



## Legislation Text

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**File #: 971420, Version: 1**

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971420  
SUBSTITUTE

### THE CHAIR

Substitute resolution relative to benefit changes affecting management and nonmanagement/ nonrepresented City employees for 1997-1998.

- Analysis -

This resolution establishes the following benefit changes for management and nonmanagement/nonrepresented employees:

1. Increases the amount of fully subsidized life insurance for nonmanagement/ nonrepresented employees from \$24,000 to \$30,000.
2. Increases the maximum amount of tuition and textbook reimbursement allowed; provides for the taking of courses on City time if approval is granted by both the employee's Department Head and the Director of Employee Relations; permits tuition and textbook reimbursement towards graduate courses directly related to a reasonable promotional opportunity, if approved by a City-designated administrator; and requires that unless employees remain in service for a six-month period after the completion date of the course(s) approved for reimbursement, the amount reimbursed will be deducted from the employee's final payroll check.
3. Provides that nonmanagement/ nonrepresented office support shall jointly participate in a "Pilot Office Support Continuing Education Incentive Program," with represented employees, as established through collective bargaining. Under this program, eligible employees who successfully complete a qualifying course(s) totalling a minimum of three credits shall receive a \$200 incentive payment.

Whereas, The City wishes to maintain a comparable level of benefits for nonrepresented employees and employees represented by the City's general bargaining units; and

Whereas, The amount of fully subsidized life insurance is being upgraded for certain represented employees through collective bargaining; and

Whereas, The basic guidelines governing the administration of tuition and textbook reimbursement are being modified for certain represented employees through collective bargaining; and

Whereas, A "Pilot Office Support Continuing Education Incentive Program" is being created for represented employees with the stated mission of "creating a more highly skilled, productive, and flexible office support work force through continuous education in specific job-related coursework"; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee that the amount of fully subsidized life insurance for nonmanagement/ nonrepresented employees shall be increased from \$24,000 to \$30,000; and, be it

Further Resolved, By the Common Council of the City of Milwaukee, that the maximum amount of annual tuition reimbursement for nonmanagement/ nonrepresented employees shall be increased from six hundred (\$600) to nine hundred (\$900); and, be it

Further Resolved, That effective Pay Period 3, 1998, management and nonmanagement/ nonrepresented employees may use tuition and textbook reimbursement to take a course(s) on City time, if approval is granted by both the employee's Department Head and the Director of Employee Relations; and, be it

Further Resolved, That management and nonmanagement/nonrepresented employees may use tuition and textbook reimbursement towards a graduate course(s) directly related to a reasonable promotional opportunity, when approved by a City-designated administrator; and, be it

Further Resolved, That unless management and nonmanagement/nonrepresented employees remain in service for a six-month period after completing a course(s) approved for tuition and textbook reimbursement, the amount reimbursed will be deducted from the employee's final payroll check; and, be it

Further Resolved, By the Common Council of the City of Milwaukee, that nonmanagement/ nonrepresented office support shall jointly participate in a "Pilot Office Support Continuing Education Incentive Program," along with represented office support; and, be it

Further Resolved, That while working within certain designated classifications, nonmanagement/nonrepresented office support personnel shall be eligible for \$200 incentive payments upon completing qualifying course(s) totalling three(3) credits; and, be it

Further Resolved, That guidelines for these incentive payments shall be as established and administered by the Department of Employee Relations, inclusive of the proviso that nonmanagement/nonrepresented employees shall be eligible for a maximum of four (4) incentive payments while working in one job classification; and, be it

Further Resolved, That unless otherwise specified above, all other aspects of this resolution shall become effective January 1, 1998.

Department of Employee Relations

KG:pb  
1/12/98