



DEPARTMENT OF EMPLOYEE RELATIONS

[December 15, 2022]

2% General Wage Increase Effective Pay Period 2, 2023 Frequently Asked Questions

The 2023 Budget approved a 2% general increase effective Pay Period 2, 2023 (January 8, 2023):

- Eligible non-represented General City Employees will receive an increase of 2% on base pay effective January 8, 2023.
- Pay Ranges for eligible non-represented titles in the City of Milwaukee Salary Ordinance have been increased by 2% effective Pay Period 2, 2023 (January 8, 2023).

FAQ's

- 1. Q: When will I see this 2% general increase on my paycheck?**
A: The 2% general increase will be reflected on your February 2, 2023 paycheck.
- 2. Q: Will I receive any retroactive pay as a result of this 2% general increase?**
A: No. The 2% general increase is prospective beginning January 8, 2023.
- 3. Q: Will I receive this 2% general increase if I am not a resident of the City of Milwaukee?**
A: Yes. Both the Wage rates (non-resident rates) and the Resident Wage Incentive rates (resident rates) will be increased by 2%.
- 4. Q: If I am appointed to a different title (as a result of promotion, demotion, or reclassification) prior to Pay Period 2, 2023, will I still receive the 2% general increase on January 8, 2023?**
A: Yes.
- 5. Q: If I am appointed to a different title (as a result of promotion or reclassification) after Pay Period 2, 2022 will my pay increase be reduced due to the 2% general increase I received on January 8, 2023?**
A: No. Any pay change that is the result of promotion or reclassification will be implemented based upon Salary Ordinance procedures and rates.
- 6. Q: If I move out of the City of Milwaukee in Pay Period 1, 2023, will I receive the 2% general increase in Pay Period 2, 2023?**
A: Yes. In Pay Period 2 your pay will first be raised by the 2% general increase and then your pay will be reduced by the 3% residency differential.
- 7. Q: If I am on probation, will I receive this 2% general increase?**
A: Yes.

8. **Q: Does the 2% general increase apply to temporary employees?**

A: Yes. The City processes the 2% general increase across-the-board by job title.

9. **Q: Will new City of Milwaukee employees hired after PP 2, 2023 (January 8, 2023) receive these higher rates of pay?**

A: Yes. The 2% general increase will be built into the Wage Rate and Residency Incentive Rate and be reflected in the Salary Ordinance effective PP 2, 2023 (January 8, 2023). If you accepted an offer of employment prior to PP 2, 2023 (January 8, 2023) but start before January 8, 2023, your appointment rate will be increased by 2%. If you accepted an offer of employment prior to PP 2, 2023 (January 8, 2023) but start after January 8, 2023, your appointment rate will already have the 2% built in.

10. **Q: Are there certain classifications that will not qualify? If so who?**

A: Yes, this general wage increase will not impact employees in the following classifications: Election Inspector, Chief Inspector, Municipal Court Commissioner, certain temporary positions in the Health Department, employees represented by the Milwaukee Police Supervisor' Organization (MPSO), Milwaukee Police Association (MPA), or 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).

Further questions on this 2% general increase should be directed to your department's payroll staff.

NOTE: The 1% longevity wage increase (for City employees who reach 5 years) is expected to go into effect at a later date. This is subject to final approval. More information and a separate FAQ to come.