



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Molly King**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

February 16, 2024

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

Dear Committee Members:  
Re: Common Council File Number 231644

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**SUMMARY**

This report recommends amending Part II of the Salary Ordinance to provide a 1% longevity increase for newly eligible City employees who have a benefit service date of 5 years or more by March 2, 2024, as part of the 2023 City budget.

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**1% LONGEVITY INCREASE IMPLEMENTATION**

The 2024 Budget approved a 1% longevity increase effective Pay Period 5, 2024 (February 18, 2024):

- Newly eligible employees will receive an increase of 1% on base pay effective February 18, 2024.
- Employees who are newly 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 reached a benefit service date of 5 years or more by March 2, 2024 and has not received the initial 1% longevity increase implemented in 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 18, 2024)**

Respectfully Submitted,

Harper Donahue, IV  
Employee Relations Director

Attachments: Salary Ordinance Changes  
Fiscal Note



# City of Milwaukee Fiscal Impact Statement

<b>A</b>	<b>Date</b> <u>2/14/2024</u> <b>File Number</b> <u>231644</u> <input checked="" type="checkbox"/> <b>Original</b> <input type="checkbox"/> <b>Substitute</b>
	<b>Subject</b> <u>Communication from the Department of Employee Relations amending the Salary Ordinance to permit a 1% longevity increase for newly eligible City employees.</u>

<b>B</b>	<b>Submitted By (Name/Title/Dept./Ext.)</b> <u>Sarah Sinsky/ Human Resources Representative / Employee Relations / x5075</u>
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<b>C</b>	<b>This File</b>	<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.

<b>D</b>	<b>Charge To</b>	<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) _____	

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
<b>TOTALS</b>		<b>\$ 0.00</b>	<b>\$ 0.00</b>

**F** Assumptions used in arriving at fiscal estimate. Cost already included in City of Milwaukee 2024 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.

<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 3-5 Years	_____
<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 3-5 Years	_____
<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 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.