



DEPARTMENT OF ADMINISTRATION
&
DEPARTMENT OF EMPLOYEE RELATIONS

[February 9, 2023]

**1% Longevity Increase Effective Pay Period 5, 2023
Frequently Asked Questions**

The 2023 Budget approved a 1% longevity increase effective Pay Period 5, 2023 (February 19, 2023):

- Eligible employees will receive an increase of 1% on base pay effective February 19, 2023.
- Employees who are eligible are **regularly appointed General City employees, non-sworn Fire and Police department staff, and sworn non-represented management personnel in Fire and Police departments** who have a benefit service date of 5 years or more by March 4, 2023.
- The 1% longevity increase will not impact employees in the classifications of: Election Inspector, Chief Inspector, Municipal Court Commissioner, temporary positions, employees represented by the Milwaukee Police Supervisors Organization (MPSO), Milwaukee Police Association (MPA), and Milwaukee Professional Firefighters Association, Local 215; Members of Boards and Commissions (Part I, Section 10 of the Salary Ordinance); or Elected Officials (Part I, Section 11 of the Salary Ordinance).

FAQ's

1. Q: What is the effective date?

A: February 19, 2023

2. Q: How will the 1% longevity raise program work?

A: Longevity increases will happen once per year as allowed per budget office, annually in Pay Period 5 of each year. Employees will only be eligible under this program for ONE longevity increase in their career.

3. Q: When will I see this 1% longevity increase on my paycheck?

A: March 16, 2023

4. Q: Will I receive any retroactive pay as a result of this 1% longevity increase?

A: No. The 1% longevity increase is prospective beginning February 19, 2023.

5. Q: Will I receive this 1% longevity increase if I am not a resident of the City of Milwaukee?

A: Yes. Both resident and non-resident employees who are eligible will receive the 1% longevity increase.

- 6. Q: Will employees who have been reinstated or rehired, who have a combined 5 years of service, receive the 1%?**
A: Eligibility would be based on the adjusted service time per City policy.
- 7. Q: Will the 1% be similar to the pension offset?**
A: No. Once eligible, the 1% longevity increase will be a part of the employee's record. Any appointments, promotions, demotions, transfers, etc. will not have an impact on the employee's 1%.
- 8. Q: Is there a grace period? For example, what if someone meets the years of service requirement within the Pay Period of the effective date? Or do they have to have the years of service prior to the effective date?**
A: They would be eligible as long as they have a minimum of 5 years of service on the target date on the last day of Pay Period 5, 2023 (March 4, 2023).
- 9. Q: If an employee separates during Pay Period 5, 2023 but before the end of the pay period, is the individual still eligible for the 1% longevity pay?**
A: Yes, they would still be eligible as long as they have a minimum of 5 years of service on the target date (March 4, 2023).
- 10. Q: Is the 1% increase pensionable and included in overtime calculations?**
A: The 1% longevity increase is pensionable and included in overtime calculations.
- 11. Q: Is the 1% increase in any way tied to performance?**
A: No, the 1% longevity pay is not tied to performance.
- 12. Q: If an incumbent is already at the max of the pay range, will they still receive the 1%?**
A: Yes.
- 13. Q: Will everyone receive the increase at one time? Or will it be the pay period when they reach the milestone?**
A: Everyone who is eligible will receive the increase on their March 16, 2023 paycheck. Those who become eligible after Pay Period 5, 2023, will receive their increase the following year.

Further questions on this 1% longevity increase should be directed to your department's payroll staff.