



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

November 13, 2013

To the Honorable Members of the
Committee on Finance and Personnel
Common Council-City Clerk
City Hall, Room 205

Dear Committee Members:

File #130515 recommends changes to sections 350-37 Sick Leave and 350-40 Vacations of the Milwaukee Code of Ordinances to allow employees of the Redevelopment Authority of the City of Milwaukee, RACM, to receive credit for accrued but not used sick leave and vacation benefits when they “transfer” or are appointed to a position in the city service. The proposed language allows an employee to receive credit for any unused accumulated sick and disability leave and vacation benefits earned with RACM in accordance with the policy of the City Service Commission (CSC). In addition, the file contains language modifications under 350-37 to reflect the current CSC policy/practice regarding transfers and reinstatements.

This change was requested by the Department of City Development as they continue their long-term budget strategy of eliminating certain RACM positions that perform real estate, redevelopment, and economic development activities on behalf of the City and re-creating them within the Department of City Development. Recognition of service credit for sick leave and vacation for time served as a RACM employee will be critical as additional positions are established within DCD in the next couple of years.

The Department of Employee Relations supports the requested change given that sick leave and vacation benefits for RACM employees mirror those established by the Common Council for City of Milwaukee employees. The change will allow RACM employees to carry over sick leave and vacation benefits accrued with RACM if and when they are appointed to DCD or any other City of Milwaukee positions instead of having to start accruing benefits as new employees. The change will also allow RACM employees who separate from service and who are subsequently re-hired or appointed to a city position to be eligible for such benefits in accordance with the policy of the City Service Commission.

I will be available to answer questions about the proposed changes at the Finance Committee meeting on November 21st. Please let me know if you have any questions or concerns you would like me to address before the Committee meeting. I can be reached at X3335.

Sincerely,

Maria Monteagudo
Employee Relations Director

C Judy Allen
Martha Brown

