



Department of Employee Relations

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September 7, 2022

Alderwoman Marina Dimitrijevic, Chairwoman
City of Milwaukee Common Council Finance and Personnel Committee
200 East Wells Street, Room 205
Milwaukee, WI 53202

File No: 220687 Communication on Compensation for Non-Represented City Employees.

Dear Alderwoman Dimitrijevic and Finance Committee Members:

Over the last ten years, regular wage increases for general city employees have occurred on a sporadic and inconsistent basis. Since implementing residency incentive pay in 2019 and a 2% increase for general city employees in 2022, the only other recent salary adjustments are those related to reclassifications, labor market adjustments and special rate requests, which have been necessary to attract and retain talent. The lack of consistent wage movement for non-sworn employees has caused a myriad of problems including wage stagnation, pay compression and pay rates that are not aligned with competitive labor market pay practices. Many years of inconsistent pay increases has also contributed to low employee morale, increased turnover and pay inequities among employees performing similar work.

In addition, the lack of regular pay progression for general city employees has contributed to an unmanageable number of classification and special rate requests to attract and retain employees and keep pace with the current labor market. To help address the challenges the City faces with attracting and retaining employees, as well as the unmanageable number of compensation requests, the 2023 proposed budget includes a plan for general city employee pay progression to mitigate issues stemming from the long-term lack of regular wage movement.

The Department of Employee Relations, along with Budget and the Mayor's office are committed to recognizing and rewarding employee contributions with consistent, annual pay increases. With that in mind, general city employees will receive a 2% across-the-board wage increase in 2023, and employees who have worked for the City for five years or more will receive an additional 1% longevity pay increase. The longevity increase will help address pay compression that has occurred between tenured employees who have lacked consistent wage movement and new employees who have been hired at more competitive market rates.



We are happy to answer any questions or comments regarding this file.

Sincerely,
The Department Employee Benefits, DOA Budget Office & the Mayor's Office