



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Deborah Ford**  
Labor Negotiator

July 13, 2016

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

Re: Common Council File # 160354 - Communication from the Department of Employee Relations relating to changes to the Salary Ordinance for non-represented sworn members of the Milwaukee Police Department.

Dear Committee Members:

This file recommends amending the Salary Ordinance to authorize a base building salary adjustment for employees who per CC File # 160124 will be newly required to make the member contribution to the Employee Retirement System. This recommendation is consistent with the pension offset negotiated with the Milwaukee Police Association (MPA) and the Milwaukee Police Supervisors Organization (MPSO). The salary adjustment, if approved, will be effective Pay Period 1, 2016. This recommendation is contingent upon Common Council approval of file #160124.

It is important to note that this adjustment is limited to individuals holding the rank of Assistant Chief of Police as of Pay Period 4, 2016. The other incumbents of the sworn non-represented management positions in the Police Department have either received the pension offset already (as members of the MPSO) or are ineligible for the salary adjustment because of the Salary Ordinance provision that precludes the salary of any City official to exceed that of the Mayor.

In order to implement this recommendation the Salary Ordinance will need to be amended as follows.

Under Part II, Section 5 Special Pay Practices, add Section "I" as follows:

- I. Effective Pay Period 1, 2016 (December 20, 2015) non-represented sworn management members of the Milwaukee Police Department, who held the rank of Assistant Chief of Police as of Pay Period 4, 2016 (January 31, 2016), and who are newly required to make the member contribution as a result of Common Council File # 160124, shall be eligible to receive a salary adjustment equivalent to 5.8% of the base rate that was in effect at the end of Pay Period 26 of 2015 (December 19, 2015). Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.

In addition a footnote authorizing the rates of pay for three Inspectors of Police promoted in Pay Period 4, 2016, is needed in Pay Range 4QX to allow them to retain the rate of pay achieved as members of the MPSO prior to the promotion. Without this footnote the promotion would result in a wage reduction to the maximum of the Pay Range for the Inspector of Police classification in Pay

Range 4QX.

Under Part I, Section 4, Pay Range 4QX, add footnote designation "2" as follows;

(2) Upon promotion to the rank of Inspector of Police, Inspectors Gordon and Brunson to be paid at the biweekly rate of \$4,927.81 and Inspector Basting to be paid at the biweekly rate of \$4,693.84.

Respectfully Submitted,



Maria Monteagudo  
Employee Relations Director

cc: Pamela Roberts  
Cynthia Ratliff  
Faranda Wragg  
Michelle Stein  
Renee Keinert