

AMENDMENT TO THE COUNTY EXECUTIVE'S 2016 RECOMMENDED BUDGET

By Supervisor Alexander

Amend Org. Unit No. 1140 – Human Resources as follows:

The 2016 Budget adds one LMS Training Specialist position to develop, deliver and coordinate the LMS training content and \$300,000 for the Tuition Reimbursement Loan and Grant Program (Program) for employee job-related educational advancement. It is the policy of Milwaukee County that the Program will include the following elements:

PROGRAM:

- The Program will continue to provide interest free college tuition loans, payable with timely deference to the tuition due date. The loans will be automatically converted to permanent grants when a recipient remains employed with Milwaukee County for one year after completion of the classes funded.
- No repayments are required unless the employee separates from county service prior to the loan-to-grant conversion date. Human Resources shall pursue repayment from all employees who separate from Milwaukee County prior to the loan-to-grant conversion date but may provide fairly accessible repayment plans as authorized by the HR Director.
- Milwaukee County recognizes that some employees are required to attend conferences, seminars, or CPE courses in order to obtain or maintain licensures, certifications, or certificates that are beneficial or necessary in the employee's current position or directly related to eligibility for another position within the county. Employees may use up to \$300 of their annual assistance limit for this professional development purpose with departmental approval.

ELIGIBILITY:

- All employees not subject to Wis. Stat. § 59.10(2)(c)4 who have worked for the County for at least one year and were compensated for the equivalent of at least 1,700 hours in the 12 months preceding a request for assistance are eligible for the Program.
- Eligible employees may utilize up to \$1,500 of assistance each calendar year, except for employees with five or more years of Milwaukee County employment who have an annualized base salary rate less than \$75,000, who may utilize up to \$2,500 of assistance each calendar year.

- Competing requests for participation shall be ordered by priority first by date request is received by Human Resources, second by rate of pay (lowest first), and third by seniority (senior first).

This amendment would have no tax levy impact.

Org. No.	Department (or Capital Project)	Expenditure	Revenue (or Bonds*)	Tax Levy
1120	Human Resources	\$0	\$0	\$0
TOTALS:		\$0	\$0	\$0

If approved, the Adopted Budget narrative shall be modified as needed to reflect this amendment.

FINANCE, PERSONNEL AND AUDIT COMMITTEE ROLL CALL		
	AYES	NOES
Haas	X	
Mayo, Sr.	X	
Romo West	X	
Jursik	X	
Weddle	X	
Moore Omokunde	X	
Co-Chair Johnson, Jr.	X	
Co-Chair Schmitt	X	
TOTALS:	8	0

Motion to LAY OVER until 10/29/15 FPA meeting approved