



**City
of
Milwaukee**

*INTERDEPARTMENTAL CORRESPONDENCE
LEGISLATIVE REFERENCE BUREAU*

M E M O

To: Finance and Personnel Committee members

From: Barry Zalben, Manager, Legislative Reference Bureau

Re: Salaries for management pay plan employes in salary grades 011 to 020 in 2005

Date: February 17, 2004

On February 10, 2004, the Common Council passed File#031065, thereby adjusting salaries for management employes for 2003 and 2004 by 2½% annually. A provision in this file specified that the increase for 2004 would be granted to employes in salary grades 001 to 010, and that employes in salary grades 011 to 020 would be frozen at 2003 rates of pay for all of 2004.

For purposes of clarification, File # 031284, the salary ordinance currently before the committee, should be amended to specify that the freeze for management employes in salary grades 011 to 020 in 2004 does not affect adjustment of their salaries in 2005 with respect to base pay, thereby making explicit what is currently implicit, and also avoiding pay compression between management salary grades. In 2002, The Common Council froze adjustments to base salaries for management employes earning more than \$50,000 annually for 7, 8 or 12 months, but restored the base thereafter, thereby maintaining equity.

Therefore, the salary ordinance-#031065 passed on February 10, 2004 should be amended as follows under Part 2:

Part 2. Section 2 of ordinance File Number 030414 relative to rates of pay of offices and positions in the City Service is hereby amended as follows: (Effective Pay Period 1, 2004-December 21, 2003)

Delete the information preceding the first salary grade and delete the current rates of pay for Salary Grades 001-020 and substitute the following:

Rates for Sec. 2 effective Pay Period 1, 2004 (December 21, 2003) – 2.5% increase for Salary Grades 001 through 010 only. Salary Grades 11-20 will be frozen at 2003 rates for pay periods For Pay Periods 1-26-2004. >>For purposes of adjusting salaries for salary grades 11-20 for Pay Periods 1-26, 2005, a 2.5% adjustment shall be applied to these grades, in addition to any other adjustment for 2005 management pay grades.<<