



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Director  
Employee Benefits

**Nicole Fleck**  
Labor Negotiator

December 1, 2022

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

Dear Committee Members:  
Re: Common Council File Number 221192

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### SUMMARY

This report recommends amending Part I of the Salary Ordinance to change the rates of pay to reflect a general wage increase of 2.0% for eligible non-represented City employees, effective Pay Period 2, 2023 (January 8, 2023), as part of the 2023 City budget.

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### GENERAL WAGE INCREASE IMPLEMENTATION

Effective Pay Period 2, 2023 (January 8, 2023), implement a general wage increase of 2.0% for eligible non-represented City employees as part of the 2023 City budget. This wage increase will not impact employees in the classifications of Election Inspector, Chief Inspector, Municipal Court Commissioner or certain temporary positions in the Health Department; 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 (Part I, Section 10 of the Salary Ordinance); nor Elected Officials (Part I, Section 11 of the Salary Ordinance).

Please see attached Salary Ordinance Changes.

Sincerely,

Harper Donahue, IV  
Employee Relations Director

Attachments: Salary Ordinance Changes  
Fiscal Note



# City of Milwaukee Fiscal Impact Statement

<b>A</b>	<b>Date</b>	<u>12/2/2022</u>	<b>File Number</b>	<u>221192</u>	<input checked="" type="checkbox"/> <b>Original</b>	<input type="checkbox"/> <b>Substitute</b>
	<b>Subject</b>	Communication from the Department of Employee Relations relating to an amendment to the Salary Ordinance to permit a 2% wage adjustment for eligible non-represented City employees.				

<b>B</b>	<b>Submitted By (Name/Title/Dept./Ext.)</b>	<u>Sarah Trotter/ Human Resources Representative / Employee Relations / x2398</u>
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<b>C</b>	<b>This File</b>	<input type="checkbox"/> Increases or decreases previously authorized expenditures.
		<input type="checkbox"/> Suspends expenditure authority.
		<input type="checkbox"/> Increases or decreases city services.
		<input type="checkbox"/> Authorizes a department to administer a program affecting the city's fiscal liability.
		<input type="checkbox"/> Increases or decreases revenue.
		<input checked="" type="checkbox"/> Requests an amendment to the salary or positions ordinance.
		<input type="checkbox"/> Authorizes borrowing and related debt service.
		<input type="checkbox"/> Authorizes contingent borrowing (authority only).
		<input type="checkbox"/> Authorizes the expenditure of funds not authorized in adopted City Budget.

<b>D</b>	<b>Charge To</b>	<input type="checkbox"/> Department Account	<input type="checkbox"/> Contingent Fund
		<input type="checkbox"/> Capital Projects Fund	<input type="checkbox"/> Special Purpose Accounts
		<input type="checkbox"/> Debt Service	<input type="checkbox"/> Grant & Aid Accounts
		<input type="checkbox"/> Other (Specify) _____	

	Purpose	Specify Type/Use	Expenditure	Revenue
<b>E</b>	Salaries/Wages		\$0.00	\$0.00
			\$0.00	\$0.00
	Supplies/Materials		\$0.00	\$0.00
			\$0.00	\$0.00
	Equipment		\$0.00	\$0.00
			\$0.00	\$0.00
	Services		\$0.00	\$0.00
			\$0.00	\$0.00
	Other		\$0.00	\$0.00
			\$0.00	\$0.00
		<b>TOTALS</b>		<b>\$ 0.00</b>

**F** Assumptions used in arriving at fiscal estimate. Costs already included in City of Milwaukee 2023 Budget.

**G** For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 3-5 Years	_____
<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 3-5 Years	_____
<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 3-5 Years	_____

**H** List any costs not included in Sections D and E above. \_\_\_\_\_

**I** Additional information. \_\_\_\_\_

**J** This Note  Was requested by committee chair.