

October 18, 2004

To the Honorable  
The Committee on Finance and Personnel  
Common council  
City of Milwaukee

Dear Committee Members:      Re: Common Council File Number 021153

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- Analysis -

This report recommends approval of the necessary Salary and Positions Ordinance changes to implement the 2003 Labor Agreement and the 2004, 2005 and 2006 Labor Agreement between District Council 48, AFSCME, AFL-CIO, and the City of Milwaukee.

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This report concerns the implementation of the 2003 Labor Agreement and the 2004, 2005 and 2006 Labor Agreements between District Council 48, AFSCME-AFL-CIO, and the City of Milwaukee with regard to rates of pay and special pay provisions.

**Base Salary**

Effective Pay Period 1, 2003, the agreement specifies a 3.0% across the board wage increase over Pay Period 26, 2002 wage rates. (See attached 2003 Salary Ordinance amendments for rates).

Effective Pay Period 1, 2004, the agreement specifies a 3.0% across the board wage increase over Pay Period 26, 2003 wage rates. (See attached 2004 Salary Ordinance amendments for rates).

Effective Pay Period 1, 2005, the agreement specifies a 3.0% across the board wage increase over Pay Period 26, 2004 wage rates. (The salary increases for 2005 will be included in the 2005 Salary Ordinance.)

Effective Pay Period 1, 2006, the agreement specifies a 3.0% across the board wage increase over Pay Period 26, 2005 wage rates. (The salary increases for 2006 will be included in the 2006 Salary Ordinance.)

**The City agreed to the following reallocations:**

<u>Current Title/ Pay Range</u>	<u>Department</u>	<u>Proposed Title/Pay Range</u>
<u>Effective Pay Period 24, 2004 (November 7, 2004):</u>		
Automotive Services Specialist, PR 270	Milwaukee Public Library	Automotive Services Specialist PR 275
Special Municipal Equipment Laborer, PR 230	DPW-Operations Division	Special Municipal Equipment Laborer, PR 238

**The City agreed to the following reclassifications:**

<u>Current Title/Pay Range</u>	<u>Department</u>	<u>Proposed Title/Pay Range</u>
<u>Effective Pay Period 13, 2003 (June 6, 2004)</u>		
Port Maintenance Worker I, PR 272	Port of Milwaukee	Port Maintenance Trainee, (New) PR 272
Port Maintenance Worker II, PR 274	Port of Milwaukee	Port Maintenance Associate, (New) PR 274
Port Maintenance Technician I, PR 276	Port of Milwaukee	Port Maintenance Technician, (New) PR 276
Port Maintenance Technician II, PR 278	Port of Milwaukee	Port Maintenance Technician, (New) PR 276
Port Mechanic, Pay Range 280	Port of Milwaukee	Port Mechanic, (New) PR 280
<u>Effective Pay Period 24, 2004 (November 7, 2004):</u>		
Laborer (Electrical Services), PR 230 (Alex Stallworth and Louis Schilling)	DPW-Infrastructure (Electrical Services)	Equipment Mechanic I, PR 235

**The City agreed to the following title changes:**

<u>Current Title/Pay Range</u>	<u>Department</u>	<u>Proposed Title/Pay Range</u>
<u>Effective Pay Period 24, 2004 (November 7, 2004):</u>		
Sidewalk Repair Supervisor, PR 555	DPW-Infrastructure Services Division	Sidewalk Repair Specialist, PR 555
Accounting Assistant I, PR 435	Health/Administration Division	Personnel Payroll Assistant I, PR 435

**Special Pay Provisions:**

The City agreed to recommend other special pay provisions as specified in the attached Salary Ordinance amendments.

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In order to implement the general salary increases, reallocations, title changes and special pay provisions, it is recommended that the Salary and Positions Ordinances be amended as specified in the attachments.

Sincerely,

MARIA MONTEAGUDO  
Employee Relations Director

MM:pb

Attachments: 2003 Salary and Positions Ordinance Changes  
2004 Salary and Positions Ordinance Changes

(Pbock/DC48-03-04 toFCCoverLetter.doc)