**AMENDMENT TO THE COUNTY EXECUTIVE’S**

**2016 RECOMMENDED BUDGET**

By Supervisor Alexander

Amend Introductory Section – Budget Message of the County Executive

**Tuition ~~Reimbursement~~** **Assistance Program**. The budget envisions a major overhaul of the County’s employee Tuition Assistance benefit. In the past, employees could borrow up to $1,500 from the County to pay for tuition and then repay the interest-free loans over ten bi-weekly installments. Under the new program, employees will be eligible for reimbursement up to $2,500 annually to attend classes to further skills for their current roles or to develop new skills to advance their careers.

Amend Budget Summary – Expenditure Analysis as follows:

In the **Department of Human Resources**, expenditures are increased by $1.2 million or 16 percent mainly due to $300,000 for the Tuition ~~Reimbursement~~ Assistance Program for employee job-related educational advancement, $105,000 increase for leadership programs, An increase of approximately $200,000 due to the transfer of the Family Medical Leave Act (FMLA) leave management contract from the Department of Administrative Services – Risk Management to Human Resources and the addition of one related position, increased legacy fringe costs of approximately $227,000, and increased interdepartmental charges of approximately $218,000.

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~~ Assistance Program (Program) for employee job-related educational advancement. It is the policy of Milwaukee County that the Program will include the following elements:

**PROGRAM:**

* Eligible employees are able to receive tuition reimbursement upon proof of paid tuition, prior to course completion; however, if the employee chooses to receive reimbursement prior to course completion they must present documentation of course completion to Human Resources within six weeks of the end of the course.
* Human Resources shall pursue repayment from all employees who separate from Milwaukee County within a year after reimbursement, but may provide fairly accessible repayment plans as authorized by the HR Director.

**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 the date the 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.

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| FINANCE, PERSONNEL AND AUDIT COMMITTEE ROLL CALL |
|  | AYES | NOES |
| Haas | X |  |
| Mayo, Sr. | X |  |
| Romo West | X |  |
| Jursik | X |  |
| Weddle | X |  |
| Moore Omokunde | Exc. |  |
| **Co-Chair Johnson, Jr.** | X |  |
| **Co-Chair Schmitt** | X |  |
|  **TOTALS:** | 7 | 0 |

*Approved 7-0. Sup. Moore Omokunde excused.*