



Department of Employee Relations

July 25, 2001

John O. Norquist
Mayor

Jeffrey Hansen
Director

Florence Dukes
Deputy Director

Frank Forbes
Labor Negotiator

Michael Brady
Employee Benefits Manager

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

Dear Committee Members:

Re: Common Council File Number 010364

- Analysis -

This report recommends adoption of a wage and benefit package for City management and nonmanagement/nonrepresented employees for 2001-2002.

This report recommends a wage and benefit package for management employees including elected officials and nonmanagement/nonrepresented City employees for the years 2001-2002. It also includes pay rate adjustments for part-time nonmanagement/nonrepresented employees. These recommendations are comparable to wage and benefit changes included in the Memorandum of Understanding between the City Negotiating Team and Milwaukee District Council 48, AFSCME, AFL-CIO that is being recommended for approval under a separate file.

Base Salary

Effective Pay Period 1, 2001, and increase of 2.5% over Pay Period 26, 2000 rates of pay. (See attached 2001 Salary Ordinance amendments to rates.)

Effective Pay Period 1, 2002, and increase of 3.0% over Pay Period 26, 2001 rates of pay. (The salary increases for 2002 will be included in the 2002 Salary Ordinance.)

The Salary Ordinance amendments required to implement the foregoing are attached.

To The Honorable
The Committee on Finance and Personnel

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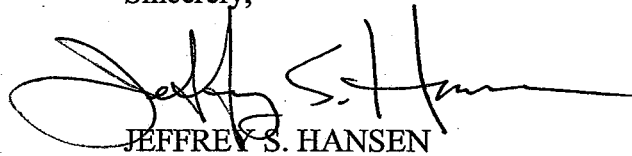
July 25, 2001

Benefit Changes

See attachment.

Overall, we believe it is important to maintain a comparable compensation package between nonrepresented employees and their represented counterparts. We therefore recommend approval of the attached salary and benefit package.

Sincerely,



JEFFREY S. HANSEN
Employee Relations Director

Attachments

C: Laura Engan
Marianne Walsh

JSH:EFS:pb
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FC reports

Benefit Changes

The benefit changes recommended for management employees include the following:

- Health Insurance: Effective January 1, 2002, the Major Medical lifetime maximum for employees enrolled in the Basic Plan shall be increased from \$250,000 to \$500,000.
- Health and Dental Insurance: Effective January 1, 2002, 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. (It is understood that registered domestic partners will include same-sex or opposite-sex partners.)
- Funeral Leave: Effective calendar year 2002, 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 included in the "immediate family" definition for purposes of the funeral leave benefit.
- Shift and Weekend Differential: Effective Pay Period 17, 2001, the amount of shift, weekend and holiday differential shall be increased to the following amounts: 2nd shift: 40 cents per hour; 3rd shift: 45 cents per hour; Saturday differential: 50 cents per hour and Sunday differential: 60 cents per hour.
- Vacation: Effective Pay Period 1, 2001, an employee shall earn vacation time for a fiscal year on a pay period basis in the following manner:
 - 3.7 hours per pay period for employees who have completed less than 4 years of active service. (*Currently, completed less than 6 years of service.*)
 - 5.3 hours per pay period for employees who have completed at least 4 years but less than 9 years of active service. (*Currently, completed at least 6 years but less than 11 years of active service.*)
 - 6.8 hours per pay period for employees who have completed at least 9 years but less than 16 years of active service. (*Currently, completed at least 11 years but less than 17 years of active service.*)
 - 8.4 hours per pay period for employees who have completed at least 16 years of active service. (*Currently, completed at least 17 years of active service.*)
 - 9.3 hours per pay period for employees who have completed at least 21 years of active service. (*Currently no provision.*)
 - 9.9 hours per pay period for employees who were on the payroll, on leave of absence or working toward year-round employment as of January 1, 1964. (*Currently 9.0 hours per pay period.*)
 - 10.2 hours per pay period for employees who were on the payroll, on leave of absence or working toward year-round employment as of January 1, 1963. (*Currently 9.3 hours per pay period.*)

Benefit changes recommended for management employees (continued)

- Vacation: Effective Pay Period 1, 2002, an employee shall earn vacation time for a fiscal year on a pay period basis in the following manner:
 - 3.7 hours per pay period for employees who have completed less than 4 years of active service. *(No change from 2001.)*
 - 5.3 hours per pay period for employees who have completed at least 4 years but less than 9 years of active service. *(No change from 2001.)*
 - 6.8 hours per pay period for employees who have completed at least 9 years but less than 14 years of active service. *(In 2001, completed at least 9 years but less than 16 years of active service.)*
 - 8.4 hours per pay period for employees who have completed at least 14 years of active service. *(In 2001, completed at least 16 years of active service.)*
 - 9.9 hours per pay period for employees who have completed at least 21 years of active service. *(In 2001, 9.3 hours per pay period.)*
 - 10.5 hours per pay period for employees who were on the payroll, on leave of absence or working toward year-round employment as of January 1, 1964. *(In 2001, 9.9 hours per pay period.)*
 - 10.8 hours per pay period for employees who were on the payroll, on leave of absence or working toward year-round employment as of January 1, 1963. *(In 2001, 10.2 hours per pay period.)*

The benefit changes recommended for nonmanagement/nonrepresented employees include the following:

- Tuition and Textbook Reimbursement: Effective calendar year 2002, increase the maximum amount of tuition and textbook reimbursement from up to \$900 to up to \$1,000 per year.
- Health Insurance: Effective January 1, 2002, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$40 to \$50 per month for single enrollment and from \$80 to \$100 per month for family enrollment.
- Health Insurance: Effective January 1, 2002, the Major Medical lifetime maximum for employees enrolled in the Basic Plan shall be increased from \$250,000 to \$500,000.
- Health and Dental Insurance: Effective January 1, 2002, 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. (It is understood that registered domestic partners will include same-sex or opposite-sex partners.)
- Funeral Leave: Effective calendar year 2002, 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 included in the "immediate family" definition for purposes of the funeral leave benefit.
- Shift and Weekend Differential: Effective Pay Period 17, 2001, the amount of shift, weekend and holiday differential shall be increased to the following amounts: 2nd shift: 40 cents per hour; 3rd shift: 45 cents per hour; Saturday differential: 50 cents per hour and Sunday differential: 60 cents per hour.
- Vacation: Effective Pay Period 1, 2001, an employee shall earn vacation time for a fiscal year on a pay period basis in the following manner:
 - 3.7 hours per pay period for employees who have completed less than 4 years of active service. (*Currently, completed less than 6 years of service*).
 - 5.3 hours per pay period for employees who have completed at least 4 years but less than 9 years of active service. (*Currently, completed at least 6 years but less than 11 years of active service*.)
 - 6.8 hours per pay period for employees who have completed at least 9 years but less than 16 years of active service. (*Currently, completed at least 11 years but less than 17 years of active service*.)
 - 8.4 hours per pay period for employees who have completed at least 16 years of active service. (*Currently, completed at least 17 years of active service*.)
 - 9.3 hours per pay period for employees who have completed at least 21 years of active service. (Currently no provision.)
 - 9.9 hours per pay period for employees who were on the payroll, on leave of absence or working toward year-round employment as of January 1, 1964. (*Currently 9.0 hours per pay period*.)
 - 10.2 hours per pay period for employees who were on the payroll, on leave of absence or working toward year-round employment as of January 1, 1963. (*Currently 9.3 hours per pay period*.)

Benefit changes recommended for nonmanagement/nonrepresented employees (continued)

- Vacation: Effective Pay Period 1, 2002, an employee shall earn vacation time for a fiscal year on a pay period basis in the following manner:
 - 3.7 hours per pay period for employees who have completed less than 4 years of active service. *(No change from 2001.)*
 - 5.3 hours per pay period for employees who have completed at least 4 years but less than 9 years of active service. *(No change from 2001.)*
 - 6.8 hours per pay period for employees who have completed at least 9 years but less than 14 years of active service. *(In 2001, completed at least 9 years but less than 16 years of active service.)*
 - 8.4 hours per pay period for employees who have completed at least 14 years of active service. *(In 2001, completed at least 16 years of active service.)*
 - 9.9 hours per pay period for employees who have completed at least 21 years of active service. *(In 2001, 9.3 hours per pay period.)*
 - 10.5 hours per pay period for employees who were on the payroll, on leave of absence or working toward year-round employment as of January 1, 1964. *(In 2001, 9.9 hours per pay period.)*
 - 10.8 hours per pay period for employees who were on the payroll, on leave of absence or working toward year-round employment as of January 1, 1963. *(In 2001, 10.2 hours per pay period.)*

2001 SALARY ORDINANCE CHANGES

MANAGEMENT POSITIONS

Effective Pay Period 1, 2001 (December 24, 2000), delete the current rates of pay for the pay ranges and footnotes listed below and substitute the following rates:

Salary Grade 001

Official Rate-Biweekly

1,191.72	1,228.72	1,266.86	1,306.21	1,346.76	1,388.58
1,431.70	1,476.15	1,522.01	1,569.28	1,618.00	1,668.25

Salary Grade 002

Official Rate-Biweekly

1,269.88	1,309.32	1,349.99	1,391.89	1,435.11	1,479.68
1,525.64	1,573.01	1,621.85	1,672.21	1,724.13	1,777.58

Salary Grade 003

Official Rate-Biweekly

1,353.30	1,395.32	1,438.65	1,483.33	1,529.39	1,576.89
1,625.84	1,676.35	1,728.39	1,782.04	1,837.38	1,894.51

Salary Grade 004

Official Rate-Biweekly

1,442.63	1,487.43	1,533.62	1,581.24	1,630.34	1,680.96
1,733.16	1,787.00	1,842.48	1,899.68	1,958.68	2,019.65

Under Salary Grade 004, in footnotes "3/" and "7/" delete the rate \$43,963.14 (\$1,690.89 biweekly) and substitute \$1,733.16 (\$45,062.16 biweekly).

Salary Grade 005

Official Rate-Biweekly

1,537.80	1,585.55	1,634.77	1,685.54	1,737.88	1,791.84
1,847.51	1,904.86	1,964.00	2,025.00	2,087.87	2,153.03

Salary Grade 006

Official Rate-Biweekly

1,638.88	1,689.78	1,742.24	1,796.34	1,852.14	1,909.64
1,968.93	2,030.07	2,093.12	2,158.12	2,225.11	2,294.66

Salary Grade 007

Official Rate-Biweekly

1,747.02	1,801.27	1,857.20	1,914.87	1,974.34	2,035.64
2,098.84	2,164.03	2,231.23	2,300.51	2,371.95	2,445.69

Salary Grade 008

Official Rate-Biweekly

1,861.58	1,919.40	1,979.01	2,040.47	2,103.80	2,169.15
2,236.49	2,305.94	2,377.55	2,451.39	2,527.51	2,606.11

Salary Grade 009

Official Rate-Biweekly

1,985.00	2,046.66	2,110.20	2,175.72	2,243.27	2,312.95
2,384.77	2,458.83	2,535.16	2,613.89	2,695.05	2,778.88

Salary Grade 010

Official Rate-Biweekly

2,115.44	2,181.12	2,248.87	2,318.67	2,390.68	2,464.93
2,541.47	2,620.40	2,701.77	2,785.66	2,872.14	2,961.65

Salary Grade 011

Official Rate-Biweekly

2,255.31	2,325.35	2,397.55	2,471.98	2,548.77	2,627.90
2,709.52	2,793.63	2,880.38	2,969.82	3,062.04	3,157.31

Under Salary Grade 011, delete footnote "4" in its entirety.

Salary Grade 012

Official Rate-Biweekly

2,403.40	2,478.03	2,554.97	2,634.31	2,716.11	2,800.45
2,887.43	2,977.07	3,069.53	3,164.84	3,263.11	3,364.74

Salary Grade 013

Official Rate-Biweekly

2,561.45	2,640.98	2,723.02	2,807.57	2,894.74	2,984.64
3,077.30	3,172.86	3,271.37	3,372.98	3,477.71	3,586.29

Salary Grade 014

Official Rate-Biweekly

2,730.69	2,815.49	2,902.91	2,993.04	3,085.99	3,181.82
3,280.63	3,382.49	3,487.52	3,595.81	3,707.47	3,823.11

Salary Grade 015

Official Rate Biweekly

2,910.50	3,000.87	3,094.07	3,190.15	3,289.18	3,391.34
3,496.63	3,605.21	3,717.17	3,832.60	3,951.60	4,074.61

Salary Grade 016

Official Rate-Biweekly

3,102.08	3,198.43	3,297.73	3,400.15	3,505.73	3,614.58
3,726.82	3,842.55	3,961.87	4,084.87	4,211.74	4,343.13

Salary Grade 017

Official Rate-Biweekly

3,306.55	3,409.25	3,515.11	3,624.26	3,736.78	3,852.84
3,972.46	4,095.82	4,223.02	4,354.14	4,489.35	4,629.29

Salary Grade 018

Official Rate-Biweekly

3,524.58	3,634.02	3,746.88	3,863.21	3,983.18	4,106.87
4,234.41	4,365.89	4,501.47	4,641.24	4,785.35	4,934.30

Salary Grade 019

Official Rate-Biweekly

3,756.74	3,873.39	3,993.66	4,117.66	4,245.54	4,377.39
4,513.30	4,653.44	4,797.94	4,946.94	5,100.53	5,259.25

Salary Grade 020

Official Rate-Biweekly

4,004.10	4,128.43	4,256.63	4,388.82	4,525.09	4,665.61
4,810.49	4,959.86	5,113.88	5,272.67	5,436.42	5,605.98

NONMANAGEMENT/NONREPRESENTED POSITIONS

Effective Pay Period 1, 2001 (December 24, 2000), delete the current rates of pay for the pay ranges and footnotes listed below and substitute the following rates:

(Note: 2001 Rates of pay for nonmanagement/nonrepresented positions in Pay Ranges 200-607 are included in the rates of pay attached to file #010338 for District Council 48, AFSCME, AFL-CIO.)

Pay Range 902

Official Rate-Hourly

6.15 6.66 7.18

Pay Range 906

Official Rate-Hourly

6.30 6.77 7.23 7.69

Pay Range 910

Official Rate-Hourly

8.20 9.48 10.76

Pay Range 918

Official Rate-Hourly

7.29 7.67 8.03 8.51

Pay Range 923

Official Rate-Hourly

8.38 8.73 9.10 9.44

Pay Range 924

Official Rate-Hourly

8.94 10.64 10.99

Pay Range 925

Official Rate-Biweekly

704.35

Pay Range 926

Official Rate-Hourly

9.48 10.76

Pay Range 927

Official Rate-Hourly

10.43 11.38 12.40

Under Pay Range 927, delete footnote "2/" in its entirety.

Pay Range 929

Official Rate-Hourly:

9.77 10.30

Under Pay Range 929, in footnote "2/" delete the rates \$11.43 and \$12.07 and substitute the rates \$11.72 and 12.37.

Pay Range 930

Official Rate-Hourly

11.32 12.54 14.25

Pay Range 931

Official Rate-Hourly

13.54 14.01 14.50

Pay Range 950

Official Rate-Hourly

38.15