



## Legislation Details (With Text)

**File #:** 191445 **Version:** 0

**Type:** Resolution **Status:** Passed

**File created:** 12/17/2019 **In control:** COMMON COUNCIL

**On agenda:** **Final action:** 1/21/2020

**Effective date:**

**Title:** Resolution relating to studying the impacts of employee turnover on pension funding and liabilities.

**Sponsors:** ALD. COGGS, ALD. LEWIS, ALD. STAMPER

**Indexes:** EMPLOYES RETIREMENT SYSTEM, PENSIONS

**Attachments:** 1. Employment Turnover letter, 2. 2012-2017-5-Yr-Exp-Review, 3. Hearing Notice List

| Date       | Ver. | Action By                     | Action                   | Result | Tally |
|------------|------|-------------------------------|--------------------------|--------|-------|
| 12/17/2019 | 0    | COMMON COUNCIL                | ASSIGNED TO              |        |       |
| 1/10/2020  | 0    | FINANCE & PERSONNEL COMMITTEE | HEARING NOTICES SENT     |        |       |
| 1/10/2020  | 0    | FINANCE & PERSONNEL COMMITTEE | HEARING NOTICES SENT     |        |       |
| 1/10/2020  | 0    | FINANCE & PERSONNEL COMMITTEE | HEARING NOTICES SENT     |        |       |
| 1/10/2020  | 0    | FINANCE & PERSONNEL COMMITTEE | HEARING NOTICES SENT     |        |       |
| 1/10/2020  | 0    | FINANCE & PERSONNEL COMMITTEE | HEARING NOTICES SENT     |        |       |
| 1/10/2020  | 0    | FINANCE & PERSONNEL COMMITTEE | HEARING NOTICES SENT     |        |       |
| 1/15/2020  | 0    | FINANCE & PERSONNEL COMMITTEE | RECOMMENDED FOR ADOPTION | Pass   | 4:0   |
| 1/21/2020  | 0    | COMMON COUNCIL                | ADOPTED                  | Pass   | 15:0  |
| 1/30/2020  | 0    | MAYOR                         | SIGNED                   |        |       |

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ALD. COGGS, LEWIS AND STAMPER

Resolution relating to studying the impacts of employee turnover on pension funding and liabilities.

This resolution directs the Department of Employee Relations, the Employees' Retirement System and the Budget and Management Division to collaboratively investigate and report the impacts of employee turnover on the City's pension funding and liabilities.

Whereas, The 2020 Adopted Budget includes a Common Council-added footnote (Amendment 29) directing the Employee Relations Director to collaborate with the Employees' Retirement System and the Budget and Management Division to investigate and report the impacts of employee turnover on the City's pension funding and liabilities; and

Whereas, The City currently experiences an average of 141 retirements and 148 resignations annually; and

Whereas, Approximately 69% of employee resignations take place within the employee's first five years of employment; and

Whereas, In 2018, there was a 10% increase in City employee resignations compared to 2017, and the Department of Employee Relations projects a 25% increase in City employee resignations in 2019 relative to 2018; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that the Employee Relations Director shall collaborate with the Employees' Retirement System and the Budget and Management Division to investigate and report the impacts of employee turnover on the City's pension funding and liabilities; and, be it

Further Resolved, That the Director of Employee Relations, the Employees' Retirement System and the Budget and Management Division shall report their findings to the Common Council within 120 days of adoption of this resolution.

Dana Zelazny  
LRB175647-1  
December 10, 2019