

\_\_\_\_\_  
Edward Fausel  
Secretary-Treasurer

FOR THE CITY:

\_\_\_\_\_  
Robert Franson  
Recording-Secretary

\_\_\_\_\_  
Tom Barrett  
Mayor

\_\_\_\_\_  
Leon Voelz  
Union Representative

\_\_\_\_\_  
Willie L. Hines, Jr.  
Alderman  
President, Common Council

\_\_\_\_\_  
Johnnie Madlock  
Union Representative

\_\_\_\_\_  
Ronald D. Leonhardt  
City Clerk

\_\_\_\_\_  
Michael Brahm  
Union Representative

\_\_\_\_\_  
W. Martin Morics  
City Comptroller

\_\_\_\_\_  
John Liebiger  
Union Representative

\_\_\_\_\_  
Michael Murphy  
Alderman  
Chairman, Finance and Personnel  
Committee

**SIGNATURES**

## **APPENDIX A**

### **WELLNESS AND PREVENTION**

A Wellness and Prevention Program and a Wellness and Prevention Committee shall be implemented to promote the wellness and prevention of disease and illness of City employees, retirees, and their family members. The Wellness and Prevention Program shall include an annual Health Risk Assessment (HRA) and may contain, but shall not be limited to, some or all of the following components: benefit communications, medical self-care, nurse line, consumer health education, injury prevention, advanced directives, preventive medical benefits, targeted at-risk intervention, high-risk intervention, disease management, condition management, wellness incentives, and other components agreed upon by the City and the Unions.

The City shall retain a consultant to assist in developing a plan for a comprehensive, wellness and prevention program for the City and to assist in making program adjustments.

A Wellness and Prevention Committee shall be established to assist the consultant in the design of the Wellness and Prevention Program and to provide oversight of the program. The Wellness and Prevention Committee shall be comprised of nine union members appointed by the unions and three management representatives appointed by the Mayor. The City has agreed that two of the nine union members on the Wellness and Prevention committee shall be Milwaukee District Council 48, AFSCME members as determined by District Council 48. The City has agreed that two of the nine union members on the Wellness and Prevention Committee shall be from the Milwaukee Police Association (MPA) as determined by the MPA, one of the nine members shall be from Milwaukee Professional Firefighters' Association Local 215 as determined by Local 215, one of the nine members shall be a member from either the Milwaukee Building and Construction Trades Council (MBCTC) or Lo. 494, DPW-Electrical Group as determined jointly by MBCTC and Lo. 494, DPW-Electrical Group, one of the nine members shall be a member from Technicians, Engineers and Architects of Milwaukee (TEAM) as determined by TEAM, one of the nine members shall be a member from SEIU Healthcare District 1199 WI/Staff Nurses' Council (SEIU) as determined by SEIU, and one member shall be from the Association of Municipal Attorneys as determined by the Association. The City has agreed that no other Union except DC 48 and MPA may have more than one voting member on the Committee. The City has also agreed to allow other union presidents and union staff representatives or business agents to attend and participate in all Committee meetings, but only the nine members of the Committee will be allowed to officially make decisions and/or vote if necessary.

Decisions of the committee shall be by consensus. Consensus shall be reached when ten committee members agree. The committee shall make no decisions that require employees to pay additional out-of-pocket costs unless they are ratified by every City bargaining unit. However, the committee may decide to provide additional lump sum compensation to employees, reduce an out-of-pocket or monthly expense, or provide some other type of benefit without ratification by the bargaining units. No decision made by the Committee or failure to make a decision shall be subject to any aspect of the various grievance procedures, complaint

procedures, court action, or any other type of dispute resolution mechanism.

The City shall develop a Request for Proposal (RFP) and solicit bids from third party vendors qualified to implement the Wellness and Prevention Program. Upon conclusion of the bidding process, the City shall meet with the unions to review the results of the RFP. The Committee

shall decide on the vendors giving due consideration to all City policies associated with the selection procedures. The City shall not spend more than two million dollars per year, including the cost of conducting the HRA, on the Wellness and Prevention Program.

All parties involved with the HRA shall abide by all laws governing the release of employee records.

**AGREEMENT**  
**Between**  
**THE CITY OF MILWAUKEE**  
**and**  
**PUBLIC EMPLOYEES' UNION #61**  
**LABORERS' INTERNATIONAL UNION OF NORTH AMERICA**  
**AFL-CIO, CLC**  
**Effective January 1, 2010**  
**Thru December 31, 2011**



MEMORANDUM OF UNDERSTANDING  
 Between  
 PUBLIC EMPLOYEES' UNION #61  
 LABORERS' INTERNATIONAL UNION OF NORTH AMERICA  
 AFL-CIO, CLC  
 And  
 THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

This Memorandum records the agreement reached on all items between the parties for the time period commencing January 1, 2010, and expiring December 31, 2011. The negotiating committee for Public Employees' Union #61, Laborers' International Union of North America, AFL-CIO, CLC (their signatures appear below) agree to recommend and support ratification and adoption of this Agreement to their principals.

Upon receiving notice from the negotiating committee of Public Employees' Union #61, Laborers' International Union of North America, AFL-CIO, CLC that their membership has properly ratified and adopted this Agreement, the City of Milwaukee Negotiating Team agrees to recommend the items contained in this Agreement to the Common Council of the City of Milwaukee and support their adoption.

Dated \_\_\_\_\_, 2011.

Representatives of Public Employees' Union #61 Laborers' International Union of North America AFL-CIO, CLC	Representatives of the City of Milwaukee

AGREEMENT  
Between  
CITY OF MILWAUKEE  
and  
PUBLIC EMPLOYEES' UNION Local 61

TABLE OF CONTENTS

	<u>PAGE</u>
<b>PREAMBLE</b> .....	<b>1</b>
<b>ARTICLE 1</b> .....	<b>2</b>
DURATION OF AGREEMENT AND TIMETABLE.....	2
<b>ARTICLE 2</b> .....	<b>3</b>
NEGOTIATIONS .....	3
<b>ARTICLE 3</b> .....	<b>4</b>
ORDINANCE AND RESOLUTION REFERENCES .....	4
<b>ARTICLE 4</b> .....	<b>5</b>
NOTICES .....	5
<b>ARTICLE 5</b> .....	<b>6</b>
MANAGEMENT RIGHTS .....	6
<b>ARTICLE 6</b> .....	<b>8</b>
RESIDENCY .....	8
<b>ARTICLE 7</b> .....	<b>10</b>
RECOGNITION .....	10
<b>ARTICLE 8</b> .....	<b>11</b>
UNION NEGOTIATING COMMITTEE .....	11
<b>ARTICLE 9</b> .....	<b>12</b>
LIMITATIONS UPON UNION ACTIVITY .....	12
<b>ARTICLE 10</b> .....	<b>13</b>
BULLETIN BOARDS .....	13
<b>ARTICLE 11</b> .....	<b>14</b>
DUES & FAIR SHARE DEDUCTIONS .....	14
<b>ARTICLE 12</b> .....	<b>16</b>
JOINT LABOR-MANAGEMENT COMMITTEES .....	16
<b>ARTICLE 13</b> .....	<b>17</b>
PROHIBITION OF STRIKES AND LOCKOUTS .....	17
<b>ARTICLE 14</b> .....	<b>19</b>
DISCIPLINE NOT SUBJECT TO THE JURISDICTION OF THE CITY SERVICE COMMISSION .....	19
<b>ARTICLE 15</b> .....	<b>20</b>

GRIEVANCE PROCEDURE.....	20
<b>ARTICLE 16.....</b>	<b>22</b>
ARBITRATION PROCEDURE.....	22
<b>ARTICLE 17.....</b>	<b>25</b>
SENIORITY FOR LAYOFF PURPOSES.....	25
<b>ARTICLE 18.....</b>	<b>32</b>
SENIORITY LISTS.....	32
<b>ARTICLE 19.....</b>	<b>33</b>
BASE SALARY.....	33
<b>ARTICLE 20.....</b>	<b>38</b>
HOURS OF WORK.....	38
<b>ARTICLE 21.....</b>	<b>39</b>
OVERTIME.....	39
<b>ARTICLE 22.....</b>	<b>41</b>
SHIFT AND WEEKEND DIFFERENTIAL.....	41
<b>ARTICLE 23.....</b>	<b>42</b>
CALL-IN PAY.....	42
<b>ARTICLE 24.....</b>	<b>43</b>
OWED TIME.....	43
<b>ARTICLE 25.....</b>	<b>44</b>
TERMINAL LEAVE.....	44
<b>ARTICLE 26.....</b>	<b>45</b>
SAFETY SHOES.....	45
<b>ARTICLE 27.....</b>	<b>48</b>
FOUL WEATHER AND PROTECTIVE CLOTHING/EQUIPMENT ALLOWANCE.....	48
<b>ARTICLE 28.....</b>	<b>50</b>
TUITION AND TEXTBOOK REIMBURSEMENT.....	50
<b>ARTICLE 29.....</b>	<b>52</b>
SICK LEAVE.....	52
<b>ARTICLE 30.....</b>	<b>56</b>
DUTY INCURRED DISABILITY PAY.....	56
<b>ARTICLE 31.....</b>	<b>58</b>
VACATIONS.....	58
<b>ARTICLE 32.....</b>	<b>62</b>
HOLIDAYS.....	62
<b>ARTICLE 33.....</b>	<b>64</b>
MILITARY LEAVE.....	64

<b>ARTICLE 34</b> .....	<b>68</b>
TIME OFF FOR JURY DUTY .....	68
<b>ARTICLE 35</b> .....	<b>69</b>
FUNERAL LEAVE .....	69
<b>ARTICLE 36</b> .....	<b>70</b>
PENSION BENEFITS .....	70
<b>ARTICLE 37</b> .....	<b>72</b>
HEALTH INSURANCE.....	72
<b>ARTICLE 38</b> .....	<b>89</b>
LIFE INSURANCE .....	89
<b>ARTICLE 39</b> .....	<b>92</b>
GRIEVANCE PROCESSOR.....	92
<b>ARTICLE 40</b> .....	<b>93</b>
MUTUAL OBLIGATIONS.....	93
<b>ARTICLE 41</b> .....	<b>94</b>
PROBATIONARY PERIOD .....	94
<b>ARTICLE 42</b> .....	<b>95</b>
SNOW REMOVAL OPERATIONS.....	95
<b>ARTICLE 43</b> .....	<b>96</b>
TASK RATE.....	96
<b>ARTICLE 44</b> .....	<b>97</b>
BARGAINING UNIT WORK.....	97
<b>ARTICLE 45</b> .....	<b>98</b>
LONG TERM DISABILITY PROGRAM.....	98
<b>ARTICLE 46</b> .....	<b>100</b>
JOINT CITY-UNION EARLY INTERVENTION PROGRAM .....	100
<b>ARTICLE 47</b> .....	<b>101</b>
AMERICANS WITH DISABILITIES ACT (ADA).....	101
<b>ARTICLE 48</b> .....	<b>102</b>
COMMUTER VALUE PASS PROGRAM .....	102
<b>ARTICLE 49</b> .....	<b>103</b>
MISCELLANEOUS .....	103
<b>ARTICLE 50</b> .....	<b>105</b>
AID TO CONSTRUCTION OF PROVISIONS OF AGREEMENT .....	105
<b>ARTICLE 51</b> .....	<b>106</b>
SAVINGS CLAUSE.....	106
<b>ARTICLE 52</b> .....	<b>107</b>

ENTIRE AGREEMENT .....	107
<b>SIGNATURES .....</b>	<b>108</b>
<b>APPENDIX A.....</b>	<b>109</b>

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement  
Between the City of Milwaukee and  
Public Employees' Union #61, LIUNA, AFL-CIO, CLC  
Two-year Agreement  
CC#101066**

1. Duration, Article 1: Two year: January 1, 2010 through December 31, 2011.
2. Base Salary, Article 19:
  - a. During the term of the Agreement, the biweekly base salary paid to employees shall be those rates which became effective Pay Period 14, 2009.
  - b. Effective Pay Period 1, 2010 through Pay Period 26, 2011 there shall be no pay step advancement.
    - Employees who received a pay step in 2010 shall be required to reimburse the City for additional wages earned. Except for those EE's in PR 750 who moved from step 1 to step 2.
    - This provision shall expire at the end of Pay Period 26, 2011.
  - c. During the term of the Agreement section 8 of Article 19, Pilot Office Support and Continuing Education Incentive Program, shall be suspended.
3. Pension Benefits, Article 36:
  - a. Effective 1/1/2010 through 12/31/2011 employees who retire from active service on a normal service retirement or an early retirement during the term of the Agreement shall receive a 2% COLA increase after the first twelve months of retirement.
    - This provision shall expire 12/31/2011.
  - b. Employees who retire from active service between 5/1/2010 and 4/30/2011 on a normal service retirement or an early service retirement shall be eligible for a bonus year. That year may be, at the discretion of the employee, added to either age, for eligibility qualification, or years of service. The bonus year may be split into portions no smaller than full months and used for a combination of age and service not to exceed 12 months in total. If the bonus year is used as an additional year of service credit the total years of service cannot exceed 35, and will not be used to break the 70% cap.
    - This provision shall expire 4/30/2011.
  - c. Effective upon the execution date of the Agreement, employee's hired on or after 1/1/2010 shall be required to pay member contributions equal to 5.5%.

4. Health Insurance, Article 37:

- a. Employees who retire from active service on a normal service retirement and elect to use the bonus year to meet the minimum age requirements for retiree health insurance shall be entitled to the benefits under subsections 37.2.e or f and costs under subsection 37.3.c.(1) or (2).

- This provision shall expire at the end of Pay Period 9, 2011.

- b. Effective as soon as practicable after the execution date of this Agreement, registered domestic partners of eligible City employees, if registered as such by the City Clerk as provided under Chapter 111 of the Milwaukee Code of Ordinances, shall be eligible to be covered under the employee's health and dental insurance. An employee who elects coverage for his or her domestic partner must be enrolled in the same plan.

6. Sick Leave, Article 29:

Continue the Sick Leave Incentive Program through Pay Period 26, 2011.

7. Notices, Article 4:

- a. The City and the Union may exchange notices via E-Mail or FAX as agreed.
- b. All Sanitation Section Alerts dealing with changes in hours of work and notifications regarding sign-up opportunities shall either be E-mailed or faxed to the Union along with the issuance of the notice to supervisory personnel.

8. Contract Booklets, Article 51:

Delete the Article in its entirety. Each party shall be responsible for printing their own contract booklets.

9. Furloughs:

- a. There shall be no more than four furlough days during calendar year 2010 and no more than four furlough days during calendar year 2011.
- b. The policies set as set forth in the Department of Employee Relations Mandatory Furlough and Administrative Guidelines policy dated December 7, 2009 regarding benefits during furlough days shall apply in calendar years 2010 and 2011.
- c. The agreement on furloughs shall not be used by either party in future grievances, prohibited practice complaints, or any other legal actions.

d. These provisions shall expire at the end of Pay Period 26, 2011.

10. Add or update applicable dates, references, and delete obsolete language.

NMF  
LABR/LO61\2010-2011\Implementation

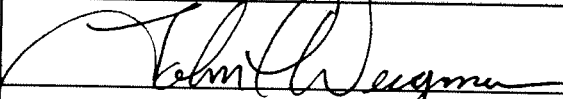

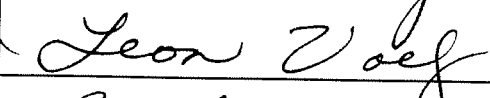
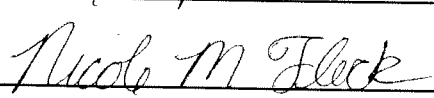
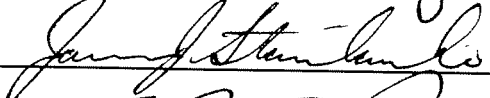




MEMORANDUM OF UNDERSTANDING  
 Between  
 PUBLIC EMPLOYEES' UNION #61  
 LABORERS' INTERNATIONAL UNION OF NORTH AMERICA  
 AFL-CIO, CLC  
 And  
 THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

This Memorandum records the agreement reached on all items between the parties for the time period commencing January 1, 2010, and expiring December 31, 2011. The negotiating committee for Public Employees' Union #61, Laborers' International Union of North America, AFL-CIO, CLC (their signatures appear below) agree to recommend and support ratification and adoption of this Agreement to their principals.

Upon receiving notice from the negotiating committee of Public Employees' Union #61, Laborers' International Union of North America, AFL-CIO, CLC that their membership has properly ratified and adopted this Agreement, the City of Milwaukee Negotiating Team agrees to recommend the items contained in this Agreement to the Common Council of the City of Milwaukee and support their adoption.

Dated January 5, 2011.

Representatives of Public Employees' Union #61 Laborers' International Union of North America AFL-CIO, CLC	Representatives of the City of Milwaukee
	
	
	
	
	



## PUBLIC EMPLOYEES' UNION Local No. 61

3510 W. St. Paul Avenue Milwaukee, WI, 53208 USA

Phone (414) 934-0032 Fax (414) 934-0041 Email [liunlocal61a@netscape.net](mailto:liunlocal61a@netscape.net)

Affiliated with Laborer's International Union of North America, AFL-CIO, and CLC.

Business Manager

**CHUCK WEIGMAN**

President

**JAMES J. STANISLAWSKI**

Vice-President

**RICH WINELAND**

Secretary-Treasurer

**EDWARD FAUSEL**

Recording-Secretary

**ROBERT FRANSON**

Board Member

**JOHNNIE MADLOCK**

Board Member

**LEON VOELZ**

Union Consultant

**LEONARD STREICH**

Attorney at Law

**M. NICK PADWAY**

1-414-277-9800

# VOTE RESULTS

December 21, 2010

Dear Brothers and Sisters,

The contract ratification vote conducted on Tuesday December 21, 2010, resulted in an acceptance of the City's 2010-11 contract proposal and a rejection of the donation of the 2011 clothing allowance.

The final voting results for accepting the city's 2010-2011 contract proposal was 119 votes.

The final voting results for going to mediation/arbitration was 114 votes.

The final vote to donate 2011 clothing allowance was 80 votes.

The final vote not to donate the 2011 clothing allowance was 151 votes.

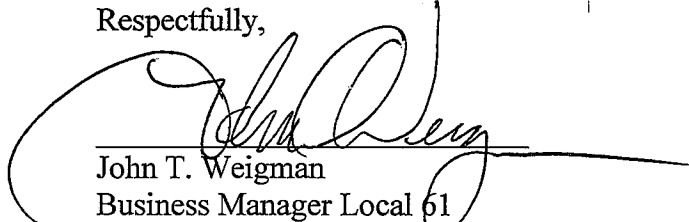
**NOTE:**

1 vote to donate 2011 clothing allowance without a vote for contract or med/arb.

3 votes to accept the contract without either clothing allowance vote.

Thank you to all members who took the time to exercise their right to vote.

Respectfully,



John T. Weigman  
Business Manager Local 61

Cc: file



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Troy M. Hamblin**  
Labor Negotiator

January 10, 2011

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

Dear Committee Members:      Re: Common Council File Number 101066

---

- Analysis -

This report recommends approval of the necessary Salary Ordinance changes to implement the 2010-2011 Labor agreement between Public Employees' Union #61, LIUNA, AFL-CIO, CLC and the City of Milwaukee.

---

This report concerns the implementation of the 2010-2011 labor agreement between Public Employees' Union #61, AFL-CIO, CLC and the City of Milwaukee with regard to rates of pay and special pay provisions.

**Base Salary, 2010-2011 Agreement**

From January 1, 2010 through December 31, 2011, the biweekly base salary paid to employees shall be those rates which became effective Pay Period 14, 2009.

Effective Pay Period 1, 2010 through Pay Period 26, 2011 there shall be no pay step advancement.

In order to implement the general salary increases it is recommended that the Salary Ordinance be amended as specified.

Sincerely,

MARIA MONTEAGUDO  
Employee Relations Director

MM:fcw



Office of the Comptroller

January 7, 2011

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

Ref: Pay Admin

The Honorable Common Council  
Committee on Finance & Personnel  
City of Milwaukee

Dear Committee Members:

Re: Common Council File No. 101066

I have reviewed the fiscal impact statement in the above file, which reports the cost of the wage agreement prepared by the Labor Negotiator for the Public Employees Union 61, LIUNA, AFL-CIO, CLC. The figures developed by the Labor Negotiator for 2011-2012 agreement are adequate for use in the file. The Labor Negotiator's pension costs were developed by an actuary. We are not in a position to recompute these figures, as we do not have the appropriate database. We have found the balance of the figures in the note to be reasonable.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:JB

UN61 Sanitation, 2010-2011

c: Labor Relations  
Deferrred Comp  
ERS



# City of Milwaukee Fiscal Impact Statement

## A

<b>Date</b>	1-05-2011	<b>File Number</b>	101066
<b>Subject</b>	Resolution to ratify and confirm the final agreement between the City of Milwaukee and Public Employees' Union #61, LIUNA, AFL-CIO, CLC.		

## B

<b>Submitted By (Name/Title/Dept./Ext.)</b>	Nicole Fleck/Labor Relations Officer/Employee Relations/x3371
---	---

## C

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

## D

- This Note**
- Was requested by committee chair.

## E

- Charge To**
- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Department Account | <input type="checkbox"/> Contingent Fund          |
| <input type="checkbox"/> Capital Projects Fund         | <input type="checkbox"/> Special Purpose Accounts |
| <input type="checkbox"/> Debt Service                  | <input type="checkbox"/> Grant & Aid Accounts     |
| <input type="checkbox"/> Other<br>(Specify)            |   |

## F

**Assumptions used in arriving at fiscal estimate.**

Current staffing and prior years' experience.

**G**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other	Pension	168,000	
<b>TOTALS</b>		168,000	

**H**

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**I**

List any costs not included in Sections E and F above.

Costs of \$168,000 will recur on an annual basis during the period of amortization of this cost. An estimated savings of \$101,500 will recur during 2010 and 2011 due to the elimination of pay step advancement.

**J**

Additional information.





Legislation Details (With Text)

**File #:** 101070      **Version:** 1  
**Type:** Charter Ordinance      **Status:** In Committee  
**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE  
**On agenda:**      **Final action:**  
**Effective date:**

**Title:** A substitute charter ordinance relating to retirement benefits for employes represented by Public Employees' Union #61, LIUNA, AFL-CIO, CLC.  
**Sponsors:** THE CHAIR  
**Indexes:** CHARTER ORDINANCES, LABOR CONTRACTS, RETIREMENT BENEFITS  
**Attachments:** Letter from Labor Negotiator, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101070

Version  
SUBSTITUTE 1

Reference  
100574

Sponsor  
THE CHAIR

Title

A substitute charter ordinance relating to retirement benefits for employes represented by Public Employees' Union #61, LIUNA, AFL-CIO, CLC.

Sections

36-04-1-f am

36-05-1-h-5-b am

36-08-7-a-2 am

36-08-7-m am

Analysis

This charter ordinance changes retirement benefits for city employes represented by Public Employees' Union #61, LIUNA, AFL-CIO, CLC as follows:

1. A bonus year is added to the pension payment formulary thus qualifying an employe to retire earlier or add pension-eligible service time, or both. Only employes who retire from May 1, 2010 to April 30, 2011 are eligible.
2. Employes retiring from January 1, 2010 to December 31, 2011 shall receive a cost-of-living increase of 2% effective the first anniversary of their retirement.
3. Employes hired on or after January 1, 2010, shall contribute 5.5% of their earnable compensation as a contribution to the retirement system.



Body

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 36-04-1-f of the city charter is amended to read:

**36-04. Creditable Service.**

**1. SERVICE CREDITED.**

f. City employes represented by Milwaukee District Council 48, AFSCME, AFL-CIO, the Technicians, Engineers and Architects of Milwaukee, the Association of Scientific Personnel, and the Association of Municipal Attorneys, SEIU Healthcare District 1199 Wisconsin/Staff Nurses Council, Local 195, IBEW, AFL-CIO, Local 75, Journeyman Plumbers and Gasfitters Union, AFL-CIO, Local 494, IBEW, AFL-CIO, Machine Shop, District 10, IAMAW, AFL-CIO, Joint Bargaining Unit Local 139, IUOE, AFL-CIO/Milwaukee District Council 48, AFSCME, AFL-CIO, Local 494, IBEW, AFL-CIO, Fire Equipment Dispatchers and nonmanagement/nonrepresented employes who during the calendar year 2010 retire from active service on a normal service retirement allowance, including allowances under s. 36-05-1-d-3, or on an immediate retirement allowance under s. 36-05-6-c, shall be eligible for a bonus year. At the member's discretion, the bonus year may be added either to the member's age for purposes of retirement eligibility, or to creditable service. The bonus year may be divided into one month increments and used for a combination of additions to age and creditable service, not to exceed a total of 12 months. All or part of the bonus year cannot be applied to earn more than 35 years of creditable service or to exceed the 70% of final average salary limitation stated in s. 36-06-10-f. In order to be eligible for the bonus year provided in this paragraph, a non-represented/nonmanagement employe must provide notice of his or her intent to retire to his or her department head or designee by August 31, 2010. Employees of the Milwaukee Metropolitan Sewerage District represented by District Council 48, AFSCME, AFL-CIO, Local 366, who during the period commencing May 1, 2010 and ending April 30, 2011, retire from active service on a normal service retirement allowance, including allowances under s. 36-05-1-d-3, or on an immediate retirement allowance under s. 36-05-6-c, shall be eligible for a bonus year pursuant to this paragraph and must give notice by February 1, 2011, of their intent to retire in order to be eligible for the bonus year. This provision shall expire at the end of April 30, 2011. Employees of the Milwaukee Metropolitan Sewerage District who are management or non-represented, who during the period commencing January 1, 2011 and ending December 31, 2011, retire from active service on a normal service retirement allowance, including allowances under s. 36-05-1-d-3, or on an immediate retirement allowance under s. 36-05-6-c, shall be eligible for a bonus year pursuant to this paragraph and must give notice by November 1, 2011, of their intent to retire in order to be eligible for the bonus year. This provision shall expire at the end of December 31, 2011. City employes represented by Local 494, IBEW-AFL-CIO, Electrical Group, who during the period commencing June 1, 2010, and ending December 31, 2010, retire from active service on a normal service retirement allowance, including allowances under s. 36-05-1-d-3, or on an immediate retirement allowance under s. 36-05-6-c, shall be eligible for a bonus year pursuant to this paragraph. This provision shall expire at the end of December 31, 2010. Employees of Milwaukee public schools represented by Milwaukee Building and Construction Trades Council, AFL-CIO, who during the period commencing August 1, 2010, and ending December 31, 2010, retire from active service on a normal service retirement allowance, including allowances under s. 36-05-1-d-3, or on an immediate retirement allowance under s. 36-05-6-c, shall be eligible for a bonus year pursuant to this paragraph. This provision shall expire January 1, 2011. City employes represented by Milwaukee Building and Construction Trades Council, AFL-CIO, who during the period commencing August 1, 2010, and ending December 31, 2010, retire from active service on a normal service retirement allowance, including allowances under s. 36-05-1-d-3, or on an immediate retirement allowance under s. 36-05-6-c, shall be eligible for a bonus year pursuant to this paragraph. This provision shall expire at the end of December 31, 2010. >> [City](#)

employees represented by the Public Employees' Union #61, LIUNA, AFL-CIO, CLC, who during the period commencing May 1, 2010, and ending April 30, 2011, retire from active service on a normal service retirement allowance, including allowances under s. 36-05-1-d-3, or on an immediate retirement allowance under s. 36-05-6-c, shall be eligible for a bonus year pursuant to this paragraph. This provision shall expire at the end of April 30, 2011. <<

Part 2. Section 36-05-1-h-5-b of the city charter is amended to read:

**36-05. Benefits.**

**1. SERVICE RETIREMENT ALLOWANCE.**

h-5-b. City employees represented by Milwaukee District Council 48, AFSCME, AFL-CIO, the Technicians, Engineers and Architects of Milwaukee, the Association of Scientific Personnel, the Association of Municipal Attorneys, SEIU Healthcare District 1199 Wisconsin/Staff Nurses Council, Local 195, IBEW, AFL-CIO, Local 75, Journeyman Plumbers and Gasfitters Union, AFL-CIO, Local 494, IBEW, AFL-CIO, Machine Shop, District 10, IAMAW, AFL-CIO, Joint Bargaining Unit Local 139, IUOE, AFL-CIO/Milwaukee District Council 48, AFSCME, AFL-CIO, Local 494, IBEW, AFL-CIO, Fire Equipment Dispatchers

>> Public Employees' Union #61, LIUNA, AFL-CIO, CLC, << and nonmanagement/nonrepresented employees who during the calendar years 2010 and 2011 retire from active service on a normal service retirement allowance, including allowances under par. d-3, or on an immediate retirement allowance under par. 6-c, and their surviving spouses, shall receive a 2% pension escalator effective with the installment next following the first anniversary of their retirement. City employees represented by Local 494, IBEW-AFL-CIO, Electrical Group, who during the period commencing June 1, 2010, and ending December 31, 2011, retire from active service on a normal service retirement allowance, including allowances under par. d-3, or on an immediate retirement allowance under par. 6-c, and their surviving spouses, shall receive a 2% pension escalator effective with the installment next following the first anniversary of their retirement. Employees of Milwaukee public schools represented by Milwaukee Building and Construction Trades Council, AFL-CIO, who during the period commencing August 1, 2010, and ending December 31, 2010, retire from active service on a normal service retirement allowance, including allowances under par. d-3, or on an immediate retirement allowance under par. 6-c, and their surviving spouses, shall receive a 2% pension escalator effective with the installment next following the first anniversary of their retirement. City employees represented by Milwaukee Building and Construction Trades Council, AFL-CIO, who during the period commencing August 1, 2010, and ending December 31, 2011, retire from active service on a normal service retirement allowance, including allowances under par. d-3, or on an immediate retirement allowance under par. 6-c, and their surviving spouses, shall receive a 2% pension escalator effective with the installment next following the first anniversary of their retirement.

Part 3. Section 36-08-7-a-2 of the city charter is amended to read:

**36-08. Method of Financing.**

**7. MEMBER CONTRIBUTIONS**

a-2. City employees hired on or after January 1, 2010, who are represented by Milwaukee District Council 48, AFSCME, AFL-CIO, the Technicians, Engineers and Architects of Milwaukee, the Association of Scientific Personnel, the Association of Municipal Attorneys, SEIU Healthcare District 1199 Wisconsin/Staff Nurses Council, Local 195, IBEW, AFL-CIO, Local 75, Journeyman Plumbers and Gasfitters Union, AFL-CIO, Local 494, IBEW, AFL-CIO, Machine Shop, District 10, IAMAW, AFL-CIO, Joint Bargaining Unit Local 139, IUOE, AFL-CIO/Milwaukee District Council 48, AFSCME, AFL-CIO,

>> Public Employees' Union #61, LIUNA, AFL-CIO, CLC, << management and nonmanagement/nonrepresented employees, city employees represented by Local 494, IBEW-AFL-

CIO, Electrical Group hired on or after June 1, 2010; city employees represented by Local 494, IBEW, AFL-CIO, Fire Equipment Dispatchers employees hired on or after June 15, 2010; city employees represented by Milwaukee Building and Construction Trades Council, AFL-CIO, hired on or after August 1, 2010; and employees of Milwaukee public schools represented by Milwaukee Building and Construction Trades Council, AFL-CIO, hired on or after August 1, 2010 shall contribute 5.5% of their earnable compensation.

Part 4. Section 36-08-7-m of the city charter is amended to read:

m. During the 8-year period immediately following their enrollment, general city employees who are enrolled as members on or after January 1, 2000 shall contribute to the combined fund a sum expressed as 1.60% of the member's pensionable earnings if they participate in the combined fund. If a member who makes contributions under this par. separates from service without a vested pension or withdraws his or her accumulated contributions, amounts contributed under this par. shall be returned to the contributor without interest. This subsection shall not apply to city employees hired on or after January 1, 2010 who are represented by Milwaukee District Council 48, AFSCME, AFL-CIO, the Technicians, Engineers and Architects of Milwaukee, the Association of Scientific Personnel, the Association of Municipal Attorneys, SEIU Healthcare District 1199 Wisconsin/Staff Nurses Council, Local 195, IBEW, AFL-CIO, Local 75, Journeyman Plumbers and Gasfitters Union, AFL-CIO, Local 494, IBEW, AFL-CIO, Machine Shop, District 10, IAMAW, AFL-CIO, Joint Bargaining Unit Local 139, IUOE, AFL-CIO/Milwaukee District Council 48, AFSCME, AFL-CIO, >> Public Employees' Union #61, LIUNA, AFL-CIO, CLC, << management and non-management/nonrepresented employees, city employees represented by Local 494, IBEW-AFL-CIO, Electrical Group hired on or after June 1, 2010; city employees represented by Local 494, IBEW, AFL-CIO, Fire Equipment Dispatchers hired on or after June 15, 2010; city employees represented by Milwaukee Building and Construction Trades Council, AFL-CIO, hired on or after August 1, 2010; and employees of Milwaukee public schools represented by Milwaukee Building and Construction Trades Council, AFL-CIO, hired on or after August 1, 2010.

Part 5. This is a charter ordinance and shall take effect 60 days after its passage and publication, unless within such 60 days a referendum petition is filed as provided in s. 66.0101(5), Wis. Stats., in which event this ordinance shall not take effect until submitted to a referendum and approved by a majority of the electors voting thereon.

LRB

APPROVED AS TO FORM

\_\_\_\_\_  
Legislative Reference Bureau

Date: \_\_\_\_\_

Attorney

IT IS OUR OPINION THAT THE ORDINANCE  
IS LEGAL AND ENFORCEABLE

\_\_\_\_\_  
Office of the City Attorney

Date: \_\_\_\_\_

Requestor

DER-Labor Relations Division  
Drafter  
LRB124641-2  
MET  
1/6/2011



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Troy M. Hamblin**  
Labor Negotiator

January 5, 2011

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

RE: File No. 101070

Dear Committee Members:

The above referenced charter ordinance implements the retirement benefit changes contained in the 2010-2011 collective bargaining agreement between the City of Milwaukee and Public Employees' Union #61, LIUNA, AFL-CIO, CLC.

Costs associated with this ordinance were reported on the Fiscal Note attached to Common Council File No. 101066.

In view of the foregoing, it is recommended that this ordinance be approved.

Sincerely,

Troy M. Hamblin  
Labor Negotiator

NMF  
101070 ChOrd F&P ltr  
labr\LO61\2010-2011\Implementation



# City of Milwaukee Fiscal Impact Statement

## A

**Date** 1-05-2011 **File Number** 101070

**Subject** A charter ordinance relating to retirement benefits for employees represented by Public Employees' Union #61, LIUNA, AFL-CIO, CLC.

## B

**Submitted By (Name/Title/Dept./Ext.)** Nicole Fleck/Labor Relations Officer/Employee Relations/x3371

## C

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

## D

- This Note**
- Was requested by committee chair.

## E

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify) \_\_\_\_\_
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

## F

Assumptions used in arriving at fiscal estimate.

---

**G**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other	Pension	\$0	
<b>TOTALS</b>		\$0	

**H**

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

- 1-3 Years     3-5 Years    \_\_\_\_\_
- 1-3 Years     3-5 Years    \_\_\_\_\_
- 1-3 Years     3-5 Years    \_\_\_\_\_

**I**

List any costs not included in Sections E and F above.

Costs for this file were included in the fiscal note for Common Council file #101066

---

**J**

Additional information.

---







Legislation Details (With Text)

**File #:** 101061      **Version:** 1

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution approving a Memorandum of Understanding between the City of Milwaukee and the Milwaukee Professional Fire Fighters Association Local #215.

**Sponsors:** THE CHAIR

**Indexes:** FIRE DEPARTMENT, LABOR CONTRACTS

**Attachments:** Letter from Labor Negotiator, Memorandum of Understanding, Attachment A, Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101061  
Version  
Original  
Reference

Sponsor  
THE CHAIR

Title  
Resolution approving a Memorandum of Understanding between the City of Milwaukee and the Milwaukee Professional Fire Fighters Association Local #215.

Analysis  
This resolution approves the terms of a memorandum of understanding between the City of Milwaukee and the Milwaukee Professional Fire Fighters Association Local #215, relative to the cash payout to firefighter recruits of unused 2010 vacation leave.

Body  
Whereas, the City negotiating team and the Milwaukee Professional Fire Fighters Association Local #215, have reached an agreement on a memorandum of understanding regarding payout of unused vacation leave to firefighter recruits; and

Whereas, this memorandum of understanding constitutes the full and complete settlement of the matter which is set forth in the memorandum of understanding and copies of this memorandum are

attached to this file and incorporated herein as though fully set forth at length; now, therefore be it

Resolved, By the Common Council of the City of Milwaukee that the memorandum of understanding between the City negotiating team and the Milwaukee Professional Fire Fighters Association Local #215, the terms of which are set forth in a document annexed to this file, be approved; and, be it

Further Resolved, That the proper City officers be and hereby are authorized and directed to take the necessary action to implement the terms of this memorandum of understanding; and, be it

Further Resolved, That such sums as are necessary for the implementation of the aforementioned memorandum of understanding in accordance with its terms and conditions be obtained for and charged to the appropriate departmental budget accounts in accordance with the customary reporting and accounting requirements.

Requestor  
Department of Employee Relations  
Drafter  
JJA

Vac Payout Resolution  
LabrLo-215

January 11, 2011

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

RE: File No. 101061

Dear Committee Members:

Agreement between the City Negotiating Team and the Milwaukee Professional Fire Fighters' Association Local #215, IAFF, AFL-CIO has been reached on a Memorandum of Understanding (MOU). The MOU concerns the payout of unused 2010 vacation leave for recruit firefighters. Paying out vacation leave will avoid staffing difficulties and will save the City money that would be spent backfilling the positions of vacationing recruits with higher paid employees.

Copies of the MOU, a resolution approving it and a fiscal note are attached.

In view of the foregoing, we recommended that this resolution be approved.

Sincerely,

Troy M. Hamblin  
Labor Negotiator

Attachments

cc: Chief Mark Rohlfig  
David Seager

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**THE CITY OF MILWAUKEE (CITY)**  
**And the**  
**MILWAUKEE PROFESSIONAL FIREFIGHTERS' ASSOCIATION**  
**LOCAL #215, IAFF, AFL-CIO (ASSOCIATION)**

**RE: Vacation Pay-out for Class of November 2, 2009 Recruits**

The City and the Association agree to the following:

1. The employees named on the list entitled **Class of 11/2/09 – New Hires to City – Vacation Hours Owed**, appended hereto by reference as Attachment A, shall each be paid an amount equivalent to the number of hours indicated next to the employee's name times that employee's base salary rate of pay in effect as of the execution date of this memorandum of understanding. Such amount is stated for each employee in the last column of Attachment A. Such pay shall be adjusted, if necessary, when a base salary rate of pay has been established for 2010.
2. Payments shall be made as soon as administratively practicable following execution of this memorandum of understanding.
3. This memorandum of understanding shall be non-precedential and shall not be used by either party in any matter other than its enforcement.

Dated this 13<sup>th</sup> day of December, 2010.

Association Representatives	City Representatives
<i>Paul R. Spang - President</i>	
<i>Thomas E. Brown</i>	
<i>Dean T. Lopez</i>	

**Attachment A**

**Class of 11/2/09 - New Hires to City - Vacation Hours Owed**

<b>RANK</b>	<b>NAME</b>	<b>FMIS_ID</b>	<b>Pay Step</b>	<b>Hours</b>	<b>2009 Base</b>	
					<b>Sal Hrlly</b>	<b>Payout</b>
FIREF	BORCHERT, CAMERON E.	019481	2	80	15.12	1,209.60
FIREF	BROWN, CHRISTOPHER L.	019500	2	80	15.12	1,209.60
FIREF	BYRGE, MATTHEW B.	019523	2	80	15.12	1,209.60
FIREF	CHELSTOWSKI, JOHN R.	019499	2	80	15.12	1,209.60
FIREF	COCKER, AARON R.	019503	2	80	15.12	1,209.60
FIREF	DISIMILE, DANIEL T.	019484	2	80	15.12	1,209.60
FIREF	DUNHAM, MATTHEW T.	019501	2	80	15.12	1,209.60
FIREF	ELLIS, LLOYD D.	019514	2	80	15.12	1,209.60
FIREF	FLORES, ROGER R.	019505	2	80	15.12	1,209.60
FIREF	GERASOPOULOS, CHRISTOS D.	019521	2	96	15.12	1,451.52
FIREF	GINGERY, SEAN G.	019516	2	80	15.12	1,209.60
FIREF	GORDON, MATTHEW C.	019504	2	80	15.12	1,209.60
FIREF	HAYES, JOSEPH R.	019487	2	80	15.12	1,209.60
FIREF	HENSEL, PATRICK V.	019508	2	80	15.12	1,209.60
FIREF	HERRING, DUSTIN E.	019496	2	80	15.12	1,209.60
FIREF	HINSENKAMP, JACOB T.	019502	2	80	15.12	1,209.60
FIREF	JAEGER, MATTHEW A.	019517	2	80	15.12	1,209.60
FIREF	JOCHEM, KEITH A.	019512	2	80	15.12	1,209.60
FIREF	JOERS, ANDREW W.	019494	2	80	15.12	1,209.60
FIREF	KOLL, BRIAN E.	019519	2	80	15.12	1,209.60
FIREF	KOTLOWSKI, TIMOTHY J.	019482	2	80	15.12	1,209.60
FIREF	LONG, JOSHUA L.	019489	2	80	15.12	1,209.60
FIREF	MCGARRY, PATRICK M.	019507	2	80	15.12	1,209.60
FIREF	METZEN, BRETT A.	019498	2	80	15.12	1,209.60
FIREF	MUELVER, MATTHEW C.	019486	2	80	15.12	1,209.60
FIREF	NILSEN, MARK A.	019493	2	80	15.12	1,209.60
FIREF	OLSON, RYAN E.	019511	2	80	15.12	1,209.60
FIREF	PATERSON, GREGORY R.	019513	2	80	15.12	1,209.60
FIREF	PERIFANOS, JOHN	019495	2	80	15.12	1,209.60
FIREF	PICHOTTA, DONALD R. JR.	019490	2	80	15.12	1,209.60
FIREF	PIERCE, SAMUEL H.	019488	2	80	15.12	1,209.60
FIREF	RAASCH, CHRISTOPHER S.	019480	2	80	15.12	1,209.60
FIREF	RHEAMS, DARRYL J.	019483	2	80	15.12	1,209.60
FIREF	ROEMER, JOSHUA J.	019515	2	80	15.12	1,209.60
FIREF	ROSPLOCH, ADAM J.	019524	2	80	15.12	1,209.60
FIREF	ROSS, JASON M.	019518	2	80	15.12	1,209.60
FIREF	SCOTT, ANTHONY R.	019520	2	80	15.12	1,209.60
FIREF	SIMON, CASSIDY G.	019510	2	80	15.12	1,209.60
FIREF	STARR, JEREMY S.	019479	2	80	15.12	1,209.60
FIREF	TAYLOR, ERIC K.	019509	2	80	15.12	1,209.60
FIREF	THOMAS, COLIN G.	019492	2	80	15.12	1,209.60
FIREF	VESTER, ROBERT J.	019522	2	80	15.12	1,209.60
FIREF	VINSON, BLAKE W.	019485	2	80	15.12	1,209.60
FIREF	WHYTE, JEREMY J.	019491	2	80	15.12	1,209.60
FIREF	WILLIAMS, LORENZO A.	019506	2	80	15.12	1,209.60
					<b>Total</b>	<b>54,673.92</b>

December 6, 2010

Ron Leonhardt  
City Clerk  
City Clerk's Office  
Room 205, City Hall  
City of Milwaukee

Dear Mr. Leonhardt:

The City of Milwaukee and Milwaukee Professional Firefighters' Association Local #215 have agreed on the terms of a memorandum of understanding concerning vacation payout of the recruit class of November 2, 2009. In order to implement the provisions of this agreement, we will need a Common Council file. Please open a file for this purpose.

Sincerely,

Troy M. Hamblin  
Labor Negotiator

Attachment

Open new cc file  
Jalvar\wpdata\Gen Lab Re





# City of Milwaukee Fiscal Impact Statement

## A

<b>Date</b>	1-5-2011	<b>File Number</b>	101061
<b>Subject</b>	Resolution approving a memorandum of understanding between the City of Milwaukee and the Milwaukee Professional Firefighters Local #215		

## B

<b>Submitted By (Name/Title/Dept./Ext.)</b>	Joe Alvarado/Labor Relations Officer/Employee Relations/x2105
---	---

## C

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

## D

- This Note**
- Was requested by committee chair.

## E

- Charge To**
- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Department Account | <input type="checkbox"/> Contingent Fund          |
| <input type="checkbox"/> Capital Projects Fund         | <input type="checkbox"/> Special Purpose Accounts |
| <input type="checkbox"/> Debt Service                  | <input type="checkbox"/> Grant & Aid Accounts     |
| <input type="checkbox"/> Other (Specify)               |   |

## F



**Assumptions used in arriving at fiscal estimate.**

Actual wage times hours paid out to employees. Savings of at least \$30,230 will occur on a one-time basis as a result of not having to back-fill these hours if the employees were given time off. Savings estimate is based on straight time rate for back-filling employees and is therefore, conservative.

<b>G</b>			
<b>Purpose</b>	<b>Specify Type/Use</b>	<b>Expenditure</b>	<b>Revenue</b>
<b>Salaries/Wages</b>	Vacation payout	54,647	
<b>Supplies/Materials</b>			
<b>Equipment</b>			
<b>Services</b>			
<b>Other</b>			
<b>TOTALS</b>		54,647	

<b>H</b>	
<b>For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.</b>	
<input type="checkbox"/> 1-3 Years <input type="checkbox"/> 3-5 Years	_____
<input type="checkbox"/> 1-3 Years <input type="checkbox"/> 3-5 Years	_____
<input type="checkbox"/> 1-3 Years <input type="checkbox"/> 3-5 Years	_____

<b>I</b>
<b>List any costs not included in Sections E and F above.</b>
_____

<b>J</b>
<b>Additional information.</b>
_____





Legislation Details (With Text)

**File #:** 101125      **Version:** 1

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Substitute Resolution authorizing the Department of Employee Relations to enter into a contract with a benefit service vendor for 2011-2013.

**Sponsors:** ALD. MURPHY

**Indexes:** AGREEMENTS, DEPARTMENT OF EMPLOYEE BENEFITS, HEALTH INSURANCE

**Attachments:** Cover Letter, Request for Proposal, Evaluation of the Proposals, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/11/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101125  
Version  
Substitute 1  
Reference

Sponsor  
THE CHAIR  
Title

Substitute Resolution authorizing the Department of Employee Relations to enter into a contract with a benefit service vendor for 2011-2013.

Analysis  
Body

Whereas, the Department of Employee Relations (DER) has completed the Request for Proposal (RFP) for a Benefits Consultant for up to three years with the option of renewing for another two years as authorized by Common Council File #091350, and

Whereas there were three consultants who responded to the RFP among the fifteen that were sent the request, and,

Whereas a Department of Employee Relations Review Team has considered the responses from each of the consultants, and,

Whereas the bid from Willis of Wisconsin has been deemed to be the most responsive based on the scores of

the Review Team,

Therefore be it resolved that the Department of Employee Relations, with the approval of the City Attorney's office, is authorized to enter into a three-year contract, with the option of extending the contract for a two-year period, with Willis of Wisconsin not to exceed \$125,000 per year to provide benefits consulting services to the City of Milwaukee.

Drafter  
DER  
MB  
12/20/10



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Troy M. Hamblin**  
Labor Negotiator

December 21, 2010

Alderman Michael Murphy, Chairman  
City of Milwaukee Common Council Finance and Personnel Committee  
200 East Wells Street, Room 205  
Milwaukee, WI 53202

**File No: 101125 Resolution approving Benefits Consultant Contract**

Dear Alderman Murphy:

The Department of Employee Relations (DER) has prepared and distributed a request for proposal (RFP) for a benefits consultant based on Common Council File #191350, which authorized this process. The six-page RFP was sent to fifteen consultant firms. Three groups responded to the RFP. The DER Review Team included Dennis Yaccarino, City Economist; Troy Hamblin, Labor Negotiator; and Michael Brady, Employee Benefits Director. The Review Team is recommending the City enter into a three year contract with Willis of Wisconsin, for 2011-2013, with the option of renewing for a two-year period.

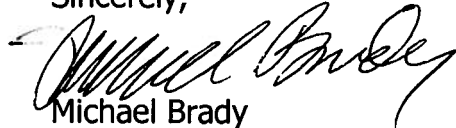
The Review Team considered the three proposals from Wells Fargo Insurance Services, Gallagher Benefit Services, and Willis of Wisconsin. The proposal requested the consultant to provide an extensive scope of services including: (1) preparation of RFPs for benefit services; (2) a data warehouse to explain utilization and cost of benefits; (3) projected costs for the Basic Plan supported by Actuary; (4) recommendations regarding insurance benefit products; (5) advice regarding prevention, disease management and wellness; (6) information regarding prescription utilization; (7) strategic direction to better control health care costs; and (8) experience and knowledge working with public sector employer.

A copy of the actual RFP and the scores of the three consultants are attached. The Willis fee is not to exceed \$125,000 per year. The Willis fee was lower than the fee for the other two consultants. The Review team felt that based on Willis's knowledge and experience in addition to their responses to the other services

outlined in the RFP that Willis represents the best choice for the City. A fiscal note and a resolution are also attached.

Please contact me at [mbrady@milwaukee.gov](mailto:mbrady@milwaukee.gov) or 286-2317 if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Brady". The signature is written in a cursive, flowing style.

Michael Brady  
Employee Benefits

cc: Maria Monteagudo, DER  
Troy Hamblin, DER  
Dennis Yaccarino, Budget



**City of Milwaukee  
Request for Proposal (RFP) for Employee Benefit Consultant**

**November 1, 2010**

**Invitation**

The City of Milwaukee is soliciting proposal from qualified consultants to perform and provide consulting services for the City of Milwaukee Employee Benefits Program. Interested and qualified parties who can demonstrate ability and comparable experience are invited to submit proposals.

Proposals will be accepted until Tuesday, November 30, 2010 at 4:45 pm. Submittals and requests for information relative to this proposal should be address to:

Michael Brady, Employee Benefits Director  
City of Milwaukee, 200 East Wells, Room 706  
Milwaukee, WI 53202  
414-286-2317  
mbrady@milwaukee.gov

**I. Background on City of Milwaukee**

The City of Milwaukee employees 7000 active employees and has 5000 retired employees. Employees are provided health benefits, dental benefits, flexible spending plans, long term disability benefits and a comprehensive wellness program. The city offers a self funded basic health plan and an insured HMO plan. The City carves out prescription benefits for active and retired employees. The City offers three dental plans. The City contracts with vendors (one each) for flexible spending, LTD and wellness.

**II. Scope of Services**

The City of Milwaukee is seeking a benefits consultant to perform a full range of services related to the design, implementation, maintenance, communication and ongoing improvement of the City's group insurance programs. The benefits programs include two health insurance plans, a self-funded Basic Plan and an insured HMO; three dental plans; a flexible spending plan; a Long

Term Disability program; and, a comprehensive wellness initiative. The services should include, but are not limited to the items listed below.

- A. Assist in the preparation and execution of Request for Proposals (RFP)** for health, dental, flexible spending, long term disability services and wellness services.
- Assist the Benefits Director in creating the RFP
  - Assist the City team in determining how to evaluate the responses
  - Assist the City team in identifying potential responders
  - Evaluate the financial proposals of each bid
  - Assist the City team in making recommendations to City policy makers
- B. Maintain and Support a data warehouse,** data gathering and information sharing. Maintain a data warehouse that currently includes health and prescription insurance claims from 2004-2009 from both HMO, Basic Plan and Prescription benefit Manager vendors.
- Add 2010 vendor data to this data warehouse
  - Prepare usable data summaries for DER, Budget Office, Aldermen and other City officials.
  - Identify trends and patterns of utilization and recommend cost control opportunities
  - Transfer data stored by current consultant to party selected without additional costs.
- C. Prepare projected costs** for all self-insured or proposed self-insured City plans with a Fellow of the Society of Actuaries, and provide projected costs for all union and management health insurance proposals during negotiations. These plans currently include the City Basic Health Plan and the City Prescription Benefit Manager. The City's insured HMO program may become self-funded in the future.
- Based on the data gathered, the experience and the utilization, project the 2012 City claims costs for all self funded plans, both active and retired.
  - Based on the data gathered , the experience and the utilization, project the 2012 City costs for all prescription benefit programs, including the DeanCareRx Medicare D program.
  - Based on the data gathered, the experience and the utilization, project 2012 City costs for the insured HMO program if the City decides to self-insure the HMO and offer an EPO type program.
  - Provide documentation and analysis to support the project costs for each.
  - Projecting the cost of these self-insured services with supporting documents requires the services of a member of the American Academy of Actuaries and a Fellow of the Society of Actuaries.



**D. Make recommendations regarding the insurance and benefit products offered by the City of Milwaukee**

- Identify the benefits and challenges of using an insured HMO type product or a self-insured EPO type product.
- Recommend changes regarding plan design, premium, co-pays, co-insurance and deductibles.

**E. Make recommendations regarding prevention, disease management and wellness activity.**

- Based on the review of the utilization and experience of City data, identify options and specific recommendations regarding the best disease management and wellness efforts in which the City and its employees should be engaged.
- Assist as necessary in identifying vendors to provide health risk analysis and healthy lifestyle service to City employees.
- Project cost control expectations from the implementation of different wellness programs, incentives and disincentives.
- Assist the City in evaluating the work of Froedtert Health Workforce Health, the City's current partner in providing a comprehensive wellness program to City employees.
- Assist the City in identifying ROI metrics to be used in assessing the effectiveness of Wellness Program.

**F. Make recommendations regarding prescription utilization**

- Based on review of the utilization and experience of City members for prescription data, make recommendations to help the City and City members better control costs while providing appropriate medications.
- Continue to make recommendations regarding utilization of Medicare Part D with the over 65 Medicare retirees, efforts that will allow retirees to better control their health care costs and get the most appropriate medications.
- As part of the RFP process for a prescription benefit manager, help the City to evaluate the ongoing utilization of a Medicare Wrap program with both the HMO and the Basic Plan for retirees over 65.

**G. Assist the City in development of an ongoing strategic direction to better control health care costs.**

- Assess the impact of past City healthcare cost control strategies and future direction if specific changes in health care benefits and plan design are not made.
- Share the strategic direction, including measurable goals, and obtain consensus from management, aldermen and the Mayor regarding the direction.

- Share the information with any existing Labor/Management and Retiree Committees at the direction of Labor Relations and Employee Benefits.
- Assist in obtaining labor buy-in of the City health plan policies.
- Assist in developing and establishing measurable outcomes to monitor the success of implemented changes.
- Assist a labor-management committee in the ongoing design, development, and implementation of improvements to the City current comprehensive prevention and wellness program, “Wellness, Your Choice Milwaukee.” Include specific measurable changes that have resulted from this effort.

**H. Assist the Employee Benefits Director in administering all group insurance plans.**

- Assist the City in complying with laws and regulations related to employee benefits, including changes in state and federal laws.
- Assist the City with the implementation and communication of new programs or changes to existing programs, which will include attending and presenting information at Open Enrollment meetings and/or health fairs.
- Research any new developments in the law and employee benefits, including health care reform efforts, on an ongoing basis.
- Interface with insurance carriers as needed to assist the City in the resolution of problems associated with benefit programs.

**III. Proposal Format Requirements**

Please provide an overview of your firm including the following:

- Name, address, and description of the agency, including the name and contact information for the person who will serve as a contact.
- A description of the business organization, its ownership, its organizational structure, and mission.
- Confirmation of the appropriate federal and state licenses required to perform the services, if applicable.
- A description of any changes in management/ownership anticipated during the next year.
- A copy of the most recent annual report or audit financial and proxy statement.

For each Scope of Service item listed under Section II of this RFP, please provide the following information:

- A statement describing how your firm intends to comply with the City’s needs as described under A - H of Section II. If you are unable to meet a specific need please provide a detailed explanation supporting your position.
- A description of your experience performing comparable work for other employers. Please include a description of your experience working with the public sector employers.

- A detailed cost proposal for all services performed under RFP including and administrative costs.

#### **IV. Evaluation Process and Criteria**

RFP responses will be evaluated by a team of City of Milwaukee representatives based on the following:

- Quality of Responses (ability of the proposer to meet needs of the City as defined under Scope of Services).
- Experience of the firm performing comparable work.
- Overall cost and value to the City.

The City reserves the right to interview finalists. The City reserves the right to accept or reject all or part of any proposal submitted and accept such proposal deemed to be in the best interest of the City; reject any and all proposals received in response to this request; accept a proposal that is not the lowest cost; request clarification regarding any proposal; make a partial award, or not make any award.

#### **V. References**

Please provide tree client references for which you have provided related services during the past three years. Preference should be given to including those references most similar to the City in terms of size, industry, location and complexity. Please include name, address, telephone and e-mail contact of your primary client contact at this organization as well as a short description of the scope of services performed for each reference. The City reserves the right to contact or visit any party listed as a reference that has previously used, or is presently using your products or services in a manner similar to those proposed by the vendor. The City may also use other sources to obtain information about the proposed products and services.

#### **VI. Statement of Compliance Form**

##### **Fair Employment Practices**

All proposals shall be subject to the provisions of Section 109-9 of the Milwaukee Code of Ordinances relating to prohibition of discrimination in employment. This provision shall be applicable and incorporated as part of any contract or proposal award.

##### **Non-discrimination**

In performing in accordance with the terms of the RFP, the proposer agrees not to discriminate against any qualified employee or qualified applicant for employment because of sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status, sexual orientation, gender identity or expression, past or present membership in the military service, familial status, or based upon affiliation with,

or perceived affiliation with any of these protected categories as defined in Section 109-9 of the Milwaukee Code of Ordinances. Contractor is required to include a similar provision in all subcontracts. This provision shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, lay-off or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. The proposer further agrees to take affirmative action to ensure equal employment opportunities for persons with disabilities. The proposer agrees to post in conspicuous place available for employees and applicants for employment notices to be provided by the contracting officer setting forth the provisions of the nondiscrimination clause. Wisconsin Statutes 16.765 (1) and (2) and provisions of section 109-9 of the Milwaukee Code of Ordinances.

**VII. Schedule for the RFP**

- |                              |                     |
|------------------------------|---------------------|
| ○ RFP distributed via e-mail | November 1, 2010    |
| ○ Responses to RFP Due       | November 30, 2010   |
| ○ Committee Review           | December 1-7, 2010  |
| ○ Conduct Interviews         | December 8-10, 2010 |
| ○ Recommendation             | December 15, 2010   |

Additional information regarding City of Milwaukee Benefits and benefit programs can be found at <http://city.milwaukee.gov/der>

December 17, 2010

Evaluation of RFP respondents  
Benefits Consultant

	Group A Gallagher Benefits	Group B Wells Fargo Insurance	Group C Willis of Wisconsin
Section A (RFP) (20)	10/5/5 [20]	15/5/13 [33]	20/15/18 [53]
Section B (data) (20)	8/10/5 [23]	12/10/15 [27]	15/15/20 [50]
Section C (actuary) (10)	10/5/0 [15]	0/2/5 [7]	10/8/10 [28]
Section D (products) (10)	10/6/5 [21]	10/6/6 [22]	10/9/10 [29]
Section E (DM, wellness) (10)	10/4/5 [19]	10/4/7 [21]	10/9/10 [29]
Section F (utilization) (5)	10/3/1 [14]	5/3/3 [11]	9/5/5 [19]
Section G (strategy) (20)	8/5/10 [23]	9/5/16 [30]	10/15/20 [45]
Section H (adm) (5)	5/5/4 [14]	5/5/5 [15]	5/5/5 [15]
Section IV (Experience) (20)	12/10/5 [27]	15/10/15 [40]	20/18/18 [56]
Section V (References) (10)	5/5/5 [15]	5/5/5 [15]	10/10/10 [30]
Cost (25)	0/0/0 [0]	15/15/15 [45]	25/15/15 [55]
Total (155)	[191/3=63,7]	[266/3=88.7]	[409/3=136.3]

Section III (format) ok  
Section VI (Statement of Compliance) ok



# City of Milwaukee Fiscal Impact Statement

**Date** December 20, 2010

**File Number** 101125

Original  Substitute

A

**Subject** Resolution authorizing the Department of Employee Relations to enter into a contract with a benefit service vendor for 2011-2013.

B

**Submitted By (Name/Title/Dept./Ext.)** Michael Brady, Employee Benefits Director, 414-286-2317

C

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

D

**This Note**  Was requested by committee chair

E

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

F

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services	consultant services	\$125,000	
Other			
<b>TOTALS</b>			

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

List any costs not included in Sections E and F above.

H

Assumptions used in arriving at fiscal estimate.

I

Additional information.

J







Legislation Details (With Text)

**File #:** 101149      **Version:** 0

**Type:** Communication      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Communication relating to an amendment to a single-source contract for the Fire & Police Commission - Homeland Security.

**Sponsors:** THE CHAIR

**Indexes:** HOMELAND SECURITY, PURCHASING DIVISION, PURCHASING PROCEDURES

**Attachments:** Letter from Department of Administration, Background Information on Contract Amendment, Letter from Office of Emergency Management and Homeland Security, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
1/7/2011	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101149  
Version  
ORIGINAL  
Reference

Sponsor  
THE CHAIR  
Title

Communication relating to an amendment to a single-source contract for the Fire & Police Commission - Homeland Security.

Requestor

Drafter  
jro



Department of Administration  
Business Operations Division

Tom Barrett  
Mayor

Sharon Robinson  
Director of Administration

Rhonda U. Kelsey  
City Purchasing Director

January 7<sup>th</sup>, 2011

To the Honorable  
Michael J. Murphy, Chair  
Committee on Finance & Personnel  
Common Council-City Clerk  
City Hall Room 205

Dear Alderman Murphy:

I am writing in regard to a request from the Fire and Police Commission – Homeland Security to amend a service contract with Mr. Eugene Oldenburg. Mr. Oldenburg is a consultant, providing coordination services for the Southeast Wisconsin State Communications Interoperable (SCIP) plan, which will ensure fully interoperable emergency communications and implementation of a regional communications plan in compliance with State requirements. Mr. Oldenburg's specific tasks include:

- Establishment and coordination of a regional planning commission
- Presentation of workshops, and
- Technical guidance to the 8-County Southeast Wisconsin Region

The original contract amount was \$45,000.00. This represents the second contract amendment request to the contract in the amount of \$53,333. The first amendment request was in the amount of \$8,255 and was approved in November of 2010. At the Finance Personnel Committee meeting on November 14<sup>th</sup>, 2010 I was directed by committee members to bring any additional contract amendments associated with this contract back before the Finance & Personnel Committee. The total value of the contract will be approximately \$107,000 if this contract amendment is approved.

The charter ordinance requires Finance & Personnel Committee approval of existing single or sole source contract amendments when the original amount of the contract added to the amended amount of the contract, is \$50,000 or greater.

Attached to this letter is a document that provides additional background information regarding this contract amendment request.

I look forward to addressing any additional questions or concerns that you might have.

Sincerely,

Rhonda U. Kelsey  
City Purchasing Director

c: Alderman Bob Bauman, Vice Chair  
Alderman Joe A. Dudzik  
Alderwoman Milele A. Coggs  
Alderman Nik Kovac  
Homeland Security Director, Steve Fronk

## DOA-Business Operations Division – Procurement Services Section

### Finance & Personnel Committee Approval Required Single / Sole Source Contract Amendments \$50K or More Contract #E-10082

#### Background:

**User Department:** Fire & Police Commission – Homeland Security

**Contract Description:** Consultant contract to serve as the Regional Southeast Wisconsin State Communications Interoperable Plan Implementation (SCIP) Coordinator

**Vendor Name:** Mr. Eugene Oldenburg

**Contract Term:** 01/01/2010 thru 12/31/2010 with option to renew based on performance and funding availability.

**Original Contract Amount:** \$45,000

---

#### **Background of Contract Amendments:**

Date	Description	Term	Cost
01/01/10	Original Contract E10082 – consultant contract to serve as the Regional SCIP Implementation Coordinator under a grant from the State of Wisconsin, Office of Justice Assistance (OJA).	01/01/2010 thru 12/31/2010	\$45,000.00
November 17 <sup>th</sup> , 2010	<b>Amendment #1</b> – To facilitate the correction of the billing of allowable expenses under the OJA grant.	01/01/2010 thru 12/31/2010	\$8,255.00
<b>Pending Request</b>	<b>Amendment #2</b> – Additional grant funds have been received to allow for continued service delivery.		\$ 53,333.00
<b>Total (including the pending amendment #2)</b>			<b>\$106,588.00</b>

#### **Purpose of Amendment:**

This represents the second contract amendment request by the Fire & Police Commission – Homeland Security to the original contract amount of \$45,000. The Fire & Police Commission has received additional grant funding and is requesting to exercise their option to extend the SCIP Coordinator contract with Mr. Oldenburg.

Mr. Oldenburg currently serves as the Southeast Wisconsin SCIP Coordinator and is working toward meeting the deliverables enumerated under the grant for establishing and coordinating a regional planning commission; present training workshops and technical guidance to the eight county SE Wisconsin Region with the goal of fully interoperable emergency communications in compliance with State of Wisconsin requirements. According to Steve Fronk, Director of the Office of Homeland Security, the contract has met year to date deliverables and expectations under the contract. The specific deliverables are as follows:

- **Establish regional governance.** I made 19 presentations to law and fire associations or representatives in the eight county SE SCIP region to recruit members to form the regional interoperability council. I conducted the first organizational meeting on July 12<sup>th</sup>. I conducted the second meeting of the council on October 11<sup>th</sup> that led to the election of the leadership and the adoption of the regional council by-laws.

- **Narrowbanding Mitigation.** I conducted educational presentations to the regional council membership and also the WHEPP Region 7 Board of Directors. I developed a PowerPoint presentation on the FCC Narrowbanding Mandate for use by all regional state SCIP coordinators and other stakeholders.
- **Define “Active participation” requirement.** This is currently under discussion by the regional council leadership and will be presented to the general membership at a future meeting.
- **Define regional meeting schedules.** This was established in the regional by-laws.
- **Implement CASM software database.** I participated in approximately ten instructional webinars to gain an understanding of the software. I have worked with the national CASM database coordinator to import all Wisconsin law enforcement agency information, thereby eliminating the need to manually enter this information. I am currently working with other regional coordinators to standardize the data field naming conventions.
- **Develop County TICPs.** I completed the two day train-the-trainer OEC/ICTAP workshop held in August in Kewaunee County.
- **COML Training Initiative.** I have completed all of the ICS prerequisites in preparation for formal COML training scheduled to be held sometime in 2010.
- **BadgerNet/Radio over IP Initiative.** This deliverable is not applicable at this time.
- **Interoperability Exercises Initiative.** This is a future deliverable; however I have completed two of the three ICS training courses on exercise design in preparation for this item.
- **After-action Reporting of Interoperability Incidents/Exercises.** I obtained reports on a Franklin PD bank robbery apprehension incident involving multiple agencies and I am currently participating as a panel member reviewing the shooting of two West Allis police officers that involved a responsive by ten law enforcement agencies.
- **SCIP Plan Update.** I participated in an OEC/ICTAP facilitated workshop held on June 23<sup>rd</sup> in Appleton to update the current Wisconsin SCIP plan.

Ref: J:/Shared/F&PApprovalReq/FPC-SCIP PlanE10082 01-07-2011 (#2).doc



**Office of Emergency Management  
& Homeland Security**

**Tom Barrett**  
Mayor

**Steven Fronk**  
Director

January 7, 2011

**To:** Michael Murphy, Chairperson  
Finance & Personnel Committee

**From:** Steven Fronk, Director  
Emergency Management & Homeland Security

**RE:** SE Wisconsin Regional Coordinator Position  
Statewide Communication Interoperability Program (SCIP)

I would respectfully request that the Finance and Personnel Committee approve the use of \$53,333 in grant funds from the Office of Justice Assistance to retain the services of independent contractor Eugene Oldenburg as SE Wisconsin Regional Coordinator for the Statewide Communication Interoperability Program (SCIP). Grant guidance specifically designates that these funds be utilized to retain a contractor to create and oversee a regional emergency communications council. They cannot be utilized for any other purpose.

I believe that Eugene Oldenburg, in addition to being highly qualified, is the only available person who can meet the current demands of the position and existing grant deadlines for deliverables. Among Eugene Oldenburg's unique qualifications and experiences are:

- Graduate, FBI National Academy
- Police Chief, West Milwaukee, 1992-2009
- President, Milwaukee County Law Enforcement Executive Association (MCLEEA) 1996
- Negotiation of suburban access to county 800 MHz trunk system
- Drafting of first Milwaukee County inter-agency communications guidelines
- Drafting of standardized radio talk group guidelines for MCLEEA
- Drafting of Wireless E911 PSAP Response Policy adopted by MCLEEA
- Formation of Suburban Mutual Assistance Response Team (SMART)
- Project manager for purchase and installation of telephone and Positron 911 PSAP
- Drafting of model policy re: non-lethal force adopted by several area jurisdictions

Since taking on the task of serving as the Southeast Wisconsin SCIP Coordinator in March 2010 Eugene Oldenburg has:

- Established an excellent, mutually beneficial working relationship with the Office of Justice Assistance (OJA), local public safety agencies and elected officials
- Conducted numerous meetings with individuals and groups to explain the requirements and benefits of the statewide communications interoperability program
- Fostered and encouraged dialog between disciplines and jurisdictions in an eight county area in order to establish common public safety communications priorities
- Assisted in creation of a regional governance council to insure that all public safety agencies in SE Wisconsin have the ability to communicate seamlessly when necessary
- Met all grant-related deliverables on a timely basis, assisted with emergency communications during activation of the City EOC and offered assistance over and above grant compensated hours when circumstances required

Thank you for your time and consideration regarding this matter. I am available to answer any questions you may have concerning the SCIP grant requirements and/or Eugene Oldenburg's qualifications. Please feel free to contact me at 286-5062 or [steve.fronk@milwaukee.gov](mailto:steve.fronk@milwaukee.gov).

**PW FILE NUMBER: 101149**

NAME	ADDRESS	DATE SENT		
Rhonda Kelsey		1/10/11		
Steve Fronk		x		
		x		



Legislation Details (With Text)

**File #:** 101043      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** PUBLIC SAFETY COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution relative to application, acceptance and funding of a Beat Patrol Program Grant.

**Sponsors:** THE CHAIR

**Indexes:** CRIME PREVENTION, POLICE DEPARTMENT, STATE GRANTS

**Attachments:** Grant Analysis Form, Grant Budget Form, Fiscal Analysis, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
12/23/2010	0	PUBLIC SAFETY COMMITTEE	HEARING NOTICES SENT		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number:**  
101043

**Version:**  
ORIGINAL

**Reference:**

**Sponsor:**  
THE CHAIR

**Title:**  
Resolution relative to application, acceptance and funding of a Beat Patrol Program Grant.

**Analysis:**  
This resolution authorizes the Milwaukee Police Department to apply for, accept and fund a Beat Patrol Program Grant from the State of Wisconsin, Office of Justice Assistance, in the amount of \$261,774 with a grantor share of \$140,793 and a city share of \$120,981. The purpose of the project is to work with residents to identify and resolve crime and quality of life issues which impact upon the neighborhood.

**Body:**  
Whereas, The City of Milwaukee appears to be eligible for grant funds from the State of Wisconsin, Office of Justice Assistance for additional beat patrol officers to work with the residents to identify and resolve crime and quality of life issues which impact upon the neighborhood; and

Whereas, The operation of this grant from 01/01/2011 to 12/31/2011 would cost \$261,774 of which



\$140,793 (53%) would be provided by the grantor and \$120,981 (47%) would be provided by the city; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that the Police Department shall accept this grant without further approval unless the terms of the grant change as indicated in Section 304-81, Milwaukee Code of Ordinances; and, be it

Further Resolved, That the City Comptroller is authorized to:

1. Commit funds within the Project/Grant Parent of the 2011 Special Revenue Grant and Aid Projects fund, the following amount for the program titled: Beat Patrol Program Grant:

<u>Project/Grant</u>	<u>Fund</u>	<u>Org</u>	<u>Program</u>	<u>BY</u>	<u>Subclass</u>	<u>Account</u>
GR0000110000	0150	9990	0001	0000	R999	000600

<u>Project</u>	<u>Amount</u>
Grantor Share	\$140,793

2. Create the necessary Grant and Aid Project/Grant and Project/Grant levels; budget against these Project/Grant values the amount required under the grant agreement;

3. Establish the necessary City Share Project Values; and, be it

Further Resolved, That these funds are budgeted for the Milwaukee Police Department which is authorized to:

1. Expend from the amount budgeted for specified purposes as indicated in the grant budget and incur costs consistent with the award date;

2. Transfer funds within the project budget as long as the amount expended for each specific purpose does not exceed the amount authorized by the budget by 10 percent; and, be it

Further resolved, that the 2011 Positions Ordinance be amended as follows to reflect the change in footnote (S):

Footnote (S)  
Police Department  
Operations Decision Unit  
District 2 and Weed & Seed Initiative

Delete  
(3) Police Officers (S)

(S) State Beat Patrol Grant: To expire 12/31/11 unless the State Beat Patrol Program Grant available from the State of Wisconsin, Office of Justice Assistance, is extended.

**Drafter:**  
Milwaukee Police Department  
vjl

12/02/10

Clerical Correction - 1-11-11- tb

# GRANT ANALYSIS FORM OPERATING & CAPITAL GRANT PROJECTS/PROGRAMS

**Department/Division:** Milwaukee Police Department

**Contact Person & Phone No:** Barb Butler 414-935-7452

**Category of Request**

**New Grant**

**Grant Continuation**

**Change in Previously Approved Grant**

**Previous Council File No.** 091123

**Previous Council File No.**

**Project/Program Title:** Beat Patrol Program Grant

**Grantor Agency:** State of Wisconsin Department of Justice, Office of Justice Assistance

**Grant Application Date:** N/A

**Anticipated Award Date:** Award received 11/23/09

**Please provide the following information:**

**1. Description of Grant Project/Program (Include Target Locations and Populations):**

Purpose is to work with residents to identify and resolve crime and quality of life issues which impact the neighborhood.

**2. Relationship to City-wide Strategic Goals and Departmental Objectives:**

Public safety; reduction of crime

**3. Need for Grant Funds and Impact on Other Departmental Operations (Applies only to Programs):**

Provides funding of \$140,793 towards the salaries of three police officers. The department pays the difference in salaries of what the grant does not cover.

**4. Results Measurement/Progress Report (Applies only to Programs):**

N/A

**5. Grant Period, Timetable and Program Phase-out Plan:**

01/01/11 – 12/31/11

**6. Provide a List of Subgrantees:**

N/A

**7. If Possible, Complete Grant Budget Form and Attach.**

CITY OF MILWAUKEE OPERATING GRANT BUDGET

PROJECT/PROGRAM TITLE: Beat Patrol Program Grant

PROJECT/PROGRAM YEAR: 01/01/11 – 12/31/11

CONTACT PERSON: Barbara Butler, Budget Manager

NUMBER OF POSITIONS		LINE DESCRIPTION	PAY RANGE NO.	GRANTOR SHARE	IN-KIND SHARE	CASH MATCH A/C #	TOTAL
NEW	EXISTING						
	3	<b>PERSONNEL COSTS</b> Police Officers (FT)	801	102,024	87,667		189,691
		<b>TOTAL PERSONNEL COSTS</b>		102,024	87,667		189,691
		<b>FRINGE BENEFITS (32%)</b>		38,769	33,314		72,083
		<b>TOTAL FRINGE BENEFITS</b>		38,769	33,314		72,083
		<b>SERVICES</b>					
		<b>TOTAL SERVICES</b>					
		<b>EQUIPMENT</b>					
		<b>TOTAL EQUIPMENT</b>					
		<b>INDIRECT COSTS</b>					
		<b>TOTAL INDIRECT COSTS</b>					
		<b>TOTAL COSTS</b>		140,793	120,981		261,774

**LEGISLATIVE REFERENCE BUREAU FISCAL ANALYSIS**

**PUBLIC SAFETY COMMITTEE**

**JANUARY 12, 2011**

**Item 6, File #101043**

File Number 101043 is a resolution authorizing the Milwaukee Police Department to accept and fund a 2010 Beat Patrol Program Grant from the Wisconsin Department of Justice, Office of Justice Assistance, in the amount of \$261,774, with a grantor share of \$140,793 and a City share of \$120,981.

**Background**

1. Through the Beat Patrol Program, the Wisconsin Department of Justice, Office of Justice Assistance, makes grant funds available to local law enforcement agencies to assist them in working with residents to identify and resolve crime and quality-of-life issues.
2. Beginning in 1998, the City of Milwaukee received Beat Patrol Program Grant funds in the amount of \$150,000 per year for the funding of 6 beat patrol officers in Police District 2. The City was required to provide the balance of funding for these 6 positions (about 2/3 of the total funding, or up to \$333,000 per year). This arrangement lasted through 2009.
3. For 2010, the parameters of the Beat Patrol Program Grant changed: the grantor provided \$140,793 and the City's required contribution was reduced significantly, to \$109,599. As a result of these decreases, the number of beat patrol officers funded through the Beat Patrol Program Grant decreased from 6 to 3.

**Discussion**

1. This resolution authorizes the Milwaukee Police Department to accept and expend \$140,793 in Beat Patrol Program Grant funds from the Wisconsin Department of Justice, Office of Justice Assistance.
2. This grant funding pays a portion of the salary and fringe benefit costs of 3 police officer positions. The remainder of the funding for these positions comes from MPD's salary account.
3. The total cost of this grant-funded project is \$261,774, of which \$140,793 (53%) would be provided by the grantor and \$120,981 (47%) would be provided by the City.
4. The grant period is January 1, 2011, through December 31, 2011.

**Fiscal Impact**

1. Approval of this resolution will authorize the City to accept \$140,793 in revenues from the State of Wisconsin.
2. This resolution authorizes total expenditures of \$261,774 -- the \$140,793 received from the State and \$120,981 in City tax-levy funding provided in MPD's 2011 Budget.

Prepared by: Jeff Osterman, x2262  
LRB-Research & Analysis Section  
January 7, 2011

cc: John Ledvina  
Vicki Johnson  
Joel Plant



# City of Milwaukee Fiscal Impact Statement

**A** Date  File Number   Original  Substitute

**A** Subject

**B** Submitted By (Name/Title/Dept./Ext.)

- C** This File
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D** This Note  Was requested by committee chair

- E** Charge To
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

J







Legislation Details (With Text)

**File #:** 101068      **Version:** 0  
**Type:** Communication      **Status:** In Committee  
**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE  
**On agenda:**      **Final action:**  
**Effective date:**

**Title:** Communication from the Health Department relative to amending the 2011 Positions Ordinance.  
**Sponsors:** THE CHAIR  
**Indexes:** HEALTH DEPARTMENT, POSITIONS ORDINANCE  
**Attachments:** Amendment Request from Health Department, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101068

Version  
ORIGINAL

Reference

Sponsor  
The Chair

Title

Communication from the Health Department relative to amending the 2011 Positions Ordinance.

Requestor  
Health Department

Drafter  
YMR  
12-14-10  
Positions Ordinance Communication 2011 - TITLE ONLY



ADD:  
Information Technology Specialist (X)  
Network Analyst Assistant I (X)

Finance

DELETE:  
Management Accountant-Senior  
Administrative Specialist-Senior                      2 Positions  
Inventory Control Assistant II

ADD:  
Management Accountant-Senior (X)  
Administrative Specialist-Senior (X)                      2 Positions  
Inventory Control Assistant II (X)

As always, thank you for your assistance regarding this matter. If you require additional information or clarification I will be available at the Finance and Personnel Committee Meeting on January 13, 2011 or available at X3997.

Sincerely,



Yvette M. Rowe  
Business Operations Manager – Health





Legislation Details (With Text)

**File #:** 101069      **Version:** 1

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** PUBLIC SAFETY COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Substitute resolution amending Common Council File #100485 relative to application, acceptance and funding of the Refugee Health Screening Grant from the State of Wisconsin - Department of Workforce Development.

**Sponsors:** THE CHAIR

**Indexes:** HEALTH CARE, STATE GRANTS

**Attachments:** Grant Analysis Form, Operating Grant Budget, Fiscal Analysis, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
12/23/2010	0	PUBLIC SAFETY COMMITTEE	HEARING NOTICES SENT		
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101069

Version  
Substitute 1

Reference

Sponsor  
Chair

Title  
Substitute resolution amending Common Council File #100485 relative to application, acceptance and funding of the Refugee Health Screening Grant from the State of Wisconsin - Department of Workforce Development.

Analysis  
The resolution amends Common Council File #100485 relative to application, acceptance and funding of the Refugee Health Screening Grant project from the State of Wisconsin - Department of Workforce Development on behalf of the Department of Children and Families (DCF). The purpose of the grant is to aid the Tuberculosis Control Clinic in its services to refugees.

Body  
Whereas, Common Council File #100485 authorized the Health Department to apply for, accept and fund the 2010-2011 Refugee Health Screening Grant from the State of Wisconsin - Department of Workforce Development. This grant provided for a Grantor share total of \$496,000; and

Whereas, The Grantor share for this program has remained the same, however the budget has been amended; now, therefore be it

Resolved, By the Common Council of the City of Milwaukee, that application to the State of Wisconsin Division of Family and Economic Security (DFES) is authorized and the Health Department shall accept this grant without further Common Council approval unless the terms of the grant change as indicated in Milwaukee Code of Ordinances Section 304-81; and, be it

Further Resolved, That the Common Council directs that the 2011 Positions Ordinance C.C. File Number 100414, should be amended as follows:

Under

HEALTH DEPARTMENT

Disease Control and Environmental Health Services Division

Tuberculosis Control Unit

DELETE:

Public Health Nurse (X)(G)(BB)                    3 positions

ADD:

Public Health Nurse (X)(G)(BB)                    4 positions

And, be it

Further resolved, That all standard resolved clauses articulated in Common Council File #100485 remain applicable.

Requestor

Health Department

Drafter

YMR

01-06-11

Refugee Screening Res 10-11-Amendment

# GRANT ANALYSIS FORM OPERATING & CAPITAL GRANT PROJECTS/PROGRAMS

Department/Division: Health

Contact Person & Phone No: Irmine Reitl, X8555

## Category of Request

New Grant

Grant Continuation

Change in Previously Approved Grant

Previous Council File No. 101069

Previous Council File No.

Project/Program Title: Refugee Health Screening Grant

Grantor Agency: State of Wisconsin Division of Economic Support

Grant Application Date: N/A Continuing

Anticipated Award Date: October, 2010

Please provide the following information:

### 1. Description of Grant Project/Program (Include Target Locations and Populations):

This grant will aid the City of Milwaukee Tuberculosis Control Clinic (TBCC) in providing outreach, screening and other public health services to refugees. Foreign-born persons are a high-risk group for developing tuberculosis. Refugees are screened for tuberculosis, hepatitis, lead poisoning, pregnancy, parasites and other enteric diseases. Needed immunizations, health education and acquaintance with health care delivery systems are also provided. From September 2009-August 2010, 668 refugees received screenings. It is projected that the number of refugees needing screening in the new grant period will be approximately 975 individuals.

### 2. Relationship to City-wide Strategic Goals and Departmental Objectives:

The goals and objectives of this grant are consistent with the City-wide strategic goal of improving the health of its citizens and the Health Department objective of reducing illness from communicable disease.

### 3. Need for Grant Funds and Impact on Other Departmental Operations (Applies only to Programs):

Refugee Screening Grant funds help pay for services and supplies expended in outreach and screening activities.

### 4. Results Measurement/Progress Report (Applies only to Programs):

N/A

### 5. Grant Period, Timetable and Program Phase-out Plan:

The grant period covered is October 1, 2010 through September 30, 2011.

### 6. Provide a List of Subgrantees:

N/A

### 7. If Possible, Complete Grant Budget Form and Attach to Back.



CITY OF MILWAUKEE OPERATING GRANT BUDGET

REVISED 12/14/10

PROJECT/PROGRAM TITLE: Refugee Health Screening

PROJECT/PROGRAM YEAR: 2010-11

CONTACT PERSON: Irmine Rietl, X8555

NUMBER OF POSITIONS		LINE DESCRIPTION	PAY RANGE NO.	GRANTOR SHARE	IN-KIND SHARE	CASH MATCH A/C #	TOTAL
NEW	EXISTING						
		<b>SALARIES AND WAGES</b>					
	3	Public Health Nurse (X) (G) (BB)	666	110,304			110,304
1		Public Health Nurse (X) (G) (BB)	666	51,743			51,743
		<b>TOTAL SALARIES AND WAGES</b>		<b>162,047</b>			<b>162,047</b>
		<b>FRINGE BENEFITS</b>					
		48%		77,783			77,783
		<b>TOTAL FRINGE BENEFITS</b>		<b>77,783</b>			<b>77,783</b>
		<b>SUPPLIES AND MATERIALS</b>					
		Program Supplies		31,420			31,420
		Office Supplies		9,000			9,000
		Incentives for Outreach		2,000			2,000
		Medications		1,000			1,000
		<b>TOTAL SUPPLIES AND MATERIALS</b>		<b>43,420</b>			<b>43,420</b>
		<b>SERVICES</b>					
		Temporary Personnel		5,000			5,000
		Printing/Copying		8,000			8,000
		Postage/Shipping		5,000			5,000
		Travel/Training		5,000			5,000
		Translation Services		40,000			40,000
		Equipment Repair/Maintenance		30,000			30,000
		Medical Tests		64,750			64,750
		<b>TOTAL SERVICES</b>		<b>157,750</b>			<b>157,750</b>

		<b>CONTRACTUAL SERVICES</b>				
		Contract for Physician Medical Services		55,000		55,000
		<b>TOTAL CONTRACTUAL SERVICES</b>		<b>55,000</b>		<b>55,000</b>
		<b>TOTAL COSTS</b>		<b>496,000</b>	<b>0</b>	<b>496,000</b>

**LRB-RESEARCH AND ANALYSIS SECTION**

**PUBLIC SAFETY COMMITTEE**

**JANUARY 12, 2011**

**ITEM 3, FILE # 101069**

**File #101069 is a resolution amending File 100485 authorizing application for, funding and expenditures from the Refugee Health Screening Grant provided by the State of Wisconsin – Department of Workforce Development.**

**Background**

1. This is a continuing grant that supports the City of Milwaukee Tuberculosis Control Clinic (TBCC) in providing outreach, screening and other public health services to refugees. Funding is provided by the State of Wisconsin Department of Workforce Development - Division of Economic Support.
2. Refugees are screened for tuberculosis, hepatitis, lead poisoning, pregnancy, parasites and other enteric diseases. Necessary immunizations are provided. Health care education and information about accessing health care delivery systems are offered.
3. The number of screenings has increased significantly under the program in recent years:

<b><u>Year</u></b>	<b><u>10/1 to 9/30</u></b>	<b><u>Screenings Provided</u></b>
2006		98
2007		253
2008		354
2009	(10/1/08 to 6/30, 09)	220
2010		668
2011	(estimate)	975

Note: The number of screenings conducted in the 2010 grant period significantly exceeded the number originally projected which was 475.

**Discussion**

1. This award of \$496,000 from the Wisconsin Department of Workforce Development is \$101,500 greater (+33.3%) than the grant for the prior period which was \$304,500. These funds will support screening, immunization and education for an anticipated 975 individuals in a refugee health screening program administered by the Tuberculosis Control Clinic.
2. The amendment does not contemplate any change in the total grant funding or budget. The amendment adds position authority for 1 new public health nurse bringing the total number of supported public health nurses to 4.
3. The grant period is October 1, 2010, to September 30, 2011.

4. The grantor share is 100% of the program budget and includes funds re-budgeted for the new public health nurse position. Funding has been reduced in the revised budget from accounts for contracted services with the largest reduction occurring in temporary personnel services (from \$50,000 to 5,000). The following is a summary of the revised project budget:

Salaries and wages	
4 Public Health Nurses – partial (grade 666)	\$162,047
Fringe Benefits	77,783
Program Supplies	31,420
Office supplies	9,000
Incentives for Outreach	2,000
Medications	1,000
Temporary personnel	5,000
Printing and copying	8,000
Postage and shipping	5,000
Travel and training	5,000
Translation services	40,080
Equipment repair and maintenance	30,000
Medical tests	64,750
Contractual services (physician services)	55,000
<b>Total</b>	<b>\$496,000</b>

5. Amended resolution File #101069 amends File # 100485 authorizing the City Comptroller to commit \$496,000 grantor share funds within the Project/Grant Parent of the 2011 Special Revenue-Grant and Aid Projects Fund and to create appropriate Special Revenue Fund-Grant and Aid Project/Grant and Project /Grant levels.
6. The amended resolution does not change the total award or budget authorized by File # 100485, but revises the budget authorizing the addition of 1 new position for a public health nurse.

### **Fiscal Impact**

1. This proposed amendment has no impact on the tax levy.

Prepared by: Richard L. Withers  
LRB-Research and Analysis Section  
Extension 8532  
January 6, 2011

Cc: Jim Owczarski  
W. Martin Morics  
Bevan Baker  
Raquel Filmanowicz  
Yvette Rowe  
Paul Biedrzycki  
Irmine Rietl  
Robert Graveen  
Renee Joos



# City of Milwaukee Fiscal Impact Statement

## A

**Date** January 6, 2011 **File Number** 101069

**Subject** Substitute resolution amending Common Council File #100485 relative to application, acceptance and funding of the Refugee Health Screening Grant from the State of Wisconsin - Department of Workforce Development.

## B

**Submitted By (Name/Title/Dept./Ext.)** Yvette Rowe, Business Operations Manager, Health Department, X3997

## C

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

## D

- This Note**
- Was requested by committee chair.

## E

- Charge To**
- |  |  |
|--|--|
| <input type="checkbox"/> Department Account    | <input type="checkbox"/> Contingent Fund                 |
| <input type="checkbox"/> Capital Projects Fund | <input type="checkbox"/> Special Purpose Accounts        |
| <input type="checkbox"/> Debt Service          | <input checked="" type="checkbox"/> Grant & Aid Accounts |
| <input type="checkbox"/> Other (Specify) _____ |  |

**F**

Assumptions used in arriving at fiscal estimate.

---

**G**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		\$0	\$0

**H**

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

- 1-3 Years     3-5 Years    \_\_\_\_\_  
 1-3 Years     3-5 Years    \_\_\_\_\_  
 1-3 Years     3-5 Years    \_\_\_\_\_

**I**

List any costs not included in Sections E and F above.

---

**J**

Additional information.

---





Legislation Details (With Text)

**File #:** 100977      **Version:** 1

**Type:** Resolution      **Status:** In Committee

**File created:** 11/23/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Substitute resolution approving the form of the Preliminary Official Statement used in connection with the sale of City of Milwaukee, Wisconsin, debt. (Comptroller)

**Sponsors:** THE CHAIR

**Indexes:** MUNICIPAL BORROWING, PROMISSORY NOTES

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
11/23/2010	0	COMMON COUNCIL	ASSIGNED TO		
12/10/2010	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
12/15/2010	1	FINANCE & PERSONNEL COMMITTEE	HELD TO CALL OF THE CHAIR	Pass	4:0
1/10/2011	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
100977

Version  
Substitute 1

Sponsor  
THE CHAIR

Title  
Substitute resolution approving the form of the Preliminary Official Statement used in connection with the sale of City of Milwaukee, Wisconsin, debt. (Comptroller)

Analysis  
In connection with the sale of City debt, a Preliminary Official Statement is prepared and distributed to provide potential investors with information on the City. The rules of the Securities and Exchange Commission require that the governing body of the municipality review and approve the Official Statement for accuracy and completeness.

Body  
Whereas, The City Comptroller has prepared a Preliminary Official Statement (the form of which is attached hereto), and will prepare an Official Statement, for the purpose of providing comprehensive financial and economic information respecting the City of Milwaukee in connection with the sale of



the City of Milwaukee, Wisconsin, General Obligation Bonds, Notes, and/or Revenue Anticipation Notes (“RANs”) (individually, an “Offered Obligation”, and collectively, the “Offered Obligations”); and

Whereas, financial and economic information has been compiled by the Office of the Comptroller from its annual financial report, property tax records maintained by the Assessor's Office and from other books and records of the City; and

Whereas, Concurrently with the delivery of the Offered Obligations, the City will deliver its certificates signed by its Comptroller stating that the descriptions and statements, including financial statements, as pertaining to the City contained in the Official Statements as of their dates and the date of sale and delivery of each Offered Obligation, were and are true and correct in all material respects and do not contain an untrue statement of a material fact or omit to state a material fact required to be included therein or necessary to make the statements contained therein in the light of circumstances in which they were made not misleading; and

Whereas, Such certificates will further confirm to the effect that insofar as the descriptions and statements including financial data, contained in the Official Statements of or pertaining to non-governmental bodies and governmental bodies other than the City are concerned, such descriptions, statements and data have been obtained from sources believed by the City to be reliable, and that the City has no reason to believe that they are untrue or incomplete in any material respect; and

Whereas, It is the intention of the Common Council to approve the aforementioned Preliminary Official Statement on the basis of the representations of the Comptroller to be included in the certificates signed by the Comptroller and delivered concurrently with the delivery of each Offered Obligation; and

Whereas, the City desires to use the Master Continuing Disclosure Certificate approved by Common Council File Number 100846 adopted on November 23, 2010 in connection with the issuance of the Offered Obligations; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that the form of the Preliminary Official Statement as attached hereto, and to be used in connection with the sale of the City of Milwaukee, Wisconsin, General Obligation Bonds, Notes, and/or RANs, (the “Offered Obligations”) be and hereby are approved; and, be it

Further Resolved, By the Common Council of the City of Milwaukee that the Preliminary Official Statement was and is true and correct in all material respects and do not contain an untrue statement of a material fact or omit to state a material fact required to be included therein or necessary to make the statements contained therein in the light of circumstances in which they were made not misleading; and be it

Further Resolved, By the Common Council of the City of Milwaukee that the Comptroller is hereby authorized to prepare an Official Statement, in substantially the same form of the Preliminary Official Statement, after the same have been completed by the insertion of the maturities, interest rates and other details of the debt and by making such other insertions, changes or corrections as the Comptroller, based on the advice of the City's financial advisor and legal counsel (including the City Attorney or Bond Counsel), deem necessary or appropriate; and the Common Council hereby authorizes the Official Statement and the information contained therein to be used by the underwriters of the debt in connection with the sale of the Offered Obligations; and be it

Further Resolved, By the Common Council of the City of Milwaukee that the Comptroller is hereby authorized to execute Supplemental Certificate(s) of the Master Continuing Disclosure Certificate for the Offered Obligations.

Drafter  
Comptroller

RL

REF: PD-7747e2W.rtf



Office of the Comptroller

November 17, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the in-title introduction of the following resolutions that relate to City borrowing for 2011:

Resolution relating to the carryover of 2010 authorization for general obligation and revenue based borrowing.

Resolution authorizing the Commissioners of the Public Debt to market general obligation promissory notes.

Resolution authorizing the Commissioners of the Public Debt to market general obligation corporate purpose bonds.

Resolution authorizing the Commissioners of the Public Debt to market general obligation revenue anticipation promissory notes.

Resolution approving the form of the Preliminary Official Statement used in connection with the sale of City of Milwaukee, Wisconsin, debt.

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7747W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**       **Substitute**

**A**

**Subject** Resolution approving the form of the Preliminary Official Statement used in connection with the sale of City of Milwaukee, Wisconsin, debt.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

**C**

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**  Was requested by committee chair

**E**

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

This resolution has no fiscal impact.

J





Legislation Details (With Text)

**File #:** 101053      **Version:** 0  
**Type:** Resolution      **Status:** In Committee  
**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE  
**On agenda:**      **Final action:**  
**Effective date:**

**Title:** Resolution relating to expenditure of funds to be reimbursed by greater than anticipated revenue.  
**Sponsors:** THE CHAIR  
**Indexes:** COMPTROLLER, POLICE DEPARTMENT, REIMBURSABLE SERVICES  
**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**...Number**

101053

**...Version**

ORIGINAL

**...Reference**

**...Sponsor**

THE CHAIR

**...Title**

Resolution relating to expenditure of funds to be reimbursed by greater than anticipated revenue.

**...Analysis**

This resolution authorizes the Office of the Comptroller to increase appropriations in the Special Purpose account for contributions allowing for execution of the transfer authorized in Resolution 100042.

**Body**

Whereas, Common Council file 980965 established procedural guidelines related to the expenditure of funds to be reimbursed by greater than anticipated revenues; and

Whereas, The Estimated Contribution Revenue account as a source of funds for general city purposes was established at \$2,400,000.00 as a result of the 2010 Budget process; and

Whereas, Contributions received to date exceeds \$2,410,605.41

Pursuant to s. 304-91, I hereby certify that the money required for this is anticipated to be realized on or before 12/31/10 and to be expended only for the purpose in this resolution.

\_\_\_\_\_  
Comptroller

\_\_\_\_\_  
Date

; now, therefore, be it

Resolved, That up to \$450,000 is appropriated to 2010 Special Purpose Contribution account 0001-2110-D001-006300 with a corresponding increase to the Estimated Contribution Revenue account 0001-9990-009850; and, be it

Further Resolved, That the City Comptroller be, and hereby is, authorized and directed to carry out the intent of this resolution.

**Requestor**

CITY COMPTROLLER

**Drafter**

CITY COMPTROLLER

WMM:PN:

12-06-10



December 06, 2010

To the Honorable  
The Common Council  
Milwaukee, Wisconsin 53202

RE: Introduction of one Resolution Relating to Expenditure of Funds  
to be Reimbursed by Greater Than Anticipated Revenue  
(Special Purpose Account- Contributions and Milwaukee Police Department Res. 100042)

Dear Council Members:

We are submitting the attached resolution and fiscal note for introduction at the December 21, 2010 Common Council meeting. This resolution requests the authority to increase 2010 appropriations in the Special Purpose account for Contributions. We established the Estimated Contribution Revenue account as a source of funds for general city purposes at \$2,400,000.00. The current contribution revenue received to date exceeds \$2,410,605.41. There is insufficient appropriation authority in the contribution revenue account to carry out the execution of resolution 100042.

This resolution is recommended for adoption.

Respectfully submitted,

**W. MARTIN MORICS**  
Comptroller

WMM:PN:

Attachments:  
1 resolutions  
1 fiscal notes

*File:greater than anticipated contrib. rev*





# City of Milwaukee Fiscal Impact Statement

**A**

**Date**  **File Number**   **Original**  **Substitute**

**Subject**

**B** **Submitted By (Name/Title/Dept./Ext.)**

- C**
- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D** **This Note**  Was requested by committee chair

**E**

**Charge To**

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify)
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
<b>Salaries/Wages</b>			
<b>Supplies/Materials</b>			
<b>Equipment</b>			
<b>Services</b>			
<b>Other</b>			
<b>TOTALS</b>			

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

J





Legislation Details (With Text)

**File #:** 101071      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$6,554,000 for bridges.

**Sponsors:** THE CHAIR

**Indexes:** BRIDGES, BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101071

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$6,554,000 for bridges.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for bridges, in the amount of \$6,554,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$6,554,000 for bridges; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$6,554,000 for bridges.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755aW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC





# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**       **Substitute**

**A**

**Subject** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$6,554,000 for bridges.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

**C**

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**  Was requested by committee chair

**E**

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J





Legislation Details (With Text)

**File #:** 101076      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$4,945,931 for the construction of police facilities and combined fire and police safety buildings.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, POLICE DEPARTMENT, PUBLIC BUILDINGS

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101076

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$4,945,931 for the construction of police facilities and combined fire and police safety buildings.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for the construction of police facilities and combined fire and police safety buildings, in the amount of \$4,945,931.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$4,945,931 for the construction of police facilities and combined fire and police safety buildings; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$4,945,931 for the construction of police facilities and combined fire and police safety buildings.

**Requestor**  
Comptroller

**Drafter**  
RSL

PD-7755gW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date** Dec 14, 2010

**File Number** 101076

**Original**

**Substitute**

**A**

**Subject**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$4,945,931 for the construction of police facilities and combined fire and police safety buildings.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

Richard Li / Public Debt Specialist / Comptroller / x2319

**C**

**This File**

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**

- Was requested by committee chair

**E**

**Charge To**

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify)
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--







Legislation Details (With Text)

**File #:** 101072      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$7,400,000 for street lighting.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, STREET LIGHTING

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101072

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$7,400,000 for street lighting.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for street lighting, in the amount of \$7,400,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$7,400,000 for street lighting; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$7,400,000 for street lighting.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755bW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date** Dec 14, 2010

**File Number** 101072

**Original**

**Substitute**

**A**

**Subject** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$7,400,000 for street lighting.

**B**

**Submitted By (Name/Title/Dept./Ext.)** Richard Li / Public Debt Specialist / Comptroller / x2319

**C**

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**  Was requested by committee chair

**E**

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--





Legislation Details (With Text)

**File #:** 101073      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$28,067,950 for street improvements.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, STREET IMPROVEMENTS

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101073

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$28,067,950 for street improvements.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for street improvements, in the amount of \$28,067,950.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$28,067,950 for street improvements; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$28,067,950 for street improvements.

**Requestor**



Comptroller

**Drafter**

RSL

PD-7755cW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date** Dec 14, 2010

**File Number** 101073

**Original**       **Substitute**

**A**

**Subject**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$28,067,950 for street improvements.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

Richard Li / Public Debt Specialist / Comptroller / x2319

**C**

**This File**

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**

- Was requested by committee chair

**E**

**Charge To**

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify)
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--





Legislation Details (With Text)

**File #:** 101074      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$33,933,000 for sewerage.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, SEWERS, SOLID WASTE DISPOSAL

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101074

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$33,933,000 for sewerage.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for sewerage, in the amount of \$33,933,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$33,933,000 for sewerage; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$33,933,000 for sewerage.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755eW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC





# City of Milwaukee Fiscal Impact Statement

**Date** Dec 14, 2010

**File Number** 101074

**Original**       **Substitute**

**A**

**Subject** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$33,933,000 for sewerage.

**B**

**Submitted By (Name/Title/Dept./Ext.)** Richard Li / Public Debt Specialist / Comptroller / x2319

**C**

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**  Was requested by committee chair

**E**

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J





Legislation Details (With Text)

**File #:** 101075      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$611,000 for parks and public grounds.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, PARKS

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101075  
Version  
ORIGINAL

Reference

Sponsor  
THE CHAIR

Title  
Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$611,000 for parks and public grounds.

Analysis  
Resolution authorizes the issuance and sale of general obligation bonds for parks and public grounds, in the amount of \$611,000.

Body  
Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$611,000 for parks and public grounds; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$611,000 for parks and public grounds.

Requestor  
Comptroller

Drafter  
RSL

PD-7755fW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date** Dec 14, 2010

**File Number** 101075

**Original**       **Substitute**

**A Subject** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$611,000 for parks and public grounds.

**B Submitted By (Name/Title/Dept./Ext.)** Richard Li / Public Debt Specialist / Comptroller / x2319

- C This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D This Note**  Was requested by committee chair

- E Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify) \_\_\_\_\_
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--







Legislation Details (With Text)

**File #:** 101077      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,964,000 for fire engines and other equipment of the fire department.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, FIRE DEPARTMENT, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101077

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,964,000 for fire engines and other equipment of the fire department.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for fire engines and other equipment of the fire department, in the amount of \$2,964,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$2,964,000 for fire engines and other equipment of the fire department; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$2,964,000 for fire engines and other equipment of the fire department.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755hW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**A**

**Date**  **File Number**   **Original**  **Substitute**

**Subject** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,964,000 for fire engines and other equipment of the fire department.

**B** **Submitted By (Name/Title/Dept./Ext.)**

**C**

**This File**

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

**D** **This Note**  Was requested by committee chair

**E**

**Charge To**

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify)
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J





Legislation Details (With Text)

**File #:** 101078      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$100,000 for construction of engine houses, and for pumps, water mains, reservoirs and all other reasonable facilities for fire protection apparatus or equipment for fire protection.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, FIRE DEPARTMENT, FIRE PREVENTION, FIRE STATIONS, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, WATER MAINS

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101078

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$100,000 for construction of engine houses, and for pumps, water mains, reservoirs and all other reasonable facilities for fire protection apparatus or equipment for fire protection.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for construction of engine houses, and for pumps, water mains, reservoirs and all other reasonable facilities for fire protection apparatus or equipment for fire protection, in the amount of \$100,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$100,000 for construction of engine houses, and for pumps, water mains, reservoirs and all other reasonable facilities for fire protection apparatus or equipment for fire protection; now, therefore, be it



Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$100,000 for construction of engine houses, and for pumps, water mains, reservoirs and all other reasonable facilities for fire protection apparatus or equipment for fire protection.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755iW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**       **Substitute**

**A**

**Subject**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$100,000 for construction of engine houses, and for pumps, water mains, reservoirs and all other reasonable facilities for fire protection apparatus or equipment for fire protection.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

Richard Li / Public Debt Specialist / Comptroller / x2319

**C**

**This File**

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**

- Was requested by committee chair

**E**

**Charge To**

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify)
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--





Legislation Details (With Text)

**File #:** 101079      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$1,175,000 for parking lots or other parking facilities.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, PARKING LOTS, PARKING REGULATIONS

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101079

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$1,175,000 for parking lots or other parking facilities.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for parking lots or other parking facilities, in the amount of \$1,175,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$1,175,000 for parking lots or other parking facilities; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$1,175,000 for parking lots or other parking facilities.

**Requestor**  
Comptroller

**Drafter**  
RSL

PD-7755jW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC





# City of Milwaukee Fiscal Impact Statement

**Date** Dec 14, 2010

**File Number** 101079

**Original**

**Substitute**

**A**

**Subject**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$1,175,000 for parking lots or other parking facilities.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

Richard Li / Public Debt Specialist / Comptroller / x2319

**C**

**This File**

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**

- Was requested by committee chair

**E**

**Charge To**

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify)
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--





Legislation Details (With Text)

**File #:** 101080      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,000,000 for school purposes.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MILWAUKEE PUBLIC SCHOOLS, MUNICIPAL BORROWING

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101080

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,000,000 for school purposes.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for school purposes, in the amount of \$2,000,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$2,000,000 for school purposes; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$2,000,000 for school purposes.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755kW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**       **Substitute**

**A**

**Subject** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,000,000 for school purposes.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

**C**

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**  Was requested by committee chair

**E**

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--





# City of Milwaukee Fiscal Impact Statement

Date

File Number

Original

Substitute

A

Subject

B

Submitted By (Name/Title/Dept./Ext.)

C

This File

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

D

This Note

- Was requested by committee chair

E

Charge To

- Department Account
- Contingent Fund
- Capital Projects Fund
- Special Purpose Accounts
- Debt Service
- Grant & Aid Accounts
- Other (Specify)

F

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

J





Legislation Details (With Text)

**File #:** 101081      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,526,000 for libraries.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, PUBLIC LIBRARY

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101081

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,526,000 for libraries.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for libraries, in the amount of \$2,526,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$2,526,000 for libraries; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$2,526,000 for libraries.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755IW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date** Dec 14, 2010

**File Number** 101081

**Original**

**Substitute**

A

**Subject** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$2,526,000 for libraries.

B

**Submitted By (Name/Title/Dept./Ext.)** Richard Li / Public Debt Specialist / Comptroller / x2319

C

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

D

**This Note**  Was requested by committee chair

E

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

F

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--





# City of Milwaukee Fiscal Impact Statement

Date

File Number

Original

Substitute

A

Subject

B

Submitted By (Name/Title/Dept./Ext.)

C

This File

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

D

This Note

- Was requested by committee chair

E

Charge To

- |  |  |
|--|--|
| <input type="radio"/> Department Account   | <input type="radio"/> Contingent Fund          |
| <input type="radio"/> Capital Projects Fund                                      | <input type="radio"/> Special Purpose Accounts |
| <input type="radio"/> Debt Service   | <input type="radio"/> Grant & Aid Accounts     |
| <input type="radio"/> Other (Specify) <input style="width: 600px;" type="text"/> |  |

F

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

J





Legislation Details (With Text)

**File #:** 101082      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$16,202,759 for buildings for the housing of machinery and equipment.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, PUBLIC BUILDINGS

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101082

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$16,202,759 for buildings for the housing of machinery and equipment.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for buildings for the housing of machinery and equipment, in the amount of \$16,202,759.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$16,202,759 for buildings for the housing of machinery and equipment; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$16,202,759 for buildings for the housing of machinery and equipment.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755mW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**       **Substitute**

**A**

**Subject** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$16,202,759 for buildings for the housing of machinery and equipment.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

**C**

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**  Was requested by committee chair

**E**

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--







Legislation Details (With Text)

**File #:** 101083      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$3,710,257 for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, COMMUNITY DEVELOPMENT, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, NEIGHBORHOOD DEVELOPMENT, REDEVELOPMENT, URBAN DEVELOPMENT

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101083

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$3,710,257 for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects under ss. 66.1105, 66.1301 to 66.1329 and 66.1331 to 66.1337, in the amount of \$3,710,257.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$3,710,257 for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects under ss. 66.1105, 66.1301 to 66.1329 and 66.1331 to 66.1337; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$3,710,257 for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects under ss. 66.1105, 66.1301 to 66.1329 and 66.1331 to 66.1337.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755nW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**       **Substitute**

**A**

**Subject**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$3,710,257 for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects under ss. 66.1105, 66.1301 to 66.1329 and 66.1331 to 66.1337.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

Richard Li / Public Debt Specialist / Comptroller / x2319

**C**

**This File**

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**

- Was requested by committee chair

**E**

**Charge To**

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify)
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--





Legislation Details (With Text)

**File #:** 101084      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$22,000,000 for Tax Incremental Districts for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, COMMUNITY DEVELOPMENT, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, REDEVELOPMENT, TAX INCREMENTAL DISTRICTS, TAX INCREMENTAL FINANCING, URBAN DEVELOPMENT

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101084

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$22,000,000 for Tax Incremental Districts for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for Tax Incremental Districts for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects under ss. 66.1105, 66.1301 to 66.1329 and 66.1331 to 66.1337, in the amount of \$22,000,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$22,000,000 for Tax Incremental Districts for providing financial assistance to blight elimination, slum clearance, community development, redevelopment



and urban renewal programs and projects under ss. 66.1105, 66.1301 to 66.1329 and 66.1331 to 66.1337; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$22,000,000 for Tax Incremental Districts for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects under ss. 66.1105, 66.1301 to 66.1329 and 66.1331 to 66.1337.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755oW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**       **Substitute**

**A**

**Subject**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$22,000,000 for Tax Incremental Districts for providing financial assistance to blight elimination, slum clearance, community development, redevelopment and urban renewal programs and projects under ss. 66.1105, 66.1301 to 66.1329 and 66.1331 to 66.1337.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

**C**

**This File**

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**

- Was requested by committee chair

**E**

**Charge To**

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify)
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--





Legislation Details (With Text)

**File #:** 101085      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$4,045,000 for water systems.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, WATER DEPARTMENT, WATER WORKS

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101085

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$4,045,000 for water systems.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for water systems, in the amount of \$4,045,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$4,045,000 for water systems; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$4,045,000 for water systems.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755pW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC





# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**       **Substitute**

**A**

**Subject** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$4,045,000 for water systems.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

**C**

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**  Was requested by committee chair

**E**

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

List any costs not included in Sections E and F above.

H

Assumptions used in arriving at fiscal estimate.

I

Additional information.

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J



# City of Milwaukee Fiscal Impact Statement

Date

File Number

Original

Substitute

A

Subject

B

Submitted By (Name/Title/Dept./Ext.)

C

This File

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

D

This Note

- Was requested by committee chair

E

Charge To

- Department Account
- Contingent Fund
- Capital Projects Fund
- Special Purpose Accounts
- Debt Service
- Grant & Aid Accounts
- Other (Specify)

F

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

J





Legislation Details (With Text)

**File #:** 101086      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$28,400,000 for grants and financing receivables.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, GRANTS, MUNICIPAL BORROWING

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101086

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$28,400,000 for grants and financing receivables.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for grants and financing receivables, in the amount of \$28,400,000.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$28,400,000 for grants and financing receivables; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$28,400,000 for grants and financing receivables.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755qW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC





# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**       **Substitute**

**A**

**Subject** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$28,400,000 for grants and financing receivables.

**B**

**Submitted By (Name/Title/Dept./Ext.)**

**C**

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**  Was requested by committee chair

**E**

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

1-3 Years     3-5 Years

--

**List any costs not included in Sections E and F above.**

H

--

**Assumptions used in arriving at fiscal estimate.**

I

--

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J

--





Legislation Details (With Text)

**File #:** 101087      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing contingent borrowing for financing receivables.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101087

**Version**

ORIGINAL

**Reference**

100974

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing contingent borrowing for financing receivables.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds in the amount of \$ \_\_\_\_\_ for financing receivables.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$28,000,000 for financing receivables, and \$150,000,000 for contingent purposes; and

Whereas, The amount of financings for receivables is anticipated to be \$ \_\_\_\_\_; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to issue and sell general obligation bonds in the aggregate amount of \$ \_\_\_\_\_,000 for financing receivables; and, be it

Further Resolved, That \$28,000,000 for financing receivables shall be from the amounts authorized for such purposes in the 2011 budget of the City; and, be it

Further Resolved, That \$\_\_\_\_\_ for financing receivables shall be from the \$150,000,000 amount authorized in the 2011 budget for contingent borrowing; and, be it

Further Resolved, That any amount for financing receivables from contingent borrowing that is not issued by September 1, 2011 shall not be issued; and, be it

Further Resolved, That the contingent borrowing authorized herein may be borrowed pursuant to the contingent borrowing purpose in resolution file number 100974.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755rW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

**Date** Dec 14, 2010

**File Number** 101087

**Original**

**Substitute**

**A**

**Subject** Resolution authorizing contingent borrowing for financing receivables.

**B**

**Submitted By (Name/Title/Dept./Ext.)** Richard Li / Public Debt Specialist / Comptroller / x2319

**C**

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**  Was requested by committee chair

**E**

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J







Legislation Details (With Text)

**File #:** 101088      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$545,200 for street improvement funding.

**Sponsors:** THE CHAIR

**Indexes:** BUDGET, GENERAL OBLIGATION BONDS, MUNICIPAL BORROWING, STREET IMPROVEMENTS

**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**

101088

**Version**

ORIGINAL

**Reference**

**Sponsor**

THE CHAIR

**Title**

Resolution authorizing the sale and issuance of general obligation bonds in the aggregate amount of \$545,200 for street improvement funding.

**Analysis**

Resolution authorizes the issuance and sale of general obligation bonds for street improvement funding, in the amount of \$545,200.

**Body**

Whereas, The 2011 budget of the City of Milwaukee adopted by the Common Council contemplates the issuance of general obligation bonds in the aggregate amount of \$545,200 for street improvement funding; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that it hereby authorizes and declares its purpose to sell and issue general obligation bonds in the aggregate amount of \$545,200 for street improvement funding.

**Requestor**

Comptroller

**Drafter**

RSL

PD-7755dW.rtf



Office of the Comptroller

December 14, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

To the Honorable  
the Common Council  
City of Milwaukee  
City Hall - Room 205  
Milwaukee, WI 53202

Dear Council Members:

I would like to request the introduction of the enclosed resolutions that relate to City borrowing for 2011

These resolutions are typically referred to the Finance and Personnel Committee. If we may be of any additional assistance, please contact Richard Li (x-2319) of my staff.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:RL  
REF: PD-7755W.DOC



# City of Milwaukee Fiscal Impact Statement

Date

File Number

Original  Substitute

A

Subject

B

Submitted By (Name/Title/Dept./Ext.)

C

- This File
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

D

This Note  Was requested by committee chair

E

- Charge To
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

F

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>		0	0

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

This file has no fiscal impact. Other action is required by the Common Council to borrow the money.

J





Legislation Details (With Text)

**File #:** 101099      **Version:** 0  
**Type:** Resolution      **Status:** In Committee  
**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE  
**On agenda:**      **Final action:**  
**Effective date:**

**Title:** Resolution relating to expenditure of funds to be reimbursed by greater than anticipated revenue. (Debt Service Fund-Bonded Debt - principal)  
**Sponsors:** THE CHAIR  
**Indexes:** REIMBURSABLE SERVICES  
**Attachments:** Cover Letter, Fiscal Impact Statement, Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

**Number**  
101099  
**...Version**  
ORIGINAL  
**Reference**

**Sponsor**  
THE CHAIR  
**Title**

Resolution relating to expenditure of funds to be reimbursed by greater than anticipated revenue. (Debt Service Fund-Bonded Debt - principal)

**Analysis**

This resolution provides additional appropriation for the payment of principal on general obligation debt financed from the General Fund as an operating transfer. General Obligation Cash Flow Promissory Notes Series 2010 R4 was issued for the purpose of financing the City's operating budgets on an interim basis in anticipation of the receipt of State shared revenue.

**Body**

Whereas, The City of Milwaukee issued General Obligation Cash Flow Promissory Notes, Series 2010 R4 to finance the City's operating budgets on an interim basis in anticipation of the receipt of State shared revenue in the General Fund; and

Whereas, The General Fund has received State shared revenues and recorded an operating transfer out of the General Fund equal to the principal due on the debt; and

Whereas, Generally Accepted Accounting Principles require that General Obligation Debt be recorded in the Debt Service Fund, with an operating transfer from the General Fund; and

Whereas, The Comptroller has certified greater than anticipated revenue in the amount of \$147,000,000.00 from State shared revenue, pursuant to s. 304-91; and



Pursuant to s. 304-91, I hereby certify that the money required for this is anticipated to be realized on or before 12/31/10 and to be expended only for the purpose in this resolution.

\_\_\_\_\_  
Comptroller

\_\_\_\_\_  
Date

; now, therefore, be it

Resolved, That \$147,000,000.00 is appropriated to the Debt Service Fund, Bonded Debt (principal) account 0210-2110-006610-0001-R999-2010; and, be it

Further Resolved, That the Comptroller is authorized to expend these funds for the payment of principal on the debt; and, be it

Further Resolved, That the Comptroller is directed to establish the necessary accounts and accounting procedures to carry out the intent of this resolution.

**Requestor**

CITY COMPTROLLER

**Drafter**

CITY COMPTROLLER

WMM:PN:

12-15-10

December 15, 2010

To the Honorable  
The Common Council  
Milwaukee, Wisconsin 53202

RE: Introduction of one Resolution Relating to Expenditure of Funds  
to be Reimbursed by Greater Than Anticipated Revenue  
(Debt Service Fund-Principal Expenditure)

Dear Council Members:

We are submitting the attached resolution for introduction at the December 21, 2010 Common Council meeting. This resolution is needed to increase the 2010 appropriations for the Debt Service Fund-Bonded Debt Principal. General Obligation Cash Flow Promissory Notes, Series 2010 R4 for the purpose of financing the City's operating budgets on an interim basis in anticipation of the receipt of State shared revenue payments were issued as general obligation debt rather than Revenue Anticipation Notes. This change requires that the principal be paid from the Debt Service Fund rather than the General Fund. Operating transfers (revenues) of \$147,000,000.00 from the General Fund in 2010 were greater than anticipated and will offset the principal paid in the Debt Service Fund on this debt issue.

This resolution is recommended for adoption.

Respectfully submitted,

**W. MARTIN MORICS**  
Comptroller

WMM:PN:

Attachments:  
1 resolutions  
1 fiscal notes

*File:greater than anticipated revenue-cash flow borrowing*





# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**       **Substitute**

**A**

**Subject** Resolution relative to expenditure of funds to be reimbursed by greater than anticipated revenue (Debt Service Fund-Principal Expenditure)

**B**

**Submitted By (Name/Title/Dept./Ext.)**

**C**

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**  Was requested by committee chair

**E**

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify)
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

J



# City of Milwaukee Fiscal Impact Statement

**Date**

**File Number**

**Original**

**Substitute**

**A**

**Subject**

**B**

**Submitted By (Name/Title/Dept./Ext.)**

**C**

**This File**

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

**D**

**This Note**

- Was requested by committee chair

**E**

**Charge To**

- |  |  |
|--|--|
| <input type="radio"/> Department Account   | <input type="radio"/> Contingent Fund          |
| <input type="radio"/> Capital Projects Fund                                      | <input type="radio"/> Special Purpose Accounts |
| <input type="radio"/> Debt Service   | <input type="radio"/> Grant & Aid Accounts     |
| <input type="radio"/> Other (Specify) <input style="width: 600px;" type="text"/> |  |

**F**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

G

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

**List any costs not included in Sections E and F above.**

H

**Assumptions used in arriving at fiscal estimate.**

I

**Additional information.**

J







Legislation Details (With Text)

**File #:** 101124      **Version:** 0

**Type:** Resolution      **Status:** In Committee

**File created:** 12/21/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** Resolution relating to the City of Milwaukee's 2011 UPAF/Visions campaign.

**Sponsors:** ALD. MURPHY

**Indexes:** DONATIONS

**Attachments:** Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/21/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/11/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
101124  
Version  
ORIGINAL  
Reference  
091198, 091404  
Sponsor  
ALD. MURPHY

Title  
Resolution relating to the City of Milwaukee's 2011 UPAF/Visions campaign.

Analysis  
This resolution recognizes the importance of the UPAF/Visions Campaign and encourages support by City of Milwaukee employees.

Body  
Whereas, Additional non-tax contributions are needed to supplement property tax funds to preserve and promote the quality of life in Milwaukee, and nonprofit organizations have been established to receive contributions from the private sector toward this end; and

Whereas, The Urban Forestry Fund has been established through the Milwaukee Foundation to further enhance the environment of this City, and to extend services and programs which cannot be adequately supported without alternative non-tax revenues; and

Whereas, The Milwaukee Recreation Fund has been established through the Milwaukee Foundation to help enhance small town park settings within City neighborhoods by providing funds to make special improvements to the 46 children's play areas, and providing safe and imaginative recreation opportunities for the City's children and families to give residents and neighborhood organizations a

sense of ownership in these children's play areas and to help them become a focal point for the neighborhood; and

Whereas, The Milwaukee Art Museum has been established to ensure the development of services, programs and facilities with the aid of private donations; and

Whereas, The Milwaukee Public Library Foundation was established to help support programs and activities that promote a greater understanding of our world and our cultures; and

Whereas, The Wisconsin Conservatory of Music was established to provide the finest music education and performance opportunities to aspiring professional performers, children and adults; and

Whereas, The Milwaukee Arts Board has been established to raise funds for Arts Board programs and community projects; and

Whereas, Discovery World@Pier Wisconsin was established to create lifelong learners through maritime, experienced-based education opportunities using the Great Lakes as a resource; and

Whereas, The Milwaukee Public Schools Foundation has been established to provide enhanced learning opportunities for students, encourage creative and innovative educational programs, and recognize and support teachers and support staff; and

Whereas, Two new organizations joined the UPAF/Visions campaign in 2010: 88Nine Radio (WYMS) and the City of Milwaukee Housing Trust Fund; and

Whereas, 88Nine Radio (WYMS) is owned by the Milwaukee School System and operated by Radio for Milwaukee (RadioMilwaukee), a nonprofit organization, to develop, broadcast and disseminate audio programming that reflects and promotes the diverse cultures of the City of Milwaukee; and

Whereas, The City of Milwaukee Housing Trust Fund, created in 2006 by action of the Common Council with broad community support, has leveraged investments in affordable housing resulting in the development of more than 320 units of affordable housing; and

Whereas, Donations to these organizations through the UPAF/Visions campaign will be committed to the support of programs and services that cannot otherwise be met through tax revenues, and are not intended as a replacement for tax revenues; and

Whereas, Visions has been established to solicit monetary support by City of Milwaukee employees for these organizations; and

Whereas, UPAF (United Performing Arts Foundation) raises funds from private donations and workplace giving for 34 performing arts organizations in the Milwaukee area; and

Whereas, The 2010 combined UPAF/Visions Campaign, including 2 new participants, was very successful and is indicative of employees' concern for and support of the associated organizations; now, therefore, be it

Resolved, That the Common Council of the City of Milwaukee encourages all City employees to

support the joint 2010 UPAF/Visions campaign in its goals of improving the quality of this City's cultural life and environment.

Drafter  
LRB124297-1  
RLW  
12/15/2010





Legislation Details (With Text)

**File #:** 100933      **Version:** 1

**Type:** Ordinance      **Status:** In Committee

**File created:** 11/23/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** A substitute ordinance to further amend the 2011 rates of pay of offices and positions in the City Service.

**Sponsors:** THE CHAIR

**Indexes:** SALARY ORDINANCE

**Attachments:** Request from Department of Employee Relations

Date	Ver.	Action By	Action	Result	Tally
11/16/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
100933  
Version  
Substitute 1  
Reference  
100413  
Sponsor  
THE CHAIR  
Title

A substitute ordinance to further amend the 2011 rates of pay of offices and positions in the City Service.

Analysis

This substitute ordinance changes the rates of pay in the following departments:  
Employees' Retirement System, Library, Police Department and Department of Public Works

Body

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Part I, Section 2 of ordinance File Number 100413 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Salary Grade 006, add the title "Lead Pension Specialist".

Under Salary Grade 010, delete the title "Police Buildings and Fleet Manager" and add the title "Police Facilities Manager."

Under Salary Grade 016, delete the title "Buildings and Fleet Superintendent" and add the title "Facilities Director".

Part 2. Part I, Section 8 of ordinance File Number 100413 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 544, amend paragraph to read as follows: "Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,738.86, \$1,792.59, \$1,851.27, \$1,914.56, \$1,993.22, \$2,033.10."

Part 3. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

The provisions of all parts of this ordinance are deemed to be in force and effect from and after its passage and publication.

Part 4. This ordinance will take effect and be in force from and after its passage and publication.

Drafter  
City Clerk's Office  
Tb

Technical Correction - 1-11-11- tb

**Black, Tobie**

---

**From:** Wragg, Faranda  
**Sent:** Tuesday, January 11, 2011 3:29 PM  
**To:** Black, Tobie  
**Subject:** Administrative Correction for Salary Ordinance  
**Importance:** High

Hi Tobie,

In the Salary Ordinance, under Pay Range 544 pay step 6 has inadvertently been omitted from the District Council 48 and Nonmanagement/nonrepresented paragraph. Please correct paragraph to read as follows:

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,738.86, \$1,792.59, \$1,851.27, \$1,914.56, \$1,993.22, \$2,033.10.

Thanks!

Faranda (Faye) Wragg  
Dept of Employee Relations  
City Hall, Room 706  
(414)286-3143



Legislation Details (With Text)

**File #:** 100934      **Version:** 1

**Type:** Ordinance      **Status:** In Committee

**File created:** 11/23/2010      **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:**      **Final action:**

**Effective date:**

**Title:** A substitute ordinance to further amend the 2011 offices and positions in the City Service.

**Sponsors:** THE CHAIR

**Indexes:** POSITIONS ORDINANCE

**Attachments:** 12-15-10 Request from Budget and Management Division, 1-11-11 Request from Budget and Management Division

Date	Ver.	Action By	Action	Result	Tally
11/23/2010	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2011	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		

Number  
100934  
Version  
Substitute 1  
Reference  
100414  
Sponsor  
THE CHAIR  
Title

A substitute ordinance to further amend the 2011 offices and positions in the City Service.

Analysis

This substitute ordinance changes positions in the following departments:

Department of Administration, Common Council-City Clerk, Employees' Retirement System, Fire Department, Health Department, and Police Department

Body

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 1 of ordinance File Number 100414 relative to offices and positions in the City Service is hereby amended as follows:

Under "Department of Administration, Community Development Grants and Administration Division", delete one position of "Grant Monitor (B)(X)(Y)" and delete one position of "Administrative Specialist Senior (B)" and add one position of "NSP Program Coordinator (B)(X)(Y)" and add one position of "Business Services Specialist-NSP (B)(X)(Y)".

Under "Common Council-City Clerk, Central Administration Division", delete one position of "Research and Analysis Manager". Under "Legislative Reference Bureau Division", add one position of "Research and Analysis Manager."



Under “Employes’ Retirement System, Membership Services”, delete one position of “Pension Specialist-Senior” and add one position of “Lead Pension Specialist”.

Under “Health Department, Communications and Public Relations”, delete two positions of “Graphic Designer II” and add two positions of “Graphic Designer II (X)”. Under “Information Technology”; delete one position of “Information Technology Specialist” and one position of “Network Analyst Assistant I” and add one position of “Information Technology Specialist (X)” and one position of “Network Analyst Assistant I (X)”. Under “Finance”, delete one position of “Management Accountant-Senior”, two positions of “Administrative Specialist-Senior” and one position of “Inventory Control Assistant II” and add one position of “Management Accountant-Senior (X)”, two positions of “Administrative Specialist-Senior (X)” and one position of “Inventory Control Assistant II (X)”. Under “Disease Control and Environmental Health Services Division, Tuberculosis Control Unit”, delete three positions of “Public Health Nurse (X)(G)(BB)” and add four positions of “Public Health Nurse (X)(G)(BB)”.

Under “Police Department, Operations Decision Unit, District 2 and Weed and Seed Initiative”, delete three positions of “Police Officer (S)” and amend footnote “(S)” to read as follows: “State Beat Patrol Grant: To expire 12/31/11 unless the State Beat Patrol Program Grant available from the State of Wisconsin, Office of Justice Assistance, is extended.”

Under “Integrated Justice Services Division, Facilities Services Section”, delete one position of “Police Buildings and Fleet Manager” and add one position of “Police Facilities Manager.”

Part 2. Section 1 of ordinance File Number 100414 relative to offices and positions in the City Service is hereby amended as follows (Effective Pay Period 3, 2011-January 23, 2011):

Under “Fire Department”, move “Support Bureau Decision Unit” so that it is listed first. Under “Support Bureau Decision Unit, Administrative Division”, delete one position of “Deputy Chief, Fire”; under “Construction and Maintenance Division”, add one position of “Battalion Chief, Fire”; under “Operations Bureau Decision Unit, Paramedic Service”, delete one position of “Deputy Chief, Fire” and one position of “Paramedic Field Lieutenant (I)/Fire Paramedic Field Lieutenant (I)”; and under “Fire Cause Investigation Unit”, delete one position of “Fire Lieutenant/Fire Investigator (D)” and footnote (D) in its entirety, and add one position of “Fire Captain” and two positions of “Fire Lieutenant”.

Part 3. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 4. The provisions of Section 2 of this ordinance are deemed to be in force and effect from and after Pay Period 3, 2011 (January 23, 2011).

The provisions of all other parts of this ordinance are deemed to be in force and effect from and after its passage and publication.

Part 5. This ordinance will take effect and be in force from and after its passage and publication.

Drafter  
City Clerk's Office  
tb

Technical Correction - 1-11-11- tb



100934

**Black, Tobie**

---

**From:** Ivy, Crystal  
**Sent:** Wednesday, December 15, 2010 10:24 AM  
**To:** Black, Tobie  
**Cc:** Pearson, Eric; Christianson, William  
**Subject:** Technical correction to the 2011 Position Ordinance

Hi Tobie,

Following is a technical correction to the 2011 Positions Ordinance:

Under Common Council-City Clerk, Central Administration Division, delete one position of Research and Analysis Manager.

Under Legislative Reference Bureau Division, add one position of Research and Analysis Manager.

Call me if you have any questions.

Crystal Ivy  
City of Milwaukee  
Budget & Management Division  
200 E. Wells St. - Room 603  
Milwaukee, WI 53202  
414-286-3449



Department of Administration  
Budget and Management Division

Tom Barrett  
Mayor

Sharon Robinson  
Director

Mark Nicolini  
Budget and Management Director

January 11, 2011

Ref: 11019

MEMORANDUM

TO: Tobie Black, Staff Assistant  
Finance and Personnel  
Office of the City Clerk

FROM: Crystal Ivy, DOA-Budget & Mgmt. Division

SUBJECT: Technical Corrections to the 2011 Positions Ordinance

Please make the following corrections to the 2011 Positions Ordinance to correct errors that were made in the creation of that document.

<u>Caption/Position Title</u>	<u>Add</u>	<u>Delete</u>
<u>DEPARTMENT OF ADMINISTRATION</u>		
<u>COMMUNITY DEV. GRANTS ADMINISTRATION DIV.</u>		
Grant Monitor (B)(X)(Y)		1
Administrative Specialist Senior (B)		1
NSP Program Coordinator (B)(X)(Y)	1	
Business Services Specialist-NSP (B)(X)(Y)	1	

cei

position ord\11poa1.doc

**The FINANCE & PERSONNEL COMMITTEE may convene into closed session, pursuant to sec. 19.85(1)(e), Wis. Stats., for the purpose of formulating collective bargaining strategies.**

**The committee may thereafter reconvene in open session.**