



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

July 23, 2013

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

Dear Committee Members:

Re: Common Council File Number 121688

SUMMARY

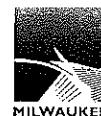
This report recommends amending Part I of the Salary Ordinance to implement a general wage increase of 1.5% for eligible non-represented City employees effective Pay Period 14, 2013 (June 23, 2013). This report also recommends amending Part II, Section 2(b) of the Salary Ordinance to authorize a lump sum, non-base building, non-pensionable payment equivalent to 1.5% of wages earned by an eligible employee during a period of City of Milwaukee residency commencing on or after Pay Period 2, 2013 (January 6, 2013) and continuing through the end of Pay Period 13, 2013 (June 22, 2013); eligibility for such payment is contingent upon the employee's continued City of Milwaukee residency through the end of Pay Period 26, 2013 (December 21, 2013).

GENERAL PAY INCREASE RECOMMENDATION

Effective Pay Period 14, 2013 (June 23, 2013), implement a general wage increase of 1.5% for eligible non-represented City employees. To be eligible for the wage increase, employees must be residents of the City of Milwaukee. Employees who establish residency outside the City of Milwaukee on or after June 23, 2013, will no longer be eligible for this wage increase effective the date of the change in status.

This file further recommends authorizing a lump sum, non-base building, non-pensionable payment equivalent to 1.5% of wages earned by an eligible employee during a period of City of Milwaukee residency commencing on or after Pay Period 2, 2013 (January 6, 2013) and continuing through Pay Period 13, 2013 (June 22, 2013). Eligibility for this payment is contingent upon the employee's continued City of Milwaukee residency through the end of Pay Period 26, 2013 (December 21, 2013).

The above changes will not impact employees in the classifications of Election Inspector, Chief Inspector, and Municipal Court Commissioner; employees represented by the Milwaukee Police Supervisor's Organization (MPSO), the Milwaukee Police Association (MPA), and the Milwaukee Professional Firefighters Association, Local 215; members of Boards and Commissions unless otherwise authorized by a footnote (Section X of the Salary Ordinance); Elected Officials (Section XI of the Salary Ordinance); and employees of the Employees' Retirement System whose compensation is determined by the Executive Director and/or the Annuity and Pension Board.



SALARY ORDINANCE AMENDMENTS

In the 2013 Salary Ordinance, under Part II, Section 2 – Rates of Pay, b) Intent, delete the language referring to the restructuring of the Salary Ordinance in 2012 and insert in lieu thereof the following language in bold. Subsection b) Intent shall read as follows:

This ordinance is intended to provide the policies and procedures for administering all Sections within the Salary Ordinance. It is intended that all officers and employees shall fully cooperate with the Department of Employee Relations in the administration of the Salary Ordinance. The Department of Employee Relations is authorized to develop procedures and guidelines necessary to carry out the intent of this ordinance. The provisions of this ordinance are not intended and shall not be construed to be in conflict with the state statutes regarding collective bargaining or any provisions of collective bargaining agreements in full force and effect.

The 2013 Salary Ordinance includes general wage increases approved by the Common Council for eligible non-represented City employees and members of certain certified bargaining units. To be eligible for the wage increase, employees must be residents of the City of Milwaukee. Employees who establish residency outside the City of Milwaukee on or after June 23, 2013, will no longer be eligible for this wage increase effective the date of the change in status.

The 2013 Salary Ordinance also authorizes a lump sum, non-base building, non-pensionable payment equivalent to 1.5% of wages earned by eligible non-represented and certain represented employees in accordance with Common Council action. For eligible employees represented by the Association of Law Enforcement Allied Services Personnel, this payment shall be equivalent to 2.96% of wages earned. This percentage payment shall be based upon an eligible employee's wages earned during a period of continuous residency commencing on or after Pay Period 2, 2013 (January 6, 2013) and continuing through Pay Period 13, 2013 (June 22, 2013); eligibility for such payment is contingent upon the employee's continued City of Milwaukee residency through the end of Pay Period 26, 2013 (December 21, 2013).

Please see attached Salary Ordinance Changes.

Sincerely,



Maria Monteaquero
Employee Relations Director

MM/fcw

Attachments: Salary Ordinance Changes
Fiscal Note