



Department of Employee Relations

November 22, 2005

Tom Barrett
Mayor

Maria Monteagudo
Director

David Heard
Fire and Police Commission
Executive Director

Michael Brady
Employee Benefits Director

David Kwiatkowski
Labor Negotiator

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

Dear Committee Members: Re: File Number: 051023

Summary

This communication implements Budget Amendment #82, adopted by the Common Council on November 11, 2005. The intent of the amendment is to soft red circle the salaries of four employees in the Department of Employee Relations who are impacted by the elimination of three positions in the 2006 Department of Employee Relations budget. The soft red circle will preserve the employees' current salary and salary increase opportunities upon reassignment.

The following chart summarizes proposed changes for certain employees in the Department of Employee Relations who are impacted by reductions in the 2006 Department of Employee Relations budget. The proposed changes will soft red circle the pay of these employees upon reassignment to lower level positions.

Incumbent	Current	Proposed
Mary Turner	Accounting Assistant II PR 445 (\$33,754 - \$37,353) Current Rate: \$40,500 (\$1,557.69 biweekly) - Step 8 (3 Clerical Merit Increments above the maximum of PR 445)	Office Assistant III PR 425 (\$30,976-34,268) New rate: Soft Red-circled at \$40,500 (\$1,557.69 biweekly) with future across-the board increases (2006 rate: \$1,604.42)
Catherine Faulkner	Personnel Clerk PR 445 (\$33,754 - \$37,353) Current Rate: \$37,353 (\$1,436.65 biweekly) Step 5 (Maximum)	Office Assistant III PR 425 (\$30,976-34,268) New rate: Soft Red-circled at \$37,353 (\$1,436.65 biweekly) with future across-the board increases (2006 rate: \$1,479.75)
Faranda Wragg	Program Assistant I PR 460 (\$36,137 - \$40,500) Current Rate: \$40,500 (\$1,557.69 biweekly) Step 5 (Maximum)	Office Assistant III PR 425 (\$30,976-34,268) New rate: Soft Red-circled at \$40,500 (\$1,557.69 biweekly) with future across-the board increases (2006 rate: \$1,604.42)
Vaughn Brooks	Benefit Services Specialist II PR 540 (Pay rates specified in footnote resulting from the DC 48 Unit Clarification (\$34,536 - \$48,346) Current Rate: \$42,778 (\$1,645.32 biweekly) Step 8 of footnoted salary range.	Program Assistant I PR 460 (\$36,137 - \$40,500) New rate: Soft Red Circled at \$42,778 (\$1,645.32 biweekly) with future pay steps within footnoted range and across-the- board increases. (2006 rate: Step 8-- \$1,694.68)

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In order to implement the proposed soft red-circle rates for the employees listed above, the following 2006 Salary Ordinance amendments would be necessary, effective Pay Period 1, 2006 (January 1, 2006):
(Rates below updated by 3% for 2006.)

Under Pay Range 425, add the footnote designation "7/" following the title "Office Assistant III" and add the following footnote: "7/ Effective Pay Period 1, 2006, Office Assistant III positions in DER held by Mary Turner and Faranda Wragg to be paid at \$1,604.42 biweekly and the position held by Catherine Faulkner to be paid at \$1,479.75 biweekly, and shall receive future across-the-board wage increases, as long as they remain in those positions."

Under Pay Range 540, delete the name "Vaughn Brooks" from footnote "8/."

Under Pay Range 460, add the footnote designation "2/" following the title "Program Assistant I" and add the following footnote:

"2/ Effective Pay Period 1, 2006, the Program Assistant I position in DER held by Vaughn Brooks, shall be paid the following biweekly rates:

1,368.15	1,410.63	1,454.42	1,499.61	1,546.14	1,594.16
1,643.66	1,694.68	1,747.33	1,801.61	1,857.54	1,915.23

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position."

Sincerely,



Maria Monteagudo
Employee Relations Director