

Salary Ordinance Changes for File #090986

In the 2010 Salary Ordinance, under Salary Grade 010, delete footnote 1/ and replace with the following:

1/ At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary for members of the Common Council (Aldermen) will increase by 2.4% (\$2,816.24 biweekly; \$73,222.24 annually). Effective Pay Period 10, 2009, the salary for Aldermen will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for Aldermen will remain at the 2008 rate (Per File #090592). Effective Pay Period 10, 2011, the salary for Aldermen will increase by 2.5% (\$2,886.65 biweekly; \$75,052.90 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary of the Common Council President will increase by 2.4% (\$3,182.66 biweekly; \$82,749.16 annually). Effective Pay Period 10, 2009, the salary for the Common Council President will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for the Common Council President will remain at the 2008 rate (Per File #090592). Effective Pay Period 10, 2011, the salary for the Common Council President will increase by 2.5% (\$3,262.23 biweekly; \$84,817.98 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

Under Salary Grade 020, delete footnote 1/ and replace with the following:

1/ At the commencement of the 2008 term of office, Pay Period 10, 2008, the Mayor's salary will increase by 2.4% (\$5,666.76 biweekly; \$147,335.76 annually). Effective pay period 10, 2009, the Mayor's salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2010, the Mayor's salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2011, the Mayor's salary will increase by 2.5% (\$5,808.43 biweekly; \$151,019.18 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

Under Part II, Sec. 12. Management Pay Plan, delete e. (2) and replace with the following:

(2) Increases Within Salary Grade: For Pay Period 1, 2010 through pay Period 26, 2011, Management Pay Plan Employees shall not be eligible for an annual salary increment. Salary advancement for elected officials is described below in subsections (7) and (8).

Delete e. (3) in its entirety and renumber the remaining sections.

Delete e. (5) and replace with the following:

(5) Seasonal Managers: City employees who are appointed to management positions on a seasonal basis, and who revert to non-management classifications during the remainder of the year, shall be eligible for a full salary adjustment during the pay period in which they achieve a cumulative twenty six (26) pay periods of service in management except that time served from Pay Period 1, 2010 through Pay Period 26, 2011 shall not be included in the cumulative total. Such annual salary increments will be provided under the same conditions as for others in the Management Pay Plan.

Delete e. (6) and replace with the following:

(6) Department Heads: Otherwise eligible heads of departments shall be entitled to receive a

performance review and salary adjustment under the same conditions as established for general City managers. Evaluations of department heads shall be made by their appointment authority. For those department heads who serve under boards and commissions appointed by the Mayor, this recommended performance evaluation and salary adjustment shall be forwarded to the Mayor, who shall have final determination in assessing each department head's job performance during the preceding rating period, and approving the salary increment except that effective Pay Period 1, 2010 through Pay Period 26, 2011 Management Pay Plan Employees, other than elected officials, shall not be eligible for a salary increment.

Delete g. and replace with the following:

g. Demotions: Demotions of management employees are under the authority of and administered by the Department of Employee Relations. In instances where a management employee disagrees with the salary determination associated with a demotion, he or she may appeal to the Employee Relations Director. Managers, who are demoted for any of the reasons stated below, will retain their last salary anniversary date for pay progression purposes.

Whenever a manager's salary is decreased by a percentage due to a demotion, the percentage will be 3%, 5% or 7% depending on whether the position is in the professional, management, or leadership category. The placement of the manager's salary in the new salary grade after the demotion will be determined as follows:

<u>Type of Demotion</u>	<u>Reason for Demotion</u>	<u>Determination of Rate of Pay after Demotion</u>
<b>Involuntary demotion (disciplinary action issued by hiring authority)</b>	Ineffective job performance <i>(Includes Expiration of Exempt Appointment-Discharge)*</i>	A decrease in pay of 3% (professional), 5% (management) or 7% (leadership); or the maximum of the new salary grade, whichever is lower.
	Misconduct <i>(Includes Expiration of Exempt Appointment-Discharge)*</i>	Same percentage above the minimum of the lower salary grade as was the current rate of pay above the minimum of the higher salary grade.
<b>Involuntary Demotion (due to factors outside the control of the manager)</b>	Reclassification, reassignment, reduction in work force, or anticipation of such reduction. <i>(Includes Expiration of Exempt Appointment-Separation)**</i>	Same rate of pay or the maximum of the new salary grade, whichever is lower.
<b>Voluntary Demotion</b>	Career Change <i>(Includes Expiration of Exempt Appointment-Resignation)***</i>	A decrease in pay of 3% (professional), 5% (management) or 7% (leadership); or the maximum of the new salary grade, whichever is lower.

\* *Expiration of Exempt Appointment-Discharge*- involuntary expiration of exempt appointment by the hiring authority for disciplinary reasons including unsatisfactory performance or misconduct.

\*\**Expiration of Exempt Appointment-Separation*- involuntary expiration of exempt appointment for

reasons related to reclassification, reassignments, reductions in workforce or the anticipation of such reduction.

\*\*\**Expiration of Exempt Appointment-Resignation* – voluntary resignation by exempt employee due to career change.

Delete j. and replace with the following:

j. Salary Adjustment Appeals: Managers may appeal the delay or denial of a salary increment to the City Service Commission except that, effective Pay Period 1, 2010 through Pay Period 26, 2011, Management Pay Plan Employees, other than elected officials, shall not be eligible for a salary increment. The Department of Employee Relations shall establish a procedure for conducting this dispute resolution and appeal process.