

December 8, 2004

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

Dear Committee Members:

Re: Common Council File Number 041073

- Analysis -

This report recommends adoption of a wage and benefit package for City management employees for 2005.

This report recommends a wage and benefit package for management employees for the year 2005.

Base Salary

Effective Pay Period 1, 2005, an increase of 2.5% over Pay Period 26, 2004 rates of pay.

The Salary Ordinance amendments required to implement the foregoing are attached.

Benefit Changes

See attached list of benefit changes for management employees.

Sincerely,

Maria Monteagudo
Employee Relations Director

Attachments: Benefit Changes
 2005 Biweekly Salary Rates
 Fiscal Note

MM:pb

Benefit Changes

The benefit changes recommended for management employees in 2005 and 2006 include the following:

- Pension: Notwithstanding any provision of Chapter 36-05 of the Milwaukee City Charter and the Rules of the Annuity and Pension Board, for employees retiring on a service retirement allowance on or after January 1, 2005 with at least 5 years of City service, hours worked as a City Laborer-Seasonal or Playground Laborer Seasonal (MPS) shall be taken into account in determining the amount of their service retirement allowance. The additional creditable service earned under this provision shall be granted in accordance with Board Rules and shall not exceed one year of creditable service. The additional creditable service earned under this paragraph shall not be taken into account for any other purpose including, but not limited to determining eligibility for a service retirement allowance under Chapter 36-05-1-d or f, a deferred retirement allowance under chapter 36-05-6-b-2 or 6-d-2, an early retirement allowance under Chapter 36-05-6-b-3 or 6-c, or eligibility for additional imputed service credit under Chapter 36-04-4.
- Tuition and Textbook Reimbursement:
 - Effective January 1, 2005, increase the maximum amount of City reimbursement for tuition, laboratory fees and required textbooks for approved courses of study from \$1,000 per calendar year to \$2,400 for the two year period of calendar years 2005 and 2006.
 - Effective January 1, 2005 allow up to \$500 of the tuition reimbursement to be used for job related certifications or license fees per year.
 - Effective January 1, 2005 allow up to the combined maximum of \$2,400 to be used for membership dues during calendar years 2005 and 2006.
- Funeral Leave: Effective January 2, 2005 include spouse's sibling's spouse in the definition of brother-in-law and sister-in-law.
- Sick Leave: Effective Pay Period 1, 2005 provide an additional day of vacation for employees who earn all three SLIP (Sick Leave Incentive Program) days in a fiscal year. This provision does not include an option for cash payout.
- Vacation: Effective Pay Period 1, 2005 a new employee will no longer have to wait six months to take vacation but rather can take vacation as it is accrued subject to approval by the department.