



Legislation Text

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111124

SUBSTITUTE 3

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Substitute resolution relating to the establishment of a Milwaukee Management Training Program and appropriating funds for this purpose.

This resolution creates a 3-person committee to study how to create and administer a Management Training Program consisting of a pool of full-time employees who have earned degrees from 4-year, accredited colleges or universities within 2 years of hire. Eligible pool candidates must be either graduates of Milwaukee Public School high schools, or of colleges or universities located in the City of Milwaukee. City departments can draw upon this employee pool as needed to fill appropriate vacancies, and for assistance on temporary projects or initiatives.

The 3-person committee, one member each from the Department of Employee Relations, the Budget and Management Division and the Department of Public Works, is tasked by this resolution to submit to the Common Council for consideration by the Finance and Personnel Committee at its April, 2012, meeting its recommendations on how to create and administer this Management Training Program and its employee pool.

This resolution does not create a Management Training Program, and a follow-up resolution, either based on the Management Training Program Committee's recommendations or otherwise, will be necessary actually creating such a program.

The size of the pool will be based on available funding, and be consistent with relevant management and operating considerations.

Funding will come from an appropriate funding source.

The pool is expected to:

1. Stem Milwaukee's "brain drain" by encouraging local college graduates to remain in Milwaukee after graduation, and apply their professional skills locally to meet the City's future challenges.
2. Stem Milwaukee's "brain drain" by encouraging local residents graduating from

colleges and universities outside of Milwaukee to return to their hometown after graduation to pursue their professional careers.

3. Attract college-trained professionals to careers in public service.
4. Provide a pool of high-caliber, college-trained professionals to be part of the next generation managing City operations in the future.
5. Provide an opportunity for college-trained minority professionals to enter public service.
6. Improve the City's operating efficiency and service commitment by attracting college-trained professionals who know and appreciate the amenities of living in Milwaukee.

Whereas, A 2010 Wisconsin Policy Research Institute survey indicated that 68% of Milwaukeeans believe the best and brightest college graduates from Wisconsin's colleges and universities choose not to pursue their professional careers in Wisconsin, creating a "brain drain" in the City; and

Whereas, Many believe this same "brain drain" of professional talent exists with young Milwaukeeans who graduate from out-of-state colleges and universities and then fail to return to their hometown to pursue their professional careers; and

Whereas, This perceived "brain drain" particularly affects minority college graduates as well and deprives the minority community - 58% of Milwaukee's 2010 population - of valuable community resources and role models for its youth; and

Whereas, The creation of a pool of full-time, permanent, management-qualified employees who have earned degrees from 4-year, accredited colleges or universities within 2 years of hire that City departments can draw upon to fill vacated management positions in the future, and to assist with temporary projects or initiatives may:

1. Stem Milwaukee's "brain drain."
2. Provide an opportunity for college-trained minority professionals to enter public service.
3. Attract college-trained professionals to careers in public service.

; and

Whereas, Creating such a pool may further benefit the City by:

1. Providing high-caliber, college-trained professionals to be part of the next generation managing City operations in the future.
2. Improving the City's operating efficiency and service commitment by attracting college-trained professionals who know and appreciate the amenities of living in Milwaukee.

; and

Whereas, Such a program will be funded through an appropriate funding source; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that a 3-person Management Training Program Committee, chaired and staffed by Department of Employee Relations, is established with membership as follows:

1. Employee Relations Director, or designee.
2. Budget and Management Division Director, or designee.
3. Commissioner of Public Works, or designee.

; and, be it

Further Resolved, The Management Training Program Committee shall meet as needed to study how to best create and administer a Management Training Program consisting of a pool of full-time employees who have earned degrees from 4-year, accredited colleges or universities within 2 years of hire that City departments can draw upon as needed to fill appropriate vacancies, and for assistance on temporary projects or initiatives; and, be it

Further Resolved, The Management Training Program Committee shall make its recommendations to the Common Council for consideration by the Finance and Personnel Committee at its April, 2012, meeting; and, be it

Further Resolved, The Management Training Program Committee's recommendations shall include how to fund such a Management Training Program with an appropriate funding source, and such funding, and the utilization of the Management Training Program pool by individual City departments shall conform to any limitations and restrictions of the City's annual budget; and, be it

Further Resolved, The Management Training Program Committee's recommendations shall include what size the pool will be based on available funding, and how to administer the program to be consistent with applicable legal and employment requirements, including civil service; and, be it

Further Resolved, Eligible pool candidates must be either graduates of Milwaukee Public School high schools, or of colleges or universities located in the City of Milwaukee; and, be it

Further Resolved, The Management Training Program Committee shall include in its recommendations that the Management Training Program created shall make all reasonable efforts, consistent with all applicable federal and state employment laws and civil service rules and statutes, to:

1. Recruit eligible minority college graduates for the employee pool.
2. Ensure that eligible minority employees in the pool are fully considered by all departments when filling vacated management positions in the future.

; and, be it

Further Resolved, Any recommendations by the Management Training Program Committee to establish a Management Training Program shall commence the program on July 1, 2012, if practical; and, be it

Further Resolved, The Management Training Program Committee shall be dissolved upon making its recommendations to the Common Council.

cc-cc
Jim Owczarski
11/30/11
LRB #135887-2
Aaron Cadle
02/01/2012