



Employees' Retirement System

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June 17, 2002

The Honorable Common Council
Committee on Finance and Personnel

RE: Salary Ordinance Footnote

Dear Committee Members:

On April 17, 2002, the Finance and Personnel Committee authorized the Employees' Retirement System (ERS) to fill a vacant Accounting Assistant position, Salary Grade 445. A former City employee, Michael Simons, requested that he be considered for this vacancy. Mr. Simons has worked for the City of Milwaukee in a variety of positions since 1977. His most recent position was Assistant Court Administrator, Salary Grade 10 at the Municipal Court. He also served as an Administrative Services Specialist, Salary Grade 4 for over 12 years.

The Employees' Retirement System is requesting that the position that Mr. Simons is filling be footnoted in the salary ordinance to allow him to be paid equal to the additional clerical increments included in the pay range for salary grade 445. The top step of salary grade 460 is equal to the three clerical increments provided under salary grade 445. This designation is still well below the rate of pay that he was receiving while working at Municipal Court. Mr. Simons' educational background includes a Bachelor of Arts degree from UWM with a major in Economics and 18 graduate credits in Urban Planning. In addition, he has taken various coursework that provided him with a Supervisory Management Certificate from UWM.

We understand that footnoting a position at the higher pay grade is a very rare occurrence within City Service. However, we believe that Mr. Simon's background and experience warrant such consideration.

If you concur, the action required would be to add in the salary ordinance, Grade 445, the footnote designation "7" following the title "Accounting Assistant II" and add the following footnote: "7/one position, filled by Michael Simons, to be paid at rates consistent with Salary Grade 460."