

**Memorandum of Understanding between  
The City of Milwaukee and  
Milwaukee District Council 48, AFSCME, AFL-CIO**

**Re: Implementation of Consent Award Regarding the Wages and Benefits for  
Employees in the Comptrollers Office Newly Added to the Bargaining Unit**

The City of Milwaukee (City) and Milwaukee District Council 48, AFSCME, AFL-CIO (Union) agree that, unless otherwise stated below, effective the first full pay period following the execution date of the Memorandum of Understanding (MOU), employees in the classifications identified in Attachment A (Employees), shall be covered under the terms and conditions of the 2007-2009 and 2010-2011 City/Union Labor Agreements (Agreement) in lieu of benefits provided by the management benefit plan.

1. Article 1 – Duration: March 24, 2009 through December 31, 2011
2. Article 19 - Base Salary:
  - a. Effective Pay Period 7, 2009, Employees shall be placed in new pay ranges as identified in Attachment A. Employees shall no longer be in a management pay plan salary grade. Employees shall retain their current rates of pay subject to paragraph 1.d. of this MOU listed below.
  - b. Effective Pay Period 7, 2009, a 1% across the board increase over the wage rates identified in Attachment A.
  - c. Effective Pay Period 25, 2009, a .25% across the board increase over Pay Period 7, 2009 wage rates.
  - d. Employees below the maximum of their pay ranges identified in Attachment A who were eligible to receive a pay step between and including March 24, 2009 and December 31, 2009 based on their anniversary date, and who did not receive a pay step on or after March 24, 2009 through and including December 31, 2009 based on their anniversary date shall receive a 3.11% pay step retroactive to his/her 2009 pay step anniversary date. In no case shall Employees exceed the maximums of the pay ranges identified in Attachment A.
  - e. During a contract hiatus Employees below the maximum of their pay ranges identified in Attachment A and who are eligible to receive a pay step shall receive a 3.11% pay step. In no case shall Employees exceed the maximums of the pay ranges identified in Attachment A.
  - f. Employees of the Comptroller in pay ranges 577, 578, 579, and 580 shall move from the minimum of the pay range to the maximum of the pay range in annual increments of 3.11 percent (3.11%). In no case shall an employee exceed the maximum of the pay range.

Items 2.f through 9 of this MOU shall be incorporated into the proper Articles in the successor to the 2010 – 2011 Labor Agreement between the City of Milwaukee and District Council 48, AFSCME, AFL-CIO.

3. Article 25 – Special Pay Practices:

- a. Recruitment for employees of the Comptroller in pay ranges 577, 578, 579, and 580 may be at a rate of up to 60% of the pay range.
- b. For employees of the Comptroller in pay ranges 577, 578, 579, and 580 there shall be a straight time Compensatory Time Off policy.  
- Current 'flex time' balances will transfer to a Compensatory Time Off bank.
- c. Cash overtime may be authorized by the Comptroller and paid at a rate of one (1.0) times the actual overtime hours worked for employees of the Comptroller in pay ranges 577, 578, 579, and 580.

4. Article 18 – Seniority for Layoff Purposes:

- a. For regularly appointed City Service employees included in the bargaining unit effective March 24, 2009, their seniority date in their classification in their department shall be March 24, 2009.
- b. For multiple employees in the same job title having the same regular appointment date, their ranking shall be based on their seniority ranking in the previous non-represented classification, see Attachment B.

5. Article 34 - Vacation


- a. Employees shall continue to accrue vacation on a bi-weekly basis through pay period 26, 2010. Effective pay period 1, 2011 employees shall begin to accrue vacation according to Article 34 of the Agreement for use in fiscal year 2012. The City shall provide employees with an annualized vacation allotment to be used in fiscal year 2011 in accordance with Article 34.1 of the Agreement based on Employee's years of service as of January 1, 2011. If during fiscal year 2011 Employees reach an anniversary date that would provide for an increased amount of vacation earned, Employees shall receive the additional vacation for use in fiscal year 2011.
- b. Employees who leave City employment for any reason during fiscal year 2011, shall only be eligible to utilize the prorated amount of vacation provided for use in fiscal year 2011 based on the percentage of the fiscal year Employees were in active service.


- c. Vacation balances that exceed the maximum carryover identified in Article 34.5 of the Agreement shall be used by December 31, 2015. Existing Transitional Vacation Accounts (TVA's) shall carry over and remain unchanged.
6. Article 21 - Overtime
  - a. Employees of the Comptroller, in pay ranges 577, 578, 579, and 580, shall be exempt from the provisions of the overtime Article.
7. Article 42 - Health Insurance
  - a. Employees shall not be reimbursed for Employee health insurance co-payments paid between March 24, 2009 and November 1, 2009.
  - b. Employees shall be reimbursed for the Health Maintenance Organization (HMO) employee monthly health insurance premium share (EMHIPS) for the months of April, May, June, July, August, and September, 2009, in which Employees actually paid the EMHIPS.
  - c. Employee's enrolled in the HMO shall be moved to the Union HMO plan effective the first full month following the execution date of this Agreement.
8. Article 26 – Terminal Leave
  - a. New employees in the Office of the Comptroller who are hired after September 7, 2010, into pay ranges 577, 578, 579, or 580 shall be covered under the terms of Article 26 in the City/Union Agreement.
  - b. Current employees, of the Comptroller, hired on or before September 7, 2010, in pay ranges 577, 578, 579, or 580 shall have the option, upon retirement, to select the terminal leave benefit available under the management pay plan, see Attachment C.
    - Payment equivalent to 30% of the employee's accumulated and unused sick leave plus one-half of the sick leave days accumulated during the previous 12 months of service, for up to 6 additional days.
9. Article 30 – Tuition and Textbook Allowance
  - a. Employees of the Comptroller, in pay ranges 577, 578, 579, and 580, may use any amount of the annual tuition and textbook reimbursement for membership dues and up to \$500 per year for job related certifications and licensing fees.
  - b. Any benefits already paid in 2010 prior to the execution date of the MOU shall count against the annual amount limit.

10. Article 31 – Sick Leave

- a. Effective the first full pay period following the execution date of the MOU, employees shall be covered by Article 31 of the 2010-2011 City/Union labor Agreement
- b. Current Sick Leave balances shall carryover.

11. The execution date of the MOU shall be the date the Arbitrator issues the Consent Award.

  
Richard W. Abelson, Executive Director  
District Council 48

  
Troy M. Hamblin, Labor Negotiator  
City of Milwaukee

10/5/10  
Date

**Attachment A**

	PP 1 2009	PP 7 2009	PP 14 2009	2010	2011	Titles:
PR 577						
Min	\$ 1,931.00	\$ 1,950.31	\$ 1,955.19	\$ 1,955.19	\$ 1,955.19	Auditor
Mid	\$ 2,317.33	\$ 2,340.50	\$ 2,346.35	\$ 2,346.35	\$ 2,346.35	Financial Syst Analyst
Max	\$ 2,703.66	\$ 2,730.70	\$ 2,737.53	\$ 2,737.53	\$ 2,737.53	Accounting Specialist
						Comptroller Network Anaylst
						Revenue & Financial Servs Asst

	PP 1 2009	PP 7 2009	PP 14 2009	2010	2011	Titles:
PR 578						
Min	\$ 2,058.41	\$ 2,078.99	\$ 2,084.19	\$ 2,084.19	\$ 2,084.19	Auditor-Lead
Mid	\$ 2,470.01	\$ 2,494.71	\$ 2,500.95	\$ 2,500.95	\$ 2,500.95	City Payroll Specialist
Max	\$ 2,881.61	\$ 2,910.43	\$ 2,917.71	\$ 2,917.71	\$ 2,917.71	

	PP 1 2009	PP 7 2009	PP 14 2009	2010	2011	Titles:
PR 579						
Min	\$ 2,338.81	\$ 2,362.20	\$ 2,368.11	\$ 2,368.11	\$ 2,368.11	Information Systems Auditor
Mid	\$ 2,806.51	\$ 2,834.58	\$ 2,841.67	\$ 2,841.67	\$ 2,841.67	
Max	\$ 3,274.21	\$ 3,306.95	\$ 3,315.22	\$ 3,315.22	\$ 3,315.22	

	PP 1 2009	PP 7 2009	PP 14 2009	2010	2011	Titles:
PR 580						
Min	\$ 2,831.79	\$ 2,860.11	\$ 2,867.26	\$ 2,867.26	\$ 2,867.26	Public Debt Specialist
Mid	\$ 3,398.14	\$ 3,432.12	\$ 3,440.70	\$ 3,440.70	\$ 3,440.70	
Max	\$ 3,964.49	\$ 4,004.13	\$ 4,014.14	\$ 4,014.14	\$ 4,014.14	

## Attachment B

The following will be the Seniority order for employees who received a new appointment date of March 24, 2009 to one of the following classifications due to joining District Council 48, AFSCME, AFL-CIO based on their previous non-represented classification hire date:

### Auditor

Estela Prust  
Linda Moore  
Aycha Sirvanci

### Auditing Specialist

September 19, 1999  
September 8, 2008  
July 12, 2010

### Accounting Specialist

Teresita Santos  
Hanh Nguyen  
Deborah Damask  
Michael Roney  
Cynthia Wisneski  
Linda Radmer  
Robert Graveen  
Lynn Ojelabi  
Trang Dinh  
Sheila Scott  
Deborah Moldenauer  
Winifred Wilks

### Management Accounting Spec – Sr\*

December 24, 2000 (3/8/1976)  
December 24, 2000 (10/5/1998)  
December 24, 2000 (9/5/1999)  
April 2, 2001  
April 24, 2006  
March 12, 2007  
December 17, 2007  
August 25, 2008  
September 22, 2008  
January 5, 2009  
June 15, 2009  
August 16, 2010

\* The above order is based on the employees hire date to the Management Accounting Specialist – Sr classification and where the classification date was the same the order has been determined by City Hire date.

### Auditor – Lead

Angela Rivera  
Dana Miller

### Auditor – Lead

January 14, 2008  
July 26, 2010

### City Payroll Specialist

Barbara James  
Susan Prothero

### City Payroll Specialist

January 2, 2006  
October 7, 2007

**Attachment C**

The following is a list of employees who were employees of the Comptroller on or before September 7, 2010 and shall be eligible to select the terminal leave benefit as provided for by the management pay plan:

Sarah Artic  
Deborah damask  
Trang Dinh  
Robert Graveen  
Barbara James  
Frederick Larry  
Isaak Lerner  
Richard Li  
Peter Mensah-Brown  
Dana Miller  
Deborah Moldenauer  
Linda Moore  
Hanh Nguyen  
Lynn Ojelabi  
Susan Prothero  
Estela Prust  
Linda Radmer  
Angela Rivera  
Michael Roney  
Teresita Santos  
Sheila Scott  
Aycha Sirvanci  
Winifred Wilks  
Cynthia Wisneski