

November 30, 2007

To the Honorable,
The Common Council
City of Milwaukee
City Hall, Room 201

RE: Contingent Fund Request to Reserve \$125,000 for DER's Operating Expenditure Account

Dear Council Members:

This is a request to reserve an amount of \$125,000 in the 2007 Common Council Contingent Fund for the Operating Expenditure Account 006300 0001 1650 R999.

The funding is needed to cover anticipated operating expenses of up to \$125,000 before the end of the fiscal year. These expenses include recruitment costs, professional services for test administration activities, court reporter and arbitrator fees for grievance arbitration hearings, equipment maintenance, security services, telephone and data storage and retrieval fees.

Funding for the 2007 operating expenditure account was reduced by 12% from the 06 budget allocation. This reduction stemmed from the separation of the Fire and Police Commission from the Department of Employee Relations and the assumption that operating expenditures associated with Commission responsibilities would be absorbed by the new agency. At the time 2007 allocations were made, 2005 actual operating expenditures were over 7% below the amount budgeted and 2006 operating expenditures were not expected to exceed the budget allocation.

In December of 2006 and throughout 2007, DER has worked with the Police Department to recommend changes to the Police Officer recruitment and testing process. Significant work was done with the FPC testing consultant to conduct a validation study to ensure that the addition of test components (writing exercise and mile and a half run addition to the

Physical Ability Test) was in compliance with the EEOC's Uniform Guidelines on Testing and Selection.

In addition to changes to test components, in the spring of this year, the FPC approved a recommendation to adopt a perpetual recruitment and testing model for Police Officer. Consequently we have experienced a significant increase in the number of applicants who have been processed through all test components when compared to previous test administration sessions. The aforementioned changes have resulted in expenditures of approximately \$83,000 that were not anticipated when projections for 2007 expenditures were made.

Throughout 2007 the department has also incurred in approximately \$20,500 of expenditures associated with contract negotiations and grievance arbitrations with MPA, Local 215, DC 48 and Local 61. These expenditures were not fully anticipated when the 2007 Budget was prepared.

Finally, the Department has also incurred an estimated \$35,000 in expenditures from the use of the Auxiliary Resource Program to provide staffing coverage of critical employment functions given a total of seven retirements during the year.

Your favorable consideration of this request is greatly appreciated. Should you have any questions, please contact me at 286-3335.

Sincerely,

Maria Monteagudo
Director

Attachments:

Contingent Fund Request Information Form

Fiscal Note

Resolution