



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Director
Employee Benefits

Nicole Fleck
Labor Negotiator

February 14, 2023

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

Dear Committee Members:

Re: Common Council File Number 221647

SUMMARY

This report recommends amending Part II of the Salary Ordinance to provide a 1% longevity increase for eligible City employees who have a benefit service date of 5 years or more by March 4, 2023, as part of the 2023 City budget.

1% LONGEVITY INCREASE IMPLEMENTATION

The 2023 Budget approved a 1% longevity increase effective Pay Period 5, 2023 (February 19, 2023):

- Eligible employees will receive an increase of 1% on base pay effective February 19, 2023.
- Employees who are eligible are regularly appointed General City employee's, non-sworn in Fire and Police departments, and sworn non-represented management staff in Fire and Police departments who have a benefit service date of 5 years or more by March 4, 2023.
- The 1% longevity increase will not impact employees in the classifications of: Election Inspector, Chief Inspector, Municipal Court Commissioner, temporary positions, employees represented by the Milwaukee Police Supervisor' Organization (MPSO), Milwaukee Police Association (MPA), and Milwaukee Professional Firefighters Association, Local 215; Members of Boards and Commissions (Part I, Section 10 of the Salary Ordinance); or Elected Officials (Part I, Section 11 of the Salary Ordinance).

Action Required – Effective Pay Period 5, 2023 (February 19, 2023)

In the Salary Ordinance

In Part II, under Section 4: Pay Progression, Salary Adjustments, and Salary Anniversary Dates:

- Create C. with the following language:

C. Effective Pay Period 5, 2023, after 5 years of service, a 1% longevity incentive bonus will be added to an employee's record. Longevity increases will happen once per year as allowed per the Budget Office, annually in Pay Period 5 of each year. Employees will only be eligible under this program for one longevity increase in their career.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Harper Donahue, IV". The signature is stylized with a large "H" and a long horizontal stroke at the end.

Harper Donahue, IV
Employee Relations Director

Attachments: Salary Ordinance Changes
Fiscal Note



City of Milwaukee Fiscal Impact Statement

A	Date	<u>2/14/2023</u>	File Number	<u>221647</u>	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Substitute
	Subject	Communication from the Department of Employee Relations amending the Salary Ordinance to permit a 1% longevity increase for eligible City employees.				

B	Submitted By (Name/Title/Dept./Ext.)	<u>Sarah Trotter/ Human Resources Representative / Employee Relations / x2398</u>
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C	This File	<input type="checkbox"/> Increases or decreases previously authorized expenditures.
		<input type="checkbox"/> Suspends expenditure authority.
		<input type="checkbox"/> Increases or decreases city services.
		<input type="checkbox"/> Authorizes a department to administer a program affecting the city's fiscal liability.
		<input type="checkbox"/> Increases or decreases revenue.
		<input checked="" type="checkbox"/> Requests an amendment to the salary or positions ordinance.
		<input type="checkbox"/> Authorizes borrowing and related debt service.
		<input type="checkbox"/> Authorizes contingent borrowing (authority only).
		<input type="checkbox"/> Authorizes the expenditure of funds not authorized in adopted City Budget.

D	Charge To	<input checked="" type="checkbox"/> Department Account	<input type="checkbox"/> Contingent Fund
		<input type="checkbox"/> Capital Projects Fund	<input type="checkbox"/> Special Purpose Accounts
		<input type="checkbox"/> Debt Service	<input type="checkbox"/> Grant & Aid Accounts
		<input type="checkbox"/> Other (Specify) _____	

E	Purpose	Specify Type/Use	Expenditure	Revenue
	Salaries/Wages		\$0.00	\$0.00
			\$0.00	\$0.00
	Supplies/Materials		\$0.00	\$0.00
			\$0.00	\$0.00
	Equipment		\$0.00	\$0.00
			\$0.00	\$0.00
	Services		\$0.00	\$0.00
			\$0.00	\$0.00
	Other		\$0.00	\$0.00
			\$0.00	\$0.00
	TOTALS		\$ 0.00	\$ 0.00

F

Assumptions used in arriving at fiscal estimate. Cost already included in City of Milwaukee 2023 budget.

G

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

☐ 1-3 Years ☐ 3-5 Years

☐ 1-3 Years ☐ 3-5 Years

☐ 1-3 Years ☐ 3-5 Years

H

List any costs not included in Sections D and E above. _____

I

Additional information. _____

J

This Note ☐ Was requested by committee chair.