



## Legislation Details (With Text)

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**File created:** 4/2/2001 **In control:** FINANCE & PERSONNEL COMMITTEE  
**On agenda:** **Final action:** 5/30/2001  
**Effective date:**

**Title:** A substitute ordinance relating to benefit changes for management and non-management/non-represented city employees.

**Sponsors:** THE CHAIR

**Indexes:** MANAGEMENT EMPLOYEES, MANAGEMENT PAY PLAN, NONMANAGEMENT EMPLOYEES, NONMANAGEMENT NONREPRESENTED PERSONNEL, WAGES AND BENEFITS

**Attachments:** 1. Fiscal Note.PDF, 2. Budget Reply.PDF, 3. Fiscal Review Analysis.PDF

Date	Ver.	Action By	Action	Result	Tally
4/2/2001	0	COMMON COUNCIL	ASSIGNED TO		
4/2/2001		FINANCE & PERSONNEL COMMITTEE	REFERRED TO		
4/2/2001		FINANCE & PERSONNEL COMMITTEE	REFERRED TO		
4/2/2001	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
4/2/2001	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
4/5/2001	1	CITY CLERK	DRAFT SUBMITTED		
4/19/2001	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
4/19/2001	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
4/20/2001	2	CITY CLERK	DRAFT SUBMITTED		
4/20/2001	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
5/2/2001	2	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	3:2
5/8/2001	2	COMMON COUNCIL	HELD IN COUNCIL	Pass	17:0
5/30/2001	2	COMMON COUNCIL	PLACED ON FILE	Pass	17:0

001707

SUBSTITUTE 2

THE CHAIR

A substitute ordinance relating to benefit changes for management and non-management/non-represented city employees.

350-35-5-a am  
350-40-3-a-1-a am  
350-40-3-a-1-b am  
350-40-3-a-1-c am  
350-40-3-a-1-d am  
350-40-3-a-1-f rn  
350-40-3-a-1-f cr  
350-40-3-a-1-g rn  
350-50-5-a am  
350-50-5-b am  
350-50-6-a am  
350-50-7 am

This ordinance makes several changes to the benefits given to management and non-management/non-represented city employees. These changes parallel those given to certain represented employees in recently-completed labor agreements.

These changes are:

1. Effective January 1, 2002, the inclusion of domestic partners in the definition of "immediate family" used for determining eligibility for funeral leave. Persons wishing to have their domestic partnership recognized for this purpose must register as domestic partners with the city clerk's office pursuant to ch. 111 of the code.
2. Effective pay period one, 2001, a decrease in the amount of time an employee must be in city service before becoming eligible for additional vacation benefits. To wit:
  - After 4 years of service, employees will earn 5.3 vacation hours per pay period (*currently 6 years*).
  - After 9 years of service, employees will earn 6.8 vacation hours per pay period (*currently 11 years*).
  - After 16 years of service, employees will earn 8.4 vacation hours per pay period (*currently 17 years*).
  - In addition, after 24 years of service, employees will earn 9.3 vacation hours per pay period (*no current equivalent*).
3. Effective pay period 11, 2001, an increase in the shift differential paid to eligible employees. The differentials are as follows:
  - Second shift: \$0.40 per hour.
  - Third shift: \$0.45 per hour.
  - Saturday shift: \$0.50 per hour.
  - Sunday shift: \$0.60 per hour.
  - Holiday shift: \$0.60 per hour.

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 350-35-5-a of the code is amended to read:

### **350-35. Leave of Absence Policies.**

**5. FUNERAL LEAVE.** a. Immediate Family. Except for those positions listed in par. c, funeral leave shall cover necessary absence from duty of general city employees because of death in the immediate family of the employee. "Immediate family" is defined as husband or wife, child, stepchild, brother, sister, parent, stepparents, mother-in-law, father-in-law, brother-in-law, sister-in-law, or grand-child of the employee. For management and nonmanagement, nonrepresented employees, "immediate family" also includes stepparents and stepchildren by virtue of the employee's current spouse. Furthermore, eligibility to use stepparent funeral leave benefits shall be limited to one stepmother and one stepfather regardless of the number of stepparents. >>Effective January 1, 2002, for management and nonmanagement, nonrepresented employees, "immediate family" shall include an employee's domestic partner, if the domestic partnership is registered with the city clerk as provided in s. 111-3.<< In the case of a death in the immediate family, an employee may be granted a leave of absence not to exceed 3 work days with pay. These work days shall be limited to work days falling within the 10 consecutive calendar day period that begins on the day of death. One day with pay may be used to attend the funeral of grandparents of the employee. The provisions of this subsection do not govern fire and police department positions, employees holding positions represented by a certified bargaining unit, except those positions included in s. 350-237.

Part 2. Section 350-40-3-a-1-a to d are amended to read:

### **350-40. Vacations.**

**3. TIME EARNED FOR ANNUAL VACATION PERIOD.** a. Full time employees.

a-1-a. 3.7 hours per pay period for employees who have completed less than 6 years of active service. >>Effective pay period one, 2001, employees who have completed less than 4 years of active service shall earn 3.7 hours per pay period.<<  
a-1-b. 5.3 hours per pay period for employees who have completed at least 6 years but less than 11 years of active service. >>Effective pay period one, 2001, employees who have completed at least 4 years but less than 9 years of active service shall earn 5.3 hours per pay period.<<  
a-1-c. 6.8 hours per pay period for employees who have completed at least 11 years but less than 17 years of active service. >>Effective pay period one, 2001, employees who have completed at least 9 years but less than 16 years of active service shall earn 6.8 hours per pay period.<<  
a-1-d. 8.4 hours per pay period for employees who have completed at least 17 years of active service. >>Effective pay period one, 2001, employees who have completed at least 16 years of active service shall earn 8.4 hours per pay period.<<

Part 3. Section 350-40-3-a-1-f and g are renumbered g and h.

Part 4. Section 350-40-3-a-1-f of the code is created to read:

a-1-f. Effective pay period one, 2001, employees who have completed at least 24 years of active service shall earn 9.3 hours per pay period.

Part 5. Section 350-50-5-a and b of the code is amended to read:

### **350-50. Shift, Weekend and Holiday Differential Compensation for City Employees.**

## 5. SHIFT DIFFERENTIAL COMPENSATION RATES.

a. Second Shift. A differential of \$0.28 per hour for management, nonrepresented employees and nonmanagement, nonrepresented employees. >>Effective pay period 11, 2001, this differential shall be \$0.40 per hour.<< Compensation for employees holding positions represented by a collective bargaining agreement shall be as provided by the labor agreement between the city and the union.

b. Third Shift. A differential of \$0.33 per hour for management, nonrepresented employees and nonmanagement, nonrepresented employees. >>Effective pay period 11, 2001, this differential shall be \$0.45 per hour.<< Compensation for employees holding positions represented by a collective bargaining agreement shall be as provided by the labor agreement between the city and the union.

Part 6. Section 350-50-6-a of the code is amended to read:

## 6. WEEKEND DIFFERENTIAL COMPENSATION RATES.

a. A differential of \$0.35 per hour shall be paid to employees enumerated in this subsection who are not represented by a collective bargaining agreement and who work Saturday on any of the 3 shifts as part of a regular schedule. >>Effective pay period 11, 2001, the Saturday differential for these employees shall be \$0.50 per hour.<< A differential of \$0.45 per hour shall be paid to employees enumerated in this subsection who are not represented by a collective bargaining agreement and who work on Sunday on any of the 3 shifts as part of a regular schedule. >>Effective pay period 11, 2001, the Sunday differential for these employees shall be \$0.60.<< The differential compensation rates for employees represented by a collective bargaining agreement shall be as provided by the labor agreement between the city and the union.

Part 7. Section 350-50-7 of the code is amended to read:

7. HOLIDAY DIFFERENTIAL COMPENSATION. A differential of \$0.45 per hour shall be paid to employees who work holidays on any of the 3 shifts as part of a regular work schedule, with the inclusion or exclusion of certain employees as specified in sub. 4-d with the exclusion of fire and police department personnel and bridge operators. >>Effective pay period 11, 2001, this differential shall be \$0.60 for eligible employees.<< A differential of \$0.40 per hour shall be paid to employees holding positions represented by Local 75 Plumbers, AFL-CIO. Holiday work as specified in this subsection is any work, except that which is provided for under s. 350-3, performed on a holiday as defined in s. 350-2-3. This differential shall be subject to the conditions of eligibility listed in sub. 4.

## APPROVED AS TO FORM

Legislative Reference Bureau

Date: \_\_\_\_\_

IT IS OUR OPINION THAT THE ORDINANCE  
IS LEGAL AND ENFORCEABLE

Office of the City Attorney

Date: \_\_\_\_\_

Department of Employee Relations

01151-2

jro

04/19/01