



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

January 7, 2026

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

Dear Committee Members:
Re: Common Council File Number 251579

SUMMARY

This report amends Part I and II of the Salary Ordinance to update the residency incentive language, increasing the rate from 3% to 4% for eligible non-represented City employees, effective Pay Period 4, 2026 (February 1, 2026), reflecting changes adopted as part of the 2026 City budget.

4% RESIDENCY INCENTIVE IMPLEMENTATION

Effective Pay Period 4, 2026 (February 1, 2026), implement the increase of the Residency Incentive from 3% to 4% for eligible non-represented City employees as part of the 2026 City budget. This Residency Incentive increase will not impact employees in the classifications of Election Inspector, Chief Inspector, Municipal Court Commissioner; employees represented by the Milwaukee Police Supervisor' 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).

Sincerely,

Jackie Q. Carter
Employee Relations Director

Attachments: Fiscal Note