



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Deborah Ford
Labor Negotiator

September 28, 2016

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

RE: File No. 160558

Dear Committee Members:

This file recommends amending the Salary Ordinance to authorize a base building salary adjustment for sworn non-represented employees in the Milwaukee Fire Department who per Wisconsin State Statute §62.623(2)(a) 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 Firefighters Association. The salary adjustment, if approved, will be effective Pay Period 1, 2015 and Pay Period 1, 2016.

It is important to note that this adjustment is limited to individuals holding the rank of Battalion Chief, Deputy Chief, Assistant Chief, and the Chief in the Milwaukee Fire Department who were hired prior to October 3, 2011.

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 "J" as follows:

- J. Effective Pay Period 1, 2015 (December 21, 2014) non-represented sworn management members of the Milwaukee Fire Department, who hold the rank of Battalion Chief, Deputy Chief, Assistant Chief, or Chief, hired prior to October 3, 2011, and who are newly required to make the member contribution as a result of Common Council File #141568, shall be eligible to receive a salary adjustment equivalent to 2.9% of the base rate that was in effect at the end of Pay Period 26, 2014 (December 13, 2014). Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.



Effective Pay Period 1, 2016 (December 20, 2015) non-represented sworn management members of the Milwaukee Fire Department, who hold the rank of Battalion Chief, Deputy Chief, Assistant Chief, or Chief, hired prior to October 3, 2011, and who are newly required to make the member contribution as a result of Common Council File #141568, shall be eligible to receive a salary adjustment equivalent to 2.9% of the base rate that was in effect at the end of Pay Period 26, 2015 (December 19, 2015). Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.

Sincerely,



Nicole M. Fleck
Labor Relations Officer

NMF
160558 SalOrd F&P ltr
labr\2016\CC_F&P_Sworn Mgmt\Fire