



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

November 30, 2007

To the Honorable, The Common Council
City of Milwaukee
City Hall, Room 201

RE: Common Council File #070950 Regarding Contingent Fund Request to Reserve
\$30,000 for the Tuition Reimbursement Special Purpose Account

Dear Councilmembers:

This file is necessary due to increases in tuition reimbursement requests by City of Milwaukee employees in 2007. Tuition Reimbursement is a benefit provided to represented employees through provisions in collective bargaining agreements and authorized via Common Council resolution for management and non-management/non-represented employees.

In 2007, Tuition Reimbursement Expenditures are anticipated to be \$770,000. This year, the Tuition Reimbursement Special Purpose Account is funded at \$740,000 and we anticipate up to \$30,000 in unfunded liability through the end of the year.

Tuition Reimbursement request experience in 2006 exceeded the budgeted amount by approximately 9.2% or \$68,468. At the time funding levels for the 2007 budget were established, the extent of the actual expenditures and end-of-year carryover were not known and therefore not taken into consideration in determining the 2007 funding allocation. The 2008 budget allocation for the Tuition Reimbursement Special Purpose Account was increased by \$20,000 to account for current carryover amounts and increased usage.

Attached are charts that show Requests for Tuition Reimbursement by Employee Group, Tuition Reimbursement Expenses by Year, and Tuition Reimbursement Benefits by Employee Group. Should you have any questions about this request, please contact Andrea Knickerbocker, Human Resources Manager, at 286-3387.

Sincerely,


Maria Monteagudo
Director