



Department of Employee Relations

July 17, 2018

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole Fleck
Labor Negotiator

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

Re: Common Council File #180613 – Communication from the Department of Employee Relations amending the Salary Ordinance to expand premium pay for interpreter duties in the Municipal Court.

Dear Committee Members:

Sheldon Himle, Chief Court Administrator, has requested a change to the Salary Ordinance regarding premium pay for interpreter duties in the Municipal Court. Currently, the Ordinance allows a premium of \$1.00 per hour for Municipal Court employees who interpret Spanish to English and vice versa during court proceedings. The department would like to expand this provision to any language including American Sign Language.

The Municipal Court has one employee who, on occasion, has interpreted during court proceedings using American Sign Language. The Court may hire new employees in the future who are fluent in other languages and could also be called upon to perform interpreter duties. This change in the ordinance would provide clarification and consistency in relation to premium pay for interpreting in any language during court proceedings. By taking out the reference to "Spanish to English and vice versa" the paragraph would apply to all languages.

The cost for this provision would be offset by the savings from reducing the amount of services utilized from an outside interpreter resource.

To implement these changes the Salary Ordinance would need to be changed as follows:

Effective Pay Period 18, 2018 (August 26, 2018)

Under Part II, Section 9: Supplemental Pay Practices,
Delete Part "B. Interpreter Pay" in its entirety and replace with the following:

B. Interpreter Pay: Employees of the Municipal Court shall be eligible for a premium of \$1 per hour while performing interpreter duties during court proceedings. Eligibility for interpreter pay provisions for positions outside of the Municipal Court is subject to approval from the Common Council.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "M. Monteagudo".

Maria Monteagudo
Employee Relations Director

Attachment: Fiscal Note



City of Milwaukee Fiscal Impact Statement

A

Date 7/20/18 **File Number** 180613
Subject Communication from the Department of Employee Relations amending the Salary Ordinance to expand premium pay for interpreter duties in the Municipal Court.

B

Submitted By (Name/Title/Dept./Ext.) Sarah Trotter, Human Resources Representative
Dept. of Employee Relations/X2398.

C

- This File**
- Increases or decreases previously authorized expenditures.
 - Suspends expenditure authority.
 - Increases or decreases city services.
 - Authorizes a department to administer a program affecting the city's fiscal liability.
 - Increases or decreases revenue.
 - Requests an amendment to the salary or positions ordinance.
 - Authorizes borrowing and related debt service.
 - Authorizes contingent borrowing (authority only).
 - Authorizes the expenditure of funds not authorized in adopted City Budget.

D

- This Note**
- Was requested by committee chair.

E

- Charge To**
- | | |
|--|---|
| <input type="checkbox"/> Department Account | <input type="checkbox"/> Contingent Fund |
| <input type="checkbox"/> Capital Projects Fund | <input type="checkbox"/> Special Purpose Accounts |
| <input type="checkbox"/> Debt Service | <input type="checkbox"/> Grant & Aid Accounts |
| <input type="checkbox"/> Other (Specify) _____ | |

F**Assumptions used in arriving at fiscal estimate.**

Assume effective Pay Period 18 (August 26, 2018) and that costs will be \$40 + \$8 (Rollup) = \$48 for 2018 and \$120 + \$25 (Rollup) = \$145 for each full year after that. Any costs will be offset by savings from reducing the amount of services utilized from an outside interpreter resource.

G

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages		\$48	
Supplies/Materials			
Equipment			
Services			
Other			
TOTALS		\$48	

H

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

- 1-3 Years 3-5 Years \$145 per year. _____
 1-3 Years 3-5 Years _____
 1-3 Years 3-5 Years _____

I

List any costs not included in Sections E and F above.

J

Additional information.
