

LRB-RESEARCH AND ANALYSIS SECTION

FINANCE & PERSONNEL COMMITTEE
ITEM 9, FILE # 070950
Sponsors: The Chair

LESLIE SILLETTI
December 5, 2007

Introduction

File # 070950 reserves \$30,000 in the 2007 Common Council Contingent Fund for the Department of Employee Relations – Tuition Reimbursement Special Purpose Account to provide funding for a shortfall based on 2007 expenditures and anticipated need for the rest of 2007.

Background

The City provides a tuition benefit program to eligible employees to help them further develop skills related to their current job or a reasonable promotional opportunity within City government. The benefit level available to each employee depends upon the particular employee group to which they belong, with specific maximum reimbursement levels determined by collective bargaining agreements. The benefit is also available to non-represented employees via Common Council resolution.

Discussion

1. The Tuition Reimbursement Special Purpose Account was funded in 2007 at \$740,000 (funded at \$760,000 for 2008), and the DER has projected an unfunded liability of \$30,000 for 2007 based on 2007 expenditures and anticipated need for the rest of 2007.
2. At the time funding levels for the 2007 budget were set, the extent of annual carryover expenditures was not known and therefore not taken into consideration. The 2008 budget allocation for the Tuition Reimbursement Special Purpose Account was increased by \$20,000 to account for current carryover amounts and increased usage.
3. These expenses are non-discretionary, and are payable per negotiated contract between the City of Milwaukee and represented employees.

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