

Reply to Common Council File No. 010341

From DOA-Budget and Management Division

July 27, 2001

Ref: 01003

Common Council file 010341 contains a substitute ordinance relating to benefits for management and non-management/non-represented city employees. This substitute ordinance makes changes to the funeral leave, vacation, and shift and weekend differential compensation sections of the Milwaukee Code for 2001 and 2002. The changes included in this ordinance are as follows:

- Effective January 1, 2002, the inclusion of domestic partners in the definition of "immediate family" used for determining eligibility for funeral leave. This provision only applies to City employees who are registered as such by the City Clerk (as provided under Chapter 111 of the Milwaukee Code of Ordinances). **The fiscal impact of this change is estimated to be minimal.**
- Effective pay period 1, 2002, a decrease in the amount of time an employee must be in civil service before becoming eligible for additional vacation benefits. **The fiscal impact of this change is estimated to be \$1,010,413. NOTE: This is the estimated fiscal impact. Depending upon if and how City departments replace employees on vacation, the actual fiscal impact could be significantly less.**
- Increases in compensation for shift and weekend differentials. **The fiscal impact of this change is estimated to be \$3,012 over the two-year period.**

These changes mirror those negotiated with DC48. The City has traditionally given the same benefit enhancements received by DC 48 to management and non-represented/non-management employees in an effort to ensure internal equity and to remain competitive in a tight labor market.

**RECOMMENDATION: APPROVE COMMON COUNCIL FILE 010341 A
SUBSTITUTE ORDINANCE RELATING BENEFIT CHANGES FOR
MANAGEMENT AND NON-MANAGEMENT/NON-REPRESENTED CITY
EMPLOYEES.**


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