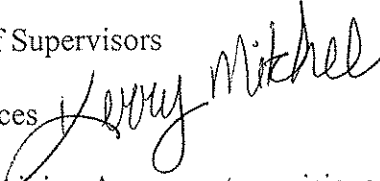


**INTEROFFICE COMMUNICATION  
COUNTY OF MILWAUKEE**

**DATE:** February 22, 2012

**TO:** Lee Holloway, Chairman, County Board of Supervisors

**FROM:** Kerry Mitchell, Director of Human Resources 

**SUBJECT:** Incorporation of AFSCME Collective Bargaining Agreement provisions into ordinance

Please refer the attached resolution and ordinance amendments to the Committees on Finance and Audit and Personnel.

The Department of Administration has reviewed every provision of the 2007-08 AFSCME collective bargaining agreement. The attached lengthy document provides, provision by provision, our recommendation for either continuation of a provision by adoption into county ordinances, or our recommendation that no action is necessary. Generally speaking, the recommendation is to incorporate all financial compensation and fringe benefit provisions without change. The exceptions relate to shift differential pay and standby pay. In those cases, the recommendation is to utilize the existing provisions for non-represented employees. These are the only provisions that have any fiscal impact, as the remaining provisions are intended to incorporate the status quo. Generally speaking, provisions that do not relate to financial benefits are not recommended for incorporation into ordinance.

Two other provisions are included. One relates to the payment of accrued time when an employee is terminated or laid off. The proposal provides that if such an employee returns to employment in the same calendar year that the employee received the payout, the employee would not be eligible for vacation or personal time unless the employee repays the county the amount already received by the employee for that year's unused vacation or personal time. The other provisions incorporate the rule of 75 pension benefit related to the deputy sheriffs association and the firefighters association. These provisions merely incorporate existing agreements in the same manner that has been utilized for other unions. This amendment does not change the current pension benefits of any employee. These pension benefits are still subject to collective bargaining with the public safety worker unions and ordinances will be amended in the future if any of these benefits are changed through collective bargaining.

Attachments

cc(w/att.): County Executive Chris Abele  
Carol Mueller  
Jodi Mapp