

COMMISSION FILE NO: 16-154-11 **DATE INTRODUCED:** November 14, 2016

INTRODUCED BY: Executive Director (Signature on File in the Office of the Commission)

REFERRED BY COMMISSION CHAIRPERSON TO: Policy, Finance, and Personnel Committee

RELATING TO: Revisions to Commission Policy 1-77.20, Insurance and Related Benefits, and Policy 1-77.35, Compensation Policy

SUMMARY:

The Commission is asked to approve the attached revisions to Commission Policies:

- 1-77.20, Insurance and Related Benefits
- 1-77.35, Compensation Policy

In February 2012, the Commission approved several insurance, benefits, and compensation policies in an effort to bring parity between represented and non-represented staff at MMSD in response to the enactment and implementation of the provisions of the 2011 Wisconsin Act 10. Since those changes, AFSCME Local 366 has decertified as the collective bargaining agent for employees represented by that local at MMSD effective May 1, 2016. All District employees are now considered non-represented employees.

The expressed intent of the recommended policy changes fully integrates all MMSD staff as non-represented employees and ensures that no level of benefit is affected as a result of the policy changes. The term “formerly represented employees” is defined as MMSD employees represented by AFSCME Local 366 as of April 30, 2016. In addition, “Represented employees” means those individuals who are identified as “Affected Employees” on Schedule 19 of the Agreement for the Management, Operations, and Maintenance Services between Veolia Water Milwaukee, LLC, and MMSD dated December 3, 2007, and the Extension Agreement between Veolia Water Milwaukee, LLC, and MMSD dated June 27, 2016.

ATTACHMENTS: **BACKGROUND** ☒ **KEY ISSUES** ☐ **RESOLUTION** ☒

FISCAL NOTE ☐ **S/W/MBE** ☐ **OTHER** ☒ Revised Commission Policies 1-77.20 & 1-77.35

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COMMITTEE ACTION: _____ **DATE:** _____

COMMISSION ACTION: _____ **DATE:** _____

BACKGROUND

Revisions to Commission Policy 1-77.20, Insurance and Related Benefits, and Policy 1-77.35, Compensation Policy

Below is a summary of the changes to each policy.

Commission Policy 1-77.20, Insurance and Related Benefits

- Addition of District's short-term disability benefit.
- Defines MMSD represented employees as "formerly represented".
- Defines "represented employees" as identified as "affected employees" in Schedule 19 of the Veolia Water Milwaukee, LLC, and MMSD Extension Agreement for the Management, Operations, and Maintenance Services dated June 27, 2016.
- Defines the District's three distinct pay plans as management/professional, administrative/support, and formerly represented.

Commission Policy 1-77.35, Compensation Policy

- Defines represented employees as "formerly represented".
- Policy clean up – defines the District's three compensation plans as management/professional, administrative/support, and formerly represented.
- Clarifies the definition of Certification Pay.

RESOLUTION

Revisions to Commission Policy 1-77.20, Insurance and Related Benefits, and Policy 1-77.35, Compensation Policy

RESOLVED, by the Milwaukee Metropolitan Sewerage Commission, that the changes in Commission Policies 1-77.20, Insurance and Related Benefits, and 1-77.35, Compensation Policy, as attached, are adopted effective November 28, 2016.