



Department of Employee Relations

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May 20, 2019

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

Dear Committee Members:

Re: Common Council File #190233

On May 7th, the Common Council approved a resolution that establishes a policy to provide salary incentives for city employees to become and remain residents of the city. In conjunction with the adoption of that resolution, the Department of Employee Relations indicated that specific recommendations relative to how the salary incentives would be administered were to be presented to the Finance and Personnel Committee at the May 22nd meeting.

The recommendations contained in this file are tied to an amendment to the 2019 City of Milwaukee Budget. The amendment funded salary adjustments for general city employees for 2019. The specific language of the amendment indicated an intent to implement a 3% wage increase for general city employees beginning in Pay Period 13 of 2019. DER was directed to recommend a process to the Common Council for distributing the pay increases.

This file repeals and replaces Part I and Part II of the 2019 Salary Ordinance and recommends adoption of a salary increase incentive tied to residency. This recommendation requires the addition of a residency incentive pay plan that adjusts the appropriate pay ranges by 3%. Eligible employees as defined by Administrative Guidelines prepared by the Department of Employee Relations shall receive a 3% residency incentive adjustment effective Pay Period 13, 2019, to be applied to rates of pay in effect at the end of Pay Period 12, 2019. To be eligible for this incentive adjustment, employees must:

- Be residents of the City or establish residency within the City of Milwaukee, and
- Maintain residency within the City of Milwaukee.

Changes recommended in Part II of the Salary Ordinance, if approved, will:

1. Suspend pay progression (movement through a pay range) for employees in Career Ladders, Group A, Group B, and Assistant City Attorneys for 2019.
2. Authorize the implementation of the residency incentive pay plan and corresponding salary adjustments for eligible employees effective pay period 13, 2019 (June 16, 2019).



3. Require the Department of Employee Relations to develop and administer guidelines for the implementation of the proposed adjustments. Such guidelines shall include, but not be limited to:
 - Allowing the incentive adjustment for employees who are paid at a rate above the maximum of the pay range as a result of a pension offset authorized by Common Council File #110740 or as authorized by a footnote within the applicable pay range, provided that they are otherwise eligible.
 - Prohibiting the incentive adjustment for employees who as a result of the implementation of a labor market study in 2019, have already received a salary adjustment of 3% or greater.
 - Eliminating the wage differential implemented as a result of legislative action in 2013 and 2014 for current non-resident employees and determining and implementing the corresponding non-resident rates effective June 16, 2019.
 - Retaining the wage differential for employees in positions included in a market study in 2019 until such time as the employee either becomes a City of Milwaukee resident or has achieved the full residential differential.
4. Identify specific employee groups or classifications who are not eligible for the incentive adjustment:
 - Sworn Represented, SECTION 4 - Protective Services
 - Election Inspectors and Chief Inspectors, SECTION 9 Hourly, Part-Time, and Intermittent
 - All positions, SECTION 10 - Boards and Commissions.
 - All positions, SECTION 11 - Elected Officials.
5. Create recruitment flexibility with approval from the Department of Employee Relations anywhere in the pay range for positions in Section 3 (Technicians) . Positions in Section 3 include some difficult to recruit positions in DPW, DNS, MHD, and the Assessor's Office. Recruitment flexibility is currently limited to positions classified as Officials and Administrators and Professionals. This change will allow departments to pursue recruitment flexibility when the minimum rate or the minimum recruitment rate is not enough to attract qualified candidates.
6. Allow individuals who receive a temporary or provisional appointment to a higher level position to receive a salary adjustment equivalent to standard promotions instead of limiting them to 3%. The adjustment, as established under Section 5A of the Salary Ordinance may be 5%, 7%, or 10% based on the position to which the employee is appointed.
7. Authorize approval of salary adjustments associated with attaining and maintaining job related certifications, licenses, or other credentials outside of those required as part of a pay progression requirement within a career ladder at the discretion of DER.

This file also includes other administrative changes to Part II of the Salary Ordinance necessary to clarify existing pay practices and to aid in the administration of those pay practices.

I look forward to presenting these recommendations to the Finance and Personnel Committee at the May 22nd meeting. Should you have any questions prior to the meeting, please don't hesitate to contact me at X3335.

Sincerely,



Maria Monteagudo
Employee Relations Director

Attachments

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190233_F&P_SalOrdRepeal_5-20-19
projects/ACT 10/2019 3.0 ATB