

IMPORTANT INFORMATION REGARDING SALARY ADJUSTMENTS FOR GENERAL CITY EMPLOYEES FOR 2016

Common Council File #151209 was approved by the Finance and Personnel Committee and the Common Council in December 2015. Therefore, changes were made to the Salary Ordinance that allowed the Department of Employee Relations to create and administer salary adjustment provisions in 2016 for City of Milwaukee employees who have been excluded from pay progression practices allowed under career ladders created in 2012 and beyond or employees covered by provisions of labor agreements. The recommended changes are designed to address the following critical needs:

1. Establish pay progression practices that will assist the city compete for top talent to fill vacant positions;
2. Improve retention rates of recent hires and reduce turnover of fully trained contributors;
3. Continue the implementation of pay practices that recognize employee contributions and performance standards (instead of length of service); and,
4. Minimize pay differentials created by years of frozen wages among employees performing similar work at comparable levels of proficiency.

The DER report with Salary Ordinance language, an FAQ document, and a list of titles or pay ranges excluded are available through the [Pay Progression Toolkit](#).

Please send your questions/comments to emprel@milwaukee.gov.

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