



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

November 19, 2009

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

Dear Committee Members: Re: Common Council File Number 070021

- Analysis -

This report recommends approval of the necessary Salary Ordinance changes to implement the 2007-2009 and 2010-2011 Labor agreement between Technicians, Engineers and Architects of Milwaukee (TEAM), and the City of Milwaukee.

This report concerns the implementation of the 2007-2009 and 2010-2011 labor agreement between Technicians, Engineers and Architects of Milwaukee (TEAM) and the City of Milwaukee with regard to rates of pay and special pay provisions.

Base Salary, 2007-2009 Agreement

Effective Pay Period 1, 2007, the agreement specifies a 2.0% across the board wage increase over Pay Period 26, 2006 wage rates. (See attached 2007 Salary Ordinance amendments for rates)

Effective Pay Period 1, 2008, the agreement specifies a 1.0% across the board wage increase over Pay Period 26, 2007 wage rates. (See attached 2008 Salary Ordinance amendments for rates)

Effective Pay Period 14, 2008, the agreement specifies a 1.0% across the board wage increase over Pay Period 13, 2008 wage rates. (See attached 2008 Salary Ordinance amendments for rates)

Effective Pay Period 1, 2009, the agreement specifies a 1.0% across the board wage increase over Pay Period 26, 2008 wage rates. (See attached 2009 Salary Ordinance amendments for rates)

Effective Pay Period 14, 2009, the agreement specifies a 1.0% across the board wage increase over Pay Period 13, 2009 wage rates. (See attached 2009 Salary Ordinance amendments for rates)

Base Salary, 2010-2011 Agreement

Effective Pay Period 1, 2010, the agreement specifies no increase across the board wage increase

over Pay Period 26, 2009 wage rates.

Effective Pay Period 1, 2011, the agreement specifies no increase across the board wage increase over Pay Period 26, 2010 wage rates.

In order to implement the general salary increases it is recommended that the Salary Ordinance be amended as specified in the attachments.

Sincerely,



MARIA MONTEAGUDO
Employee Relations Director

MM:fcw

Attachments: 2007- 2009 Salary Ordinance Changes

**2007 SALARY ORDINANCE CHANGES
FOR TECHNICIANS, ENGINEERS AND ARCHITECTS OF MILWAUKEE (TEAM)**

Effective Pay Period 1, 2007 (December 31, 2006)

Pay Range 619

Official Rate-Biweekly (2007)

1,561.06	1,629.11	1,700.15	1,774.32	1,865.22
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Pay Range 620

Official Rate-Biweekly (2007)

1,629.11	1,700.15	1,774.32	1,851.65	1,932.41
*	*	*		
2,016.67	2,104.56	2,209.97		

*Technical "M" Ranges

Pay Range 621

Official Rate-Biweekly (2007)

1,851.65	1,932.41	2,016.67	2,104.56	2,209.97
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Pay Range 622

Official Rate-Biweekly (2007)

1,932.41	2,016.67	2,104.56	2,196.38	2,292.12
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2,392.07	2,510.01			

*Technical "M Ranges

Pay Range 624

Official Rate-Biweekly (2007)

1,851.65	1,932.41	2,016.67	2,104.56	2,209.97
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Pay Range 625

Official Rate-Biweekly (2007)

2,055.93	2,154.58	2,258.06	2,366.42	2,479.98
2,599.04	2,723.78			

Pay Range 626

Official Rate-Biweekly (2007)

2,104.56	2,196.38	2,292.12	2,392.07	2,510.01
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Pay Range 627

Official Rate-Biweekly (2007)

2,292.12	2,392.07	2,496.41	2,605.18	2,732.37
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Pay Range 628

Official Rate-Biweekly (2007)

2,391.26	2,496.41	2,605.18	2,718.76	2,850.93
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Pay Range 629

Official Rate-Biweekly (2007)

2,391.26	2,496.49	2,606.32	2,721.02	2,840.73
2,965.73	3,096.21			

Pay Range 630

Official Rate-Biweekly (2007)

2,718.76	2,837.31	2,961.06	3,090.16	3,238.55
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**2008 SALARY ORDINANCE CHANGES
FOR TECHNICIANS, ENGINEERS AND ARCHITECTS OF MILWAUKEE (TEAM)**

Effective Pay Period 1, 2008 (December 30, 2007)

Pay Range 619

Official Rate-Biweekly (2008)

1,576.67	1,645.40	1,717.15	1,792.06	1,883.87
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Pay Range 620

Official Rate-Biweekly (2008)

1,645.40	1,717.15	1,792.06	1,870.17	1,951.73
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2,036.84	2,125.61	2,232.07		

*Technical "M" Ranges

Pay Range 621

Official Rate-Biweekly (2008)

1,870.17	1,951.73	2,036.84	2,125.61	2,232.07
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Pay Range 622

Official Rate-Biweekly (2008)

1,951.73	2,036.84	2,125.61	2,218.34	2,315.04
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*	*			
2,415.99	2,535.11			

*Technical "M" Ranges

Pay Range 624

Official Rate-Biweekly (2008)

1,870.17	1,951.73	2,036.84	2,125.61	2,232.07
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Pay Range 625

Official Rate-Biweekly (2008)

2,076.49	2,176.13	2,280.64	2,390.08	2,504.78
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2,625.03	2,751.02			
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Pay Range 626

Official Rate-Biweekly (2008)

2,125.61 2,218.34 2,315.04 2,415.99 2,535.11

Pay Range 627

Official Rate-Biweekly (2008)

2,315.04 2,415.99 2,521.37 2,631.23 2,759.69

Pay Range 628

Official Rate-Biweekly (2008)

2,415.17 2,521.37 2,631.23 2,745.95 2,879.44

Pay Range 629

Official Rate-Biweekly (2008)

2,415.17 2,521.45 2,632.38 2,748.23 2,869.14

2,995.39 3,127.17

Pay Range 630

Official Rate-Biweekly (2008)

2,745.95 2,865.68 2,990.67 3,121.06 3,270.94

**2008 SALARY ORDINANCE CHANGES
FOR TECHNICIANS, ENGINEERS AND ARCHITECTS OF MILWAUKEE**

Effective Pay Period 14, 2008 (June 29, 2008)

Pay Range 619

Official Rate-Biweekly (2008)

1,592.44	1,661.85	1,734.32	1,809.98	1,902.71
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Pay Range 620

Official Rate-Biweekly (2008)

1,661.85	1,734.32	1,809.98	1,888.87	1,971.25
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2,057.21	2,146.87	2,254.39		

*Technical "M" Ranges

Pay Range 621

Official Rate-Biweekly (2008)

1,888.87	1,971.25	2,057.21	2,146.87	2,254.39
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Pay Range 622

Official Rate-Biweekly (2008)

1,971.25	2,057.21	2,146.87	2,240.52	2,338.19
*	*			
2,440.15	2,560.46			

*Technical "M" Ranges

Pay Range 624

Official Rate-Biweekly (2008)

1,888.87	1,971.25	2,057.21	2,146.87	2,254.39
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Pay Range 625

Official Rate-Biweekly (2008)

2,097.25	2,197.89	2,303.45	2,413.98	2,529.83
2,651.28	2,778.53			

Pay Range 626

Official Rate-Biweekly (2008)

2,146.87	2,240.52	2,338.19	2,440.15	2,560.46
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Pay Range 627

Official Rate-Biweekly (2008)

2,338.19	2,440.15	2,546.58	2,657.54	2,787.29
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Pay Range 628

Official Rate-Biweekly (2008)

2,439.32	2,546.58	2,657.54	2,773.41	2,908.23
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Pay Range 629

Official Rate-Biweekly (2008)

2,439.32	2,546.66	2,658.70	2,775.71	2,897.83
3,025.34	3,158.44			

Pay Range 630

Official Rate-Biweekly (2008)

2,773.41	2,894.34	3,020.58	3,152.27	3,303.65
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**2009 SALARY ORDINANCE CHANGES
FOR TECHNICIANS, ENGINEERS AND ARCHITECTS OF MILWAUKEE (TEAM)**

Effective Pay Period 1, 2009 (December 29, 2008)

Pay Range 619

Official Rate-Biweekly (2009)

1,608.36	1,678.47	1,751.66	1,828.08	1,921.74
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Pay Range 620

Official Rate-Biweekly (2009)

1,678.47	1,751.66	1,828.08	1,907.76	1,990.96
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*	*	*		
2,077.78	2,168.34	2,276.93		

*Technical "M" Ranges

Pay Range 621

Official Rate-Biweekly (2009)

1,907.76	1,990.96	2,077.78	2,168.34	2,276.93
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Pay Range 622

Official Rate-Biweekly (2009)

1,990.96	2,077.78	2,168.34	2,262.93	2,361.57
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2,464.55	2,586.06			

*Technical "M" Ranges

Pay Range 624

Official Rate-Biweekly (2009)

1,907.76	1,990.96	2,077.78	2,168.34	2,276.93
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Pay Range 625

Official Rate-Biweekly (2009)

2,118.22	2,219.87	2,326.48	2,438.12	2,555.13
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2,677.79	2,806.32			
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Pay Range 626

Official Rate-Biweekly (2009)

2,168.34 2,262.93 2,361.57 2,464.55 2,586.06

Pay Range 627

Official Rate-Biweekly (2009)

2,361.57 2,464.55 2,572.05 2,684.12 2,815.16

Pay Range 628

Official Rate-Biweekly (2009)

2,463.71 2,572.05 2,684.12 2,801.14 2,937.31

Pay Range 629

Official Rate-Biweekly (2009)

2,463.71 2,572.13 2,685.29 2,803.47 2,926.81

3,055.59 3,190.02

Pay Range 630

Official Rate-Biweekly (2009)

2,801.14 2,923.28 3,050.79 3,183.79 3,336.69

**2009 SALARY ORDINANCE CHANGES
FOR TECHNICIANS, ENGINEERS AND ARCHITECTS OF MILWAUKEE (TEAM)**

Effective Pay 14, 2009 (June 28, 2009)

Pay Range 619

Official Rate-Biweekly (2009)

1,624.44	1,695.25	1,769.18	1,846.36	1,940.96
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Pay Range 620

Official Rate-Biweekly (2009)

1,695.25	1,769.18	1,846.36	1,926.84	2,010.87
*	*	*		
2,098.56	2,190.02	2,299.70		

*Technical "M" Ranges

Pay Range 621

Official Rate-Biweekly (2009)

1,926.84	2,010.87	2,098.56	2,190.02	2,299.70
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Pay Range 622

Official Rate-Biweekly (2009)

2,010.87	2,098.56	2,190.02	2,285.56	2,385.19
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2,489.20	2,611.92			

*Technical "M Ranges

Pay Range 624

Official Rate-Biweekly (2009)

1,926.84	2,010.87	2,098.56	2,190.02	2,299.70
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Pay Range 625

Official Rate-Biweekly (2009)

2,139.40	2,242.07	2,349.74	2,462.50	2,580.68
2,704.57	2,834.38			

Pay Range 626

Official Rate-Biweekly (2009)

2,190.02	2,285.56	2,385.19	2,489.20	2,611.92
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Pay Range 627

Official Rate-Biweekly (2009)

2,385.19	2,489.20	2,597.77	2,710.96	2,843.31
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Pay Range 628

Official Rate-Biweekly (2009)

2,488.35	2,597.77	2,710.96	2,829.15	2,966.68
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Pay Range 629

Official Rate-Biweekly (2009)

2,488.35	2,597.85	2,712.14	2,831.50	2,956.08
3,086.15	3,221.92			

Pay Range 630

Official Rate-Biweekly (2009)

2,829.15	2,952.51	3,081.30	3,215.63	3,370.06
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