

**Jensen, Janelle**

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**From:** Cady, Steve  
**Sent:** Thursday, October 12, 2017 12:40 PM  
**To:** West, Peggy; Wasserman, Sheldon; Mayo Sr, Michael; Johnson Jr, Willie; Haas, Jason; MooreOmokunde, Supreme; Taylor, Sequanna  
**Cc:** Jensen, Janelle; Smith, Allyson; Manske, Scott; Masterson, Vincent; Laurila, Daniel; Bablitch, Kelly; Koltun, Raisa; Lipscomb, Theodore; Pahl, CJ; Abele, Chris; Heer, Jerry; Whaley-Smith, Teig; Cady, Steve; Hayden, Erica; Janz-McKnight, Jessica; Lucas, Katarina  
**Subject:** Request for Information - Personal Services, Employee Benefits, Collective Bargaining, and Indigent Burials for Veterans  
**Attachments:** Personal Services by Department - 2017 Adopted and 2018 Recommended Budget.pdf

Committee members,

As requested, please find attached a copy of personal services accounts by department for the 2017 Adopted and 2018 Recommended Budgets. A member of the Committee on Finance and Audit asked about the \$400,000 that is provided for performance based increases, equity increases, market adjustments, reallocations, and retention based increases. Those dollars are contained in Account 5328 – Employee Merit Awards.

A couple of other informational requests include:

**Q. What is the State-mandated funeral coverage for decorated combat veterans and how is that coordinated with the County's General Assistance Burial Program?**

A. Mr. Jim Duff, Veterans Services Officer, addressed this question during his testimony on October 12, 2017, related to Org. Unit 1021 – County Executive – Office of Veterans' Services.

**Q. What is the definition of "Specialist" in terms of the new office health care co-pay of \$40 for a Specialist?**

A. Per United Health Care, a Specialist Physician is a Physician who has a majority of his or her practice in areas other than general pediatrics, internal medicine, obstetrics/gynecology, family practice or general medicine.

**Q. What is the amount that employees are paying toward the pension plan, and if it is comparable to what employees pay in the private sector?**

A. Most employees will contribute 6.5% of their salary towards their pension benefit in 2018. Contributions for certain protective service employees are subject to collective bargaining, but are projected to be 8.3% in 2018.

State Law requires most general employees to contribute 50% of the annual cost towards their pension. Defined benefit pensions are not common in the private sector and therefore comparable data is not readily available. The private

sector typically offers defined contribution retirement benefits in which the employer will match up to a certain percentage of employee contributions to the account.

**Q. Who is responsible for union contract negotiation in Milwaukee County?**

A. According to Ms. Kerry Mitchell, Chief Human Resources Officer, the position of Employee Relations Director is currently vacant. The position was held by Mr. Luis Padilla until his resignation on July 28, 2017. The Department is currently interviewing potential replacements. Until such time the position is filled, Ms. Mitchell is performing the duties of the position.

Steve

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