

L 2,3!
1720

Municipal
Labor-Management
Relations:

Chronology
of Compensation
Developments
in Milwaukee,
1960-70

Bulletin 1720

U. S. Department of Labor
Bureau of Labor Statistics
North Central Regional Office
Chicago, Illinois

1971

Dayton & Montgomery Co,
Public Library

NOV 24 1971

DOCUMENT COLLECTION



**Municipal
Labor-Management
Relations:**

**Chronology
of Compensation
Developments
in Milwaukee,
1960-70**

Bulletin 1720

**U. S. Department of Labor
J. D. Hodgson, Secretary**

**Bureau of Labor Statistics
Geoffrey H. Moore, Commissioner**

**North Central Regional Office
Chicago, Illinois
William E. Rice, Regional Director**

1971



For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C. 20402 - Price \$1.25

Preface

This bulletin presents a summary of the major changes in salaries and supplementary (fringe) benefits that have taken place during the period 1960 to 1970 for municipal employees subject to the regulation of the Milwaukee Common Council, the city's governing body. Included are provisions covering general city employees, who are subject to City Service Commission rules, and employees of the Fire and Police Departments, who are subject to the rules of the Fire and Police Commission. Excluded are special provisions applicable to prevailing wage employees, "exempt" employees, and part-time members of boards and commissions. Changes affecting employees whose compensation is set by the Milwaukee Board of School Directors or by the Milwaukee Sewerage Commission are outside the scope of the study.

In 1970, the number of employees under the control of the Common Council averaged 10,035. Included were 6,053 general city employees and 360 prevailing wage employees subject to City Service Commission rules; 2,244 Police Department personnel, including 175 civilian employees; 1,110 Fire Department personnel, including 33 civilian employees; 215 exempt employees (includes Learn-by-doing and OJT trainees); 36 employees of part-time boards and commissions; 11 employees of the Fire and Police Commission; and two employees of the Fire and Police Annuity Boards. The Milwaukee School Board had an average employment of 11,813 in 1970, and the Sewerage Commission had 440.

A municipal government wage survey bulletin for Milwaukee, which the Bureau of Labor Statistics will publish in 1972, will supplement this report and update it through 1971.

This bulletin was prepared by Woodrow C. Linn of the Bureau's North Central Regional Office, Chicago, Illinois. The author gratefully acknowledges the cooperation of Robert C. Garnier, City Personnel Director for the city of Milwaukee, and Arnold A. Logan, Supervisor, Classification Division, Milwaukee Personnel Department. The author also would like to thank Theodore G. Scher, Personnel Analyst, who is on the staff of the Classification Division, for his assistance in preparation and checking of tables used in this manuscript.

Contents

	<i>Page</i>
Introduction	1
Parties to agreements	1
Statutes pertaining to compensation for municipal employees	1
History of public employee unions in Milwaukee	2
Developments during the 1940's	3
Developments during the 1950's	4
1959 developments	6
City's formal wage hearing procedures set	6
City grants official recognition to labor unions	6
State legislature passes Section 111.70	7
1960 developments	9
Garbage collectors strike	9
1961 developments	10
City's cost-of-living adjustment machinery based on CPI	10
City rejects union demands	10
1962 developments	12
WERB holds first representation hearings for city employees	12
City hears union demands for 1963	12
Question of procedures snags wage hearings	12
Union seeks recourse through WERB	13
City personnel director presents recommendations for 1963	13
Traditional hearing procedures meet strong opposition	13
City agrees to "Confer and Negotiate" on advice of city attorney	13
Finance committee recommendations opposed by two unions	13
City closes wage negotiations over District Council 48's objections	14
Joint policy and technical committees reestablished	14
1963 developments	16
WERB holds representation elections for city employees	16
City prepares for 1963 negotiations	16
Initial union demands listed	16
Earlier negotiations scheduled for 1963	17
Procedural problems arise at outset of negotiations	17
Pay demand for city employees on union negotiating teams slows talks	17
Garbage union asks WERB to settle meeting time dispute	18
City and union resolve paid negotiating time roadblock	18
Negotiations commence on substantive issues	19
Finance committee presents city's final offer	19
Unions reject final city offer	19
Major unions apply to WERB for factfinding	20
Truck drivers stop work	20
City joins major unions in requesting factfinding	20

Contents — Continued

Page

1964 developments	21
WERB conducts representation elections in non-DPW departments	21
Unions submit demands for 1965	21
Prolonged factfinding delays negotiations for 1965	21
City appoints city personnel director as chief negotiator	22
Factfinders about ready to release recommendations	22
City reaches agreement with District Council 48 for 1965	22
City offers District Council 48 terms for 1965 to other unions	22
Factfinding panel's final report issued on December 14	23
Factfinders recommend new procedures for future negotiations	23
Full-time labor negotiator also recommended	23
New timetable suggested for future negotiations	23
Factfinders favor written contracts	24
Panel suggests guidelines for public's "Right to Know"	24
Factfinders recommend separate police pay plan	24
Factfinders support most demands of fire fighters' association	24
Panel recommends that demands of garbage collectors be studied further	24
Panel recommends further consideration of District Council 48's demands	25
Interpretation of factfinders' report in dispute	25
City acts to implement factfinders' recommendations	25
1965 developments	26
City moves to implement factfinders' recommendations	26
WERB helps city and District Council 48 solve sticky issues	26
City and District Council 48 agree on 1965 contract provisions	26
Negotiations with District Council 48 for 1965 conclude with reallocations	27
City settles with police association for 1965	27
Garbage Union negotiations for 1965 postponed until 1966	27
Fire Association negotiations for 1965 rescheduled to 1966	27
Unions submit demands for 1966 negotiations	28
City responds to unions with counterproposal	28
Division of labor relations created	29
Negotiations for 1966 show little progress	29
City and District Council 48 extend timetable	29
District Council 48 presents counteroffer to city	30
City requests mediation in negotiations with District Council 48	30
Tentative 3-year agreement reached with District Council 48	
Tentative 3-year agreements reached with health department unions	30
Tentative 1-year agreement reached with police association	31
City and four unions agree to WERB mediation	31
City holds public hearing on tentative agreements with five unions	31
City and four more unions reach tentative agreement	31
Fire Fighters' Association heads towards impasse	31
Fire Fighters' Association favors factfinding solution	32
Garbage union asks court to enforce factfinders' recommendations	32
Independent Garbage Union affiliates with AFL-CIO, wins election challenge	32
Local 61 again asks courts to enforce factfinders' recommendations	32

Contents — Continued

	<i>Page</i>
1966 developments	34
City and Fire Fighters' Association reach agreement for 1966	34
Agreement with Garbage Collection Laborers averts strike	34
City fails to reach agreement with Police and Fire Associations	34
1967 developments	36
City and Fire Fighters' Association reach agreement early in 1967	36
City and Police Association agree on 2-year pact	36
Fire Associations sign memorandums of understanding for 1968	37
Factfinding by WERC employed in District Council 48 local issues	37
District Council 48 submits demands for 1969 in advance	37
Garbage Workers Union attempts to reopen 3-year contract for 1968	37
Common Council approves new management rates	38
WERC establishes one-man craft bargaining unit	38
City Service Commission responds to collective bargaining challenge	38
1968 developments	40
1969 negotiations begin with 17 unions	40
Early agreement reached with Police Association	40
Local 215 agreement sets pattern for other fire unions	40
Negotiations with general city employee unions move slowly	41
City makes counterproposal to initial union demands	41
Negotiations with general employee unions show little progress	42
City's chief negotiator reports slowdown in negotiations	42
Union rivalries and excessive fragmentation complicate negotiations	42
Improved city offer designed to break logjam	43
District Council 48 rejects new city offer	43
District Council 48 membership authorizes strike action	43
City's request for factfinding rejected by WERC	43
WERC gives negotiations a needed push	44
Negotiations with District Council 48 falter again	44
City again requests factfinding with two major general unions	44
Teamsters union initiates factfinding with city	44
Local 61 and District Council 48 balk on factfinding	45
City and District Council 48 reach tentative agreement	45
1968 representation activities keep WERC busy	45
Middle management classes receive selective adjustments in 1968	45
1969 developments	47
Garbage Collectors Union stages strike	47
District Council 48 members ratify agreement with city	47
Agreement with Garbage Collectors Union ends strike	47
Most other unions accept District Council 48 formula	48
Three late settlements follow factfinding proceedings	48
WERC continues active role in representation cases	48
City Attorney rules on legality of negotiations in private	48

Contents — Continued

Page

1970 developments	50
New management pay plan approved	50
Unions submit 1971 wage and fringe benefit demands	50
District Council 48 lists extensive demands for 1971	51
Various demands submitted by other large unions	51
City hints at specific proposals for each union	51
City's 1970 negotiations with District Council 48 start slowly	51
1971 budget includes 5¼ million for anticipated wage increases	52
City petitions WERC for representation election in new Bureau of Sanitation	52
Negotiations with District Council 48 break off	52
Contracts extended by city and its employee unions	53
PPPA membership authorizes strike vote	53
1970 ends with little to show in metropolitan area public employee negotiations	53
Other major taxing units report tentative agreements	53
Five major taxing units negotiators confer regularly	54
Several representation elections held in 1970	55
Tables:	
1. General salary changes—general city employees, Milwaukee	57
2. General salary changes—police and fire service personnel, Milwaukee	59
3. Overtime compensation—general city employees, Milwaukee	60
4. Overtime compensation—police and fire service personnel, Milwaukee	62
5. Shift differential compensation—general city employees, Milwaukee	63
6. Weekend differential pay—general city employees, Milwaukee	64
7. Weekend differential pay—police and fire service personnel, Milwaukee	64
8. Vacation provisions—general city employees, Milwaukee	65
9. Vacation provisions—police and fire service personnel, Milwaukee	65
10. Holiday pay provisions—general city employees, Milwaukee	66
11. Holiday pay provisions—police and fire service personnel, Milwaukee	67
12. Call-in pay provisions—general city employees, Milwaukee	67
13. Owed time provisions—general city employees, Milwaukee	67
14. Annual military training leave pay—city employees, Milwaukee	68
15. Military funeral leave pay—city employees, Milwaukee	68
16. Pay for time off for military induction examinations—city employee, Milwaukee	68
17. Jury duty pay—city employees, Milwaukee	68
18. Sick leave benefits—general city employees, Milwaukee	69
19. Sick leave benefits—police and fire service personnel, Milwaukee	69
20. Health benefit plans—city employees, Milwaukee	70
21. Duty-incurred disability benefits—general city employees, Milwaukee	71
22. Duty-incurred disability benefits—police and fire service personnel, Milwaukee	71
23. Group life insurance—city employees, Milwaukee	72
24. Retirement benefits under employees' retirement system—city employees, Milwaukee	73
25. Clothing allowance and related practices—city employees, Milwaukee	76
26. 1960 salary rates, all city employees, Milwaukee	77
27. 1961-67 salary rates (biweekly), all city employees, Milwaukee	79
28. 1961-67 salary rates (monthly), all city employees, Milwaukee	82
29. 1961-67 salary rates (annual), all city employees, Milwaukee	85
30. 1968-69 general salary rates (biweekly), city employees, Milwaukee	88

Contents — Continued

Page

31.	1968-69 general salary rates (monthly), city employees, Milwaukee	90
32.	1968-69 general salary rates (annual), city employees, Milwaukee	92
33.	1970 Nonmanagement salary rates, city employees, Milwaukee	94
34.	1970 Management salary rates, city employees, Milwaukee	96
35.	1969 Salary rates for engineers and architects, city employees, Milwaukee	98
36.	1970 salary rates for engineers and architects, city employees, Milwaukee	98
37.	1965-70 salary rates for police service personnel, Milwaukee	99
38.	1966-70 salary rates for fire service personnel, Milwaukee	103
39.	Earnings of selected classes of municipal employees, Milwaukee, July 1970	105

Appendixes:

A.	Section 111.70	109
B.	Certified for recognized bargaining units, 1963-70	111

Introduction

Parties to agreements

The Common Council is the legislative branch of the government of the City of Milwaukee. It passes the city's laws in the form of ordinances, and sets its official policies through the adoption of resolutions. It has the responsibility of managing the city's finances, property, public services, highways, and navigable waters. It has the power to handle all matters affecting the city government, good order, safety and health, or commercial benefit.

The Common Council is composed of aldermen, each elected for 4-year terms to represent his ward. In 1960, there were 20 aldermatic wards; however, the State Assembly Districts, which are contiguous with ward boundaries in the City of Milwaukee, were redrawn by the State Legislature before the 1964 elections, on the basis of the final 1960 U.S. Census figures. The redistricting, on this basis, left the city of Milwaukee with only 19 wards. So, the Common Council totalled 19 aldermen from 1964 through 1970.

One of the important standing committees of the Common Council is the Committee on Finance-Printing, often referred to as the "Finance Committee." This is the principal committee involved with labor negotiations and other financial matters.

The City Service Commission (established by charter ordinance in 1895) is composed of five citizen members appointed by the Mayor to overlapping 5-year terms. The commission's major responsibilities are to establish personnel policy, subject to provisions of collective bargaining agreements; to set standards for and administer entrance and promotional examinations for employment in city departments, excluding the Fire and Police Departments; and to represent the public interest in matters of appeal. The commission's staff, under direction of its chief executive and administrative officer, the City Personnel Director, administers the city's comprehensive personnel program through its three divisions; examination, classification, and administration.

The Fire and Police Commission (established in 1885) is composed of five citizen members appointed by the Mayor to overlapping 5-year terms, subject, however, to Common Council approval. It is the oldest civil service authority in Wisconsin. The commission establishes personnel employment policy, subject to provisions of collective bargaining agreements, and sets standards for

entrance and promotional examinations for employees of the Fire and Police Departments. In major disciplinary actions, the commission serves in a quasijudicial capacity and conducts appeal hearings. Since 1946, the City Personnel Director, by authorization of the commission, has had the responsibility for classifying and reclassifying employees in the Fire and Police Departments.

Statutes pertaining to compensation for municipal employees

Statutory requirements governing the compensation of the city's employees are set forth in Section 526 of Chapter 66 of the Wisconsin Statutes. This section, entitled "General Municipal Law," authorizes the Common Council of any first class city¹ to adopt a uniform and comprehensive salary and wage ordinance based on a classification of offices, employments and positions in the city service, including any and all positions, whether or not previously so classified, "provided provision has been made in the budget of the current year for the total sum of money required for the payment . . . and a tax levied to include the same . . ."

Chapter 65 of the Wisconsin Statutes, which governs the city's budget system, establishes the Common Council as the general arbiter of conflicting demands for the city's funds. Section 65.02 requires a uniform compensation schedule establishing uniform rates of pay for offices and positions in the city service for the ensuing fiscal year. Section 65.04 requires that the Common Council adopt not later than November 20 of each year a compensation schedule showing the number, title, and compensation range of each officer and position in the city service. Section 65.05 provides that the rates of pay and the number of positions established in the budget shall determine the total compensation of employees in the city service for the ensuing year, with the exception that additional jobs may be added during the year by action of the Common Council.

The aforementioned statutes apply to employees who are under the city's civil service law. Sections 63.18 through 63.53 of the Wisconsin Statutes form Milwaukee's civil service law and provide for the board of city service commissioners, appointed by the Mayor.² Section 63.23 directs the City Service Commission to "classify all offices and positions in the city service,

except those subject to the exemptions of section 63.27, according to the duties and responsibilities of each position.”³ It also requires that all positions which the Commission considers as “substantially the same with respect to authority, responsibility and character of work” be included in the same class. It adds, “From time to time the Commission may reclassify positions upon a proper showing that the position belongs to a different class.”

Section 63.23(2) authorizes the Commission, “if it sees fit, to receive any expert study or recommendation of the classification, allocation and compensation of offices and positions in the service of the city and transmit the same, with or without the Commission’s recommendations, to the Common Council.” Any such report becomes effective when approved by the Common Council. The function of the Classification Division of the City Personnel Department is to make studies for the City Service Commission, as well as to conduct surveys of wages and fringe benefits in private employment and in other cities to be used in the determination of pay ranges, classifications, job evaluations or reallocations.

Sections 63.24, 63.25, and 63.26 deal with the City Service Commission’s responsibility for establishing and administering uniform rules applicable to examinations, filling vacancies, promotions, terminations of employment, and appointments.

Passage by the State Legislature of the Wisconsin Municipal Employee Relations Act (Section 111.70, Wisconsin Statutes) in 1959, together with the 1961 enactment of subsections (1)(c) and (4) to Section 111.70, introduced significant procedural changes in the system that the Common Council previously had observed in making decisions concerning wages, hours, and working conditions for the city’s employees. (See appendix A.) This system had been undergoing a gradual change during the previous two decades as a result of increasing union pressure and influence. Before continuing it would be well to briefly review earlier developments.

History of public employee unions in Milwaukee

Labor unions have had a strong foothold in private and public employment in the Milwaukee area for many years.⁴ The first effort in organizing public employees occurred in 1919, when city employees took steps to form the Milwaukee Employees’ Federation. Sixty-five employees met in August and one of the decisions made was whether the organization would affiliate with the American Federation of Labor (AFL) or remain independent. With the efforts of the Milwaukee Federated

Trades Council, an organization known as the Milwaukee City and County Civil Service Employees’ Union was affiliated with the AFL. The charter for this new organization was presented approximately 1 month after the first meeting in August.

At about the same time, the firemen of the city were organizing. In April of 1920, the local group of the International Association of Fire Fighters reported that they had reached a membership of more than 50 percent of the 585 men in the Fire Department. The Milwaukee Policemen’s Protective Association, which did not refer to itself as a labor union for many years, has been in existence since 1909.

A decline of labor union activity in Milwaukee during the 1920’s affected public employees even more than those in private industry. Renewed efforts to organize city employees did not occur until the 1930’s. Industrial unions were extremely active in Milwaukee during the organizing period of the 1930’s and in most cases the city administration was sympathetic to their interests and objectives. Private industrial unions had gained a strong foothold in local industries in earlier years, and the favorable national and state legislation of the 1930’s gave them the final push that they needed. For these reasons, together with a sympathetic public attitude toward unions, interest in the unionization of public employees in Milwaukee was soon to follow.

The year 1934 saw renewed interest in the organizing efforts among the city’s laborers, and the Federal Labor Union, Local 17710, was established within the AFL organization. In the same year the staff of the Milwaukee Public Library organized as the Staff Association. This group later became a chapter in Local No. 2 of the American Federation of State, County and Municipal Employees’ Union (AFSCME). The AFSCME had started with a small group of Wisconsin State employees who met on May 10, 1932, in Madison to establish an AFL organization for State employees. The charter was issued by the AFL on May 16, 1932, as Federal Labor Union 18213. Known initially as the “Wisconsin State Administrative Employees Association” the local’s name was later changed to “Wisconsin State Employees Association.” In December 1935, this group, together with other government locals (State, county, and municipal) meeting in Chicago, formed the AFSCME as an autonomous union for State and local government employees within the American Federation of Government Employees (AFL). In October 1936, on the recommendation of the AFGE, AFSCME was chartered as a separate international union within the AFL.

The first organizing efforts of AFSCME in Milwaukee were reported in January, 1937; the president of the

new organization reported that 2,000 employees already had joined the union since October 1936. However, Local 17710, which had reported a membership of nearly 600 in 1934, had been disbanded; this accounted, in part, for the claimed AFSCME membership. By the start of World War II, there were 11 active chapters in Local No. 2 of AFSCME.

In 1945, 22 county and city municipal unions in the Milwaukee area formed the Milwaukee County District Council. These unions which were affiliated with the AFL and AFSCME (AFL) also had joined the Wisconsin State Federation of Labor and the Milwaukee Federated Trades Council.

The old United Public Workers of America (CIO) also was very active among city employees in the 1940's.

The strength of GCEOC was centered in the Garbage and Forestry Bureaus of the Department of Public Works, where two locals were established. They were Local No. 1203 representing employees of the Garbage Bureau and Local No. 1087 representing employees in the Forestry Bureau. These locals retained their designations when they were absorbed into the AFSCME following the merger of the AFL and CIO in 1955.

The Milwaukee Government Service League was founded in 1935. It was organized "to support good government and to protect the best interests of the community at large through the maintenance and promotion of the highest standards of public service." Labor unions looked on the league as a "company union" and referred to it as a form of "cheap unionism." The League reached its peak membership of 7,000 in 1937, when its primary objective was the establishment of an adequate pension plan for its members in the five taxing units. Following 1937, when the Employees' Retirement System was adopted, the League annually made requests for a group life insurance program, sick leave benefits, pension improvements, and salary increases.

By the late 1950's, the following labor unions and employee organizations were active on behalf of city employees and "unofficially" represented their members in wage hearings before the Finance Committee of the Common Council:

- District Council 48, (and its affiliated locals), American Federation of State, County, and Municipal Employees (AFL-CIO)
- Local 17, Building Service Employees' International Union (AFL-CIO)
- Local 195, International Brotherhood of Electrical Workers (AFL-CIO)
- Local 311, International Union of Operating Engineers (AFL-CIO)
- Local 125-B, International Brotherhood of Firemen and Oilers (AFL-CIO)

- Local 200, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-CIO)
- Local 494, International Brotherhood of Electrical Workers (AFL-CIO)
- Local 215, Milwaukee Fire Fighters' Association, International Association of Fire Fighters (AFL-CIO)
- Local 1037, Uniformed Pilots and Marine Engineers Association, International Association of Fire Fighters (AFL-CIO)
- Auto Mechanics Lodge 510, International Association of Machinists (AFL-CIO)
- Building Trades Council (and its affiliated locals) (AFL-CIO)
- Policemen's Protective Association
- Milwaukee Government Service League
- City and County Public Service Employees Union (Independent)
- Association of Graduate and Registered Engineers of Milwaukee
- Milwaukee City Employees Association

Developments during the 1940's

Collective bargaining by public employee unions in the early 1940's was new to Milwaukee and the city had not established procedures for officially recognizing the unions.⁵ The Wagner Act (1934) and the Wisconsin Labor Relations Act (1937) did not cover employees of State and local governments. In the absence of formal machinery with which to handle union problems, the Finance Committee of the Common Council met with union and employee organization representatives to hear their requests. Procedurally, this traditional system called for the committee to hold public hearings on the budget every year. Employee unions (although not officially recognized by the city) appeared before the committee to present their views and requests, which the Finance Committee then considered. The requests were referred to the Personnel Department, which prepared written reports and recommendations. After public release by the committee, these reports provided some basis for discussion and did resolve a great many issues. The committee hearings, however, did not provide a setting for give and take discussions in which there could be an attempt to reconcile all conflicting views and find some common ground. The major responsibility of the committee was formulating the city's budget; labor relations was secondary. Changes in wages and working conditions recommended by the Finance Committee and approved by the Common Council were enacted as ordinances. The Finance Committee also was responsible for handling grievances and reclassification of jobs. The City Service Commission, whose administration and examination divisions controlled the hiring and firing of city employees, was the only agency which had a close relationship with the city's labor force.

Following a series of militant labor disputes in the period 1943-45 that resulted in strikes, the Common

Council took the first major step toward improving the cumbersome system, when, in July 1945, it established the position of Classification Examiner in the City Service Commission.⁶ This office would handle all problems dealing with classifications and wage inequities that once had been the responsibility of the Finance Committee.⁷

At the same time the City Service Commission established a procedure relating to job classifications. This procedure, which is found in Section 7 of Rule II of the City Service Commission rules, provides that:

"disagreements between an employee and the city resulting from grievances or the interpretation or application of established rules governing classification and closely related matters shall be handled by the employee or his representative through established supervisory channels up to and including the designated head of the department concerned. Failing prompt and satisfactory action, the employee or his representative may appeal the disagreement to the City Service Commission for investigation and adjustment when the Commission has jurisdiction over the position involved. The decision of the City Service Commission shall be final and where re-classification to a different class is decided upon a report shall be submitted to the Common Council and the classification shall become effective on the beginning of the first payroll period following approval by the Common Council."

The first classification report was submitted by the examiner's office on April 12, 1946. The large number of classification grievances, approximately 1,400, covered the entire range of 5,900 city positions. The grievants were represented in some instances by department heads and unions or by combinations of union, department heads, and aldermen, or by unions alone. The report included a section on the salaries for comparable job classifications in other major cities and a thorough analysis of each job in each department. The report recommended that the 65 pay ranges in the 1946 salary ordinance be reduced to 37 for 1947. The proposed pay ranges eliminated some of the worst overlaps among previous pay ranges. All classifications were allocated in standard three-step or five-step ranges. In the 1946 salary ordinance ranges had one to seven steps. Positions involving clerical, administrative, and technical duties and responsibilities were placed in five-step ranges. A second group involving trades, labor, custodial, and public safety duties and responsibilities were placed in three-step ranges. The report further recommended that provision be made for recruitment at a rate above the minimum of the pay range. The significance of this report was that for the first time in the history of Milwaukee city government, a comprehensive examination of wages and job descriptions was made. The report had

a great influence on the correction of the inequities and helped to foster better labor relations.

Developments during the 1950's

As a result of increased union pressure beginning in 1950, a joint labor-management committee was charged with developing a new uniform grievance procedure.⁸ In July 1954, the committee submitted its report to the Finance Committee which accepted it. In turn, it was referred to the Common Council, which, in February 1955, adopted an ordinance giving the City Service Commission the responsibility for establishing the program and procedures. The ordinance designated the City Service Commission as the official agency for settling employee complaints or requests not involving changes in salaries, fringe benefits, or overtime allowance, and involving other matters requiring action by the Common Council or the Board of Estimates as prescribed in the city service law. It further provided that in cases involving the public library, the public museum, and the employees' retirement system, the final appeal would be to their respective governing boards rather than to the City Service Commission.

A new grievance manual pointed out that the exceptions to the procedure were (1) salaries and wages, (2) fringe benefits, (3) overtime assignments and overtime allowances, (4) position classification, and (5) employment status (discharge, suspension, reduction), all of which would be handled under other established procedures. The new procedure was not to apply to the Fire and Police Departments. Basically, the procedure provided for five steps and had definite time limits for moving the cases from one step to the next, and, if necessary, to final action by the commission or by one of the other designated boards or commissions.

A union dues check-off procedure was approved in 1954.⁹ In September 1956, a representative of GCEOC (CIO) requested that the Common Council permit dues check-off and suggested a procedure whereby the unions would allocate the dues collected by the city. He pointed out that for many years both CIO and AFL organizations had asked that the Common Council adopt a dues check-off system but that they were always put off because of the administrative problems involved. No action was taken for the 1955 budget year, but further consideration was given to the union's suggested procedure. In June 1955, the Finance Committee approved a union dues payroll deduction procedure which subsequently was adopted by the Common Council to become effective on January 1, 1956. The procedure (1) required that the unions supply payroll deduction authorization cards; (2) authorized the City of Milwaukee Employees Union Dues Trustees to receive and

accept union dues deducted from city payrolls; (3) directed the city for and on behalf of a requesting union to pay such dues to the City of Milwaukee Employees' Union Dues Trust Account; and (4) released the city from all liability or claims by reason of such payroll deductions and payment to the trust fund.

In 1958, a joint labor-management committee was formed to make recommendations on health-medical insurance benefits. It also is interesting to note that in one instance there were documents carrying the signatures of members of the Water Department, the

AFSCME, and the City Service Commission. The parties in 1951 had been interested in expanding in-service training programs in that department. Since a number of unions represented employees in the Water Department, there was a question as to which one would carry on discussion with city representatives. The employees decided to have an election among themselves and Local 952 of the AFSCME was elected to carry on further discussions. The in-service training program finally agreed to covered three classifications, and for each the term "Statement of Understanding" was used.

--FOOTNOTES--

¹ By State Statute 62.05(2)C, first class city is defined as any city of over 150,000 inhabitants. However, the city must change its city charter in accordance with 62.05(2)C and the mayor must proclaim the change.

² The civil service law of the city of Milwaukee was originally enacted by the Wisconsin Legislature in 1895. After being amended several times, it was repealed and reenacted in 1919 and has been amended in several particulars since that date. Sections 63.18 to 63.53 now form the civil service law applicable to cities of the first class. (Milwaukee being at present the only such city).

³ Among the employees excepted by section 63.27 are "all members of the... Fire and Police Departments." Although not covered by section 63.18 through 65.33, Fire and Police Department personnel fall within the ambit of section 65.05 of the Statutes, which relates to adoption of the city budget. Section 65.05 (8) states that the adoption of the budget shall determine the amount of taxes for the ensuing year, and section 65.05 (9) provides "The compensation rates of pay and the number of positions established in the budget shall determine the compensation to be paid and the number of positions for the ensuing year . . ."

Furthermore section 62.13 of the Statutes provides for a board of fire and police commissioners which has the power to organize and supervise the Fire and Police Departments and to prescribe regulations and rules thereof. This section also provides that the salaries of chiefs and subordinates shall be fixed by the Common Council.

⁴ For an account of the history of organized labor in Milwaukee see Thomas W. Gavett, "Development of the Labor Movement in Milwaukee." Madison, Wisc.: The University of Wisconsin Press, 1965.

⁵ For a history of the city's labor relations during this period and earlier see Edwin Layne Cling, "Industrial Labor Relations

Policies and Practices in Municipal Government, Milwaukee, Wisconsin." Unpublished Ph. D. dissertation, Northwestern University, 1957. Also see Joel A. D'Alba, "Administering a Collective Bargaining Agreement in the Public Sector, Milwaukee, Wisconsin--A Case Study." Unpublished M. A. dissertation, Illinois Institute of Technology, 1969.

⁶ The first Classification Examiner, Robert Garnier was appointed on February 26, 1946. He subsequently was appointed to the position of City Personnel Director and Secretary to the City Service Commission on May 12, 1958, and is serving presently the city of Milwaukee in that capacity. He also was named the City's first Chief Negotiator in September, 1964, and currently is a member of the city's bargaining team.

⁷ The committee did not have the time to give these problems much attention. The usual procedure was for the committee to drop one job classification and add one more to the growing list.

⁸ The city's first formal grievance procedure was established in August 1945, during a period when union representatives had threatened strike action. Although well intentioned, the procedure was never used because of the way in which it operated and because the unions had not been consulted and given an opportunity to participate in its development.

⁹ The first request for a dues check-off system had been made in 1940 by the AFSCME. The City Comptroller objected because of administrative problems and an opinion of the City Attorney's office was that such action could not be accomplished without proper ordinances and resolutions. Although similar requests were made subsequently, real efforts to establish a dues check-off system did not come until late in 1954. In the meantime union officials had collected union dues on city time without any objection by supervisors or the City Service Commission.

1959 Developments

City's formal wage hearing procedures

By 1959, hearing procedures and schedules for conferring on wages, hours, and conditions of employment had been formalized by resolution. Bargaining units, although not officially recognized and specified, were reasonably well understood. Union representatives met with city representatives. In deference to governmental traditions, these meetings were identified as "public hearings," rather than "collective bargaining sessions."

Following the deadline date for receiving requests for salary adjustments and changes in fringe benefits, the Finance Committee scheduled a series of first round wage hearings to give unions and other employee representatives an opportunity to explain their requests and present data and arguments to support their case. Each union was scheduled separately for these appearances.

The technical staff of the classification division of the City Service Commission studied the various requests and analyzed them in the light of intercity and local wage comparisons, published wage data, union contracts, and information and data presented by city departments, citizens' groups, and labor unions at Finance Committee hearings. On the basis of this analysis, the City Personnel Director and the Classification Division Supervisor proposed a tentative pay plan and changes in fringe benefits.

The city's approach to wage determination could be termed as the "prepared package" technique, similar in many respects to the positive elements of the system developed by the General Electric Company. This technique relied heavily on staff research and evaluation of all wage and fringe benefit data, job studies, and other methods in arriving at a complete detailed set of analyses and recommendations intended to answer all union requests. The intent was to preserve a highly unified and integrated wage and fringe benefit system.

Proposals, along with the special studies, were transmitted to the Finance Committee for its review and determination, culminating in a recommendation to the Common Council. In this process, a second round of individually scheduled wage hearings was held at which unions could support or rebut the staff recommendations and present further data and arguments. In some

instances, a large militant union might be given several separate hearings. Invariably, the unions resorted to a great deal of political pressure.

City grants official recognition to labor unions

Although city officials had not extended formal recognition to labor unions, the unions had been taking an increasing part in the process of establishing the city's personnel policy. Not until early in 1959 did the city first officially sanction public employee unions. The action came after the 3,600 members of District Council 48, AFSCME, in a strike vote on December 2, 1958, authorized their executive board to call a strike if the city failed to meet union demands: a collective bargaining contract, or, as a minimum, recognition of District Council 48 as bargaining representative in city departments where its members were in the majority; a 3½ percent or a 7 cent-per-hour minimum wage increase; 4 weeks' vacation after 20 years; and improved hospital coverage.¹ The Common Council had voted a 2-percent salary increase with a minimum of 4 cents an hour, when it had approved the 1959 budget on November 20.

The opinion of the City Attorney in 1959 was that the city could not authorize a contract.² City officials believed that a strike could be averted if the Common Council approved a union recognition resolution. The Mayor, on November 28, had recommended that the aldermen consider passage of a resolution recognizing District Council 48 as a bargaining unit and make additional contributions for Blue Cross-Blue Shield coverage. District Council 48 officials were willing to recognize any other labor union representing a majority of the employees in their claims departments.

In a move to avoid a strike the Finance Committee on January 2, 1959, voted to recommend a cost-of-living wage adjustment and an increase in the city's contribution for family hospital-surgical insurance coverage. The committee also agreed that it later would recommend a resolution granting formal recognition of labor unions and other employee groups. The possibility of a strike was eased when the bargaining committee of District Council 48 agreed to recommend that the membership accept the latest proposals. The union had altered its request on the wage increase and sought a cost-of-living

increase in addition to the 2-percent increase voted by the Council on November 20.

On January 6, the Common Council adopted the committee's recommendation for (1) a monthly cost-of-living increase of \$2.25 effective in July if the Milwaukee Consumer Price Index rose by 1.1 points between May 1958 and May 1959 (the same increase as a year earlier) and (2) an additional city contribution of \$2.08 a month toward the cost of family coverage by Blue Cross-Blue Shield insurance. Still to be settled was agreement on the pending union recognition resolution asked by the union. The main point of difference was a clause that would allow the union to review the working rules and regulations issued by city department and bureau heads.

The union's strike threat was finally ended on February 17, when the Common Council, after long debate, approved the union recognition resolution that was recommended by the Finance Committee. This resolution recognized the right of city employees to join broadly defined labor organizations of their own choice and to be represented in hearings before the Finance Committee and Common Council dealing with wages, hours, and conditions of employment. It also granted union representatives exclusive time to make appearances before Finance Committee wage hearings and to be given time off with pay to appear at hearings. Salaries and fringe benefits would continue to be established by ordinance and the Finance Committee would continue to act as a Labor Policy Committee. Employees were protected against arbitrary discipline, discharge, and layoff contrary to civil service. Labor organizations were given the privilege of continued dues check-off. An earlier provision requiring unions to file a statement of their membership strength was softened to make filing of such a report voluntary. Dropped from the resolution was a controversial requirement that department heads submit directives, orders, and rules to union representatives in advance.

This resolution put into writing what had been unwritten procedures previously followed by the Common Council and Finance Committee in dealing with city employees and their unions on wages, hours, working conditions.

State Legislature passes Section 111.70

In the same year, the State Legislature passed the first part of Section 111.70, Wisconsin Statutes, that extended the right of collective bargaining to municipal employees in Wisconsin.³ (See appendix A.) This new statute conferred upon employees of local units of government the right to form and join labor organizations and to be represented by such labor organizations in conferences and negotiations with their municipal employers on questions of wages, hours, and conditions of employment. It also provided that such municipal employees would have the right to refrain from any and all such activities, if they so wished.

A municipal employer was defined as any city, county, village, town, metropolitan sewerage district, school district or any other political subdivision of the State. Municipal employees were defined in the statute to include any employee of the municipality, except city and village policemen, sheriff's deputies, and county traffic officers. This statute, however, did not provide for any administrative or enforcement powers and therefore had little effect on existing labor relations in Milwaukee.

Late in 1961, the Legislature amended Section 111.70 with the additions of subsections (1)(c) and (4) that provided a comprehensive labor relations code governing the conduct of municipal employer-employee relations. This broad new amendment, which became law on January 31, 1962, charged the Wisconsin Employment Relations Board (WERB)⁴ with the administration and enforcement of Section 111.70. The WERB was empowered to prevent prohibited labor practices, mediate disputes between municipal employees and their employers, conduct collective bargaining elections, and initiate factfinding when negotiations were deadlocked or when either party refused to meet and negotiate in good faith. This amendment also required the recording of negotiated settlements in the form of an ordinance, a resolution, or an agreement. Strikes by municipal employees were prohibited, although no enforcement machinery was set up for the no-strike provision. Subsequently, the 1965 Legislature enacted subsection (5), which stated that any municipal employer could employ a labor negotiator to represent it in bargaining negotiations.

--FOOTNOTES--

¹In 1957, District Council 48 had called off a threatened strike on November 11 when the Finance Committee agreed to the union's request for further hearings on 1958 wage and fringe benefits. The city further agreed to consider the union's proposed revisions in hearing procedures. The union proposed a "Labor Advisory Committee" to work under the Finance

Committee and conduct complete hearings on a continuing basis. It also proposed that the city's wage proposals submitted annually by the City Personnel Director and the Budget Supervisor be released to interested parties at least 30 days in advance of the public hearings on the budget.

²The City Attorney in November 1956 had given an opinion that the city could not enter into a collective bargaining agreement with a labor union or agree to a union shop for city employees. The Common Council's Finance Committee had asked for the opinion after District Council 48 made a request for a formal collective bargaining agreement as one of several 1957 wage demands submitted to the Finance Committee earlier. The union wanted exclusive bargaining rights and a union shop in each city department and bureau where its members were in a majority. Other unions did not object to the idea of a written agreement but objected to the idea of exclusive representation for the AFSCME.

³In 1951, the legislature had passed a bill, later vetoed by the Governor, declaring that it was the public policy of the State to promote better relationships between local units of government and their employees by according them the right to form

and join labor unions and to encourage mutual understandings between the parties on matters relating to wages, hours, and conditions of employment. It stated that it was unfair labor practice for a governmental unit to interfere with employees in exercising their rights or to discourage membership in any labor organization by means of discrimination in the hiring, tenure, or other conditions of employment. The bill denied employees the right to strike. It further provided that the parties could jointly petition the Wisconsin Employment Relations Board to appoint a conciliator to help resolve the dispute when collective consideration failed.

The feeling was that if the legislature had excluded police and firemen the Governor might have signed the bill.

⁴The WERB was established in 1937 to administer the Wisconsin Labor Relations Act adopted that year by the State legislature.

1960 Developments

In 1960, the Common Council adopted a completely new integrated pay plan for 1961 that covered nearly all employees, including police and fire department uniformed personnel.¹ This plan, recommended by the Finance Committee after a series of meetings with employee groups on 1961 wage requests, was the result of two studies.² The first of these was made by the Public Administration Service (PAS); it covered classes in the top 10 pay ranges (24-33) of the old salary schedule. (See table 26.) The second study was conducted by the Classification Division; it involved classes allocated to the remaining pay ranges of the old plan (1-23). The resulting integrated salary plan included salary adjustments ranging from 0 to 11 percent; the average was 4 percent. Union representatives agreed generally with the wage recommendations proposed by the City Personnel Director. Requests for general wage increases submitted earlier by unions and by other employee groups had ranged from a cost-of-living adjustment to a pay increase of 5 percent or \$35 a month minimum asked by District Council 48. Chief objection to the new pay plan came from the Policemen's Protective Association, which had asked for a salary range of \$475 to \$550 a month for patrolmen. Instead, the new plan provided a range of \$445 to \$527 a month, which amounted to an increase of approximately \$31 a month for patrolmen. Pay raises for other police ranks ranged from about \$14 to \$18 a month.

This new integrated pay plan, the first comprehensive revision in salary schedules since 1946, provided for 27 pay ranges with a spread of approximately 20 percent between the minimum and the maximum rates of each pay range, the maximum step being attained after 4 years of service. (See tables 27-29.) Each range included five different pay steps; increments were typically 4.5 percent above the previous step rate.

¹ Excluded were prevailing wage employees, "exempt" employees, and members of boards and commissions. These groups are not within scope of this report.

² The city had made a major revision of its pay plan in 1946, when it reduced the number of pay ranges for 1947 from 65 to 37. All classes were allocated to three-step or five-step ranges as substitutes for flat rates and ranges up to seven steps. In general, clerical, administrative, and technical classes were placed in five-step ranges; trades, labor, custodial, and public safety jobs were assigned to three-step ranges. During the intervening 13 years, the city had found it necessary to provide additional compensation for certain jobs and certain classes by means of footnotes to existing ranges and special provisions in the salary ordinance in

In some cases, where wage data and prevailing practice strongly indicated the need for a narrower range, provision was made for new employees in selected classes to start above the minimum rate. Provisions for additional pay for fire and police classes that were characteristic of previous pay schedules were eliminated. The special factors that had necessitated such payments were considered to be reflected in the 1961 pay range allocations of these classes.

In addition to the revised pay plan, the Common Council also approved recommendations to adopt a group life insurance program for all employees (except prevailing rate employees) and to increase shift differential rates by 2-cents-an-hour, effective pay period 1, 1961. The unions and other employee groups also had asked for improved vacation, sick leave, and health and welfare benefits. Also included were requests for new longevity and terminal leave pay benefits. The Milwaukee Fire Fighters' Association again requested reduction in their workweek from 63 to 56 hours.

Garbage collectors strike

On July 6, the city's 340 garbage collectors, members of Local 1203 of District Council 48, went on strike to protest alleged inhumane working conditions.³ The union had submitted a list of working rules and departmental regulations to the Commissioner of Public Works for discussion and was seeking a written agreement covering work rules. The City Attorney continued to maintain that such written agreements would be illegal. The strike ended on July 8, when the workers voted to accept the recommendation of their union bargaining committee that they return to work while a factfinding committee, as proposed by the Mayor and approved by the Common Council, investigated their grievances.

-FOOTNOTES-

order to maintain appropriate relationships and job differentials. By 1960, 18 separate footnotes and 14 separate paragraphs provided extra compensation for 121 different job classes and about 3,000 employees. This meant that the basic pay plan was no longer appropriate for 35 percent of all city employees and had to be amended with a variety of provisions to meet the needs of the service.

³ The last strike of garbage collection workers in 1951 lasted one week. All other city strikes in the previous 20 years also included garbage department workers. The longest on record lasted for 31 days in November and December 1943. Brief strikes occurred in 1945 (twice), 1948, and 1950.

1961 Developments

No general wage adjustment was approved for 1962. Sick leave provisions for general employees were liberalized for 1962. Accumulation of 90 days at full pay was continued, and unlimited accumulation beyond 90 days was allowed at half pay.

In connection with the Finance Committee's 1962 budget hearings, the City Personnel Director reported that the most generous adjustment that could be supported would be approximately 2 percent; this analysis was based on surveys of wages and fringe benefits in 27 local firms and of 27 cities having a population of 400,000 or more. He further recommended that it would probably be advisable to delay 1962 salary adjustments 6, 9, or over 12 months until a 4 or 5 percent adjustment could be justified.

City's cost-of-living adjustment machinery based on CPI

A factor provided by ordinance to be considered in the establishment of salaries for Milwaukee City employees was the Milwaukee Consumer Price Index, prepared by the Bureau of Labor Statistics and financed by the city. Two paragraphs in the 1961 salary ordinance read as follows:

"It is hereby declared to be the policy and intention of the Common Council that the rates of pay in this ordinance shall be flexible in character and subject to change annually in accordance with changes in the Consumers' Price Index for Milwaukee prepared by the United States Department of Labor. In future years monthly rates of pay shall be increased or decreased \$2.25 or fractional part thereof for each point change in the Index for Milwaukee or fractional part thereof as of August 15 prior to the budget to be effective on the following January 1st. Where the index has not changed more than six-tenths of one point (.6) since the last announced change which was made effective under the terms of this ordinance, no change shall be made. The salaries of part-time members of boards and commissions and employees whose compensation is determined in accordance with the prevailing wage as listed in the city salary ordinances, are excluded from these provisions."

"It is hereby declared to be the policy of the Common Council that salary changes (either upward or downward) made other than related to the cost-of-living adjustment factor may be predicated on such additional factors of practical pay plan problems as recruitment, general increases in the standard of living and the establishment of proper salary differentials between various classes of positions, as well as appraisals of and changes in duties and responsibilities of various occupations."

In accordance with the existing ordinance provisions, the City Personnel Director pointed out that there was no need to make any general salary adjustment based on the CPI as the index was up less than 0.6 of a point (from 128.9 in August 1960 to 129.2 in August 1961).¹

Following the October 20 hearing, the executive director of District Council 48 declared that a wage adjustment was due and necessary and that unionized employees would push their demands for a salary boost. He further noted that the City Personnel Director's report was not conclusive and that there appeared to be some area for bargaining. District Council 48 had requested an across-the-board pay hike of \$15 a month, a contribution of 5-cents-an-hour per employee for the operation of a union-operated medical clinic, and other improved fringe benefits.

City rejects union demands

The Finance Committee's proposed city budget for 1962 was presented formally to the Common Council at a public hearing on November 10; the committee recommended the rejection of the union's pay and benefits requests. The executive director of District Council 48, in discussing the proposed budget at the hearings, charged that the Finance Committee had not acted in good faith by turning down requests for a general pay increase and other fringe benefits. He said that the union had bargained in good faith and had scaled down its requests to a 4 percent wage increase effective July 1, and a city contribution of 2½-cents-an-hour to the union's health and welfare fund for its Hoan Medical Center program. He served notice on the city that District Council 48 was calling a mass meeting of union employees to explain to the membership what had transpired in negotiations and to ask for further instructions from the members.

Union employees at this meeting on November 13 instructed negotiators to seek additional bargaining meetings with the Finance Committee. They further voted that if negotiations did not result in an agreement on a wage increase, the bargaining committee should take "any and all actions they deem necessary in the best interests of the affiliated locals." The executive director of District Council 48, in commenting on this motion, said that it was not a strike vote.

The union's request to the Finance Committee chairman for a resumption of negotiations was introduced on the floor of the Common Council the following day and then was referred to the Finance Committee. The Committee's Chairman said that it was impossible to call a special meeting of the committee before the day on which the Common Council was scheduled to vote on the 1962 budget and that it would

be handled at the next regularly scheduled meeting. The Common Council subsequently approved the 1962 city budget. Not a single amendment to grant a wage increase was introduced.

The Finance Committee at its regularly scheduled meeting on the following week closed the door on further wage negotiations by voting unanimously to place the union's request on file.

–FOOTNOTES–

¹Historically, the city's policy of annual cost-of-living adjustments had originated in 1943, when a special committee representing the five major separate taxing units in Milwaukee County got together and worked out a uniform plan for an annual automatic cost-of-living adjustment based on a year-to-year change in the BLS Consumer Price Index for Milwaukee. The five taxing units included the city, the county, the school board, the Milwaukee Area Vocational School, and the Sewerage Commission. In 1954, because of a change in the base of the BLS index from 1935-39=100 to 1947-49=100, the salary ordinance formula was changed to provide for an automatic increase or decrease in monthly rates of \$2.25 or fractional part thereof for each 1.0 index change or fractional part thereof between successive August 15's and to become effective the following January 1. When the index had not changed more than

0.6 point, no change would be made. (See first paragraph of 1961 salary ordinance cited in text.)

In 1952, after Milwaukee was not included in the revised sample of areas from compiling the National Consumer Price Index, the city contracted with the BLS for a continuation of an index for Milwaukee. In 1963, Milwaukee was included again the BLS sample of CPI cities.

In 1954, a second paragraph also was added to the annual salary ordinance, the same as the second paragraph for 1961 cited in the text. Both paragraphs were included in the salary ordinances from 1955 through 1965. The effect of the second paragraph was that the exact proportion of the cost-of-living adjustment to the total salary adjustment was not identified separately after 1955.

1962 Developments

Subsections (1) (c) and (4) of Section 111.70, Wisconsin Statutes, became effective on February 7, 1962. (See appendix A.) This major amendment required municipal employers to bargain with duly certified or recognized bargaining agents of public employees', mediation and factfinding were to be administered by the Wisconsin Employment Relations Board (WERB). Passage in 1959 of the original Section 111.70, which had lacked administrative provisions, had not greatly affected labor relations during 1960 and 1961.

WERB hold first representation hearings for city employees

During the spring and summer of 1962, the WERB held hearings on petitions from 13 labor organizations asking for certification as collective bargaining representatives of city employees. Requests for recognition as collective bargaining agents submitted earlier in February to the Finance Committee by District Council 48, Local 125B, International Brotherhood of Firemen and Oilers, and the Professional Policemen's Protective Association were refused. Petitions submitted later by several other unions were turned down also. In the course of the WERB hearings numerous questions arose involving overlapping claims of jurisdiction, claims involving the designation of craft employees under terms of the new law, and requests for determinations as to confidential and supervisory employees to be excluded from the proposed bargaining units. At the request of the Board and under instructions from the Finance Committee,¹ the Personnel Department's Classification Division prepared seven volumes of reports, tables, and related information for use by the WERB. By December 31, 1962, the Board had not made any final determinations.

City hears union demands for 1963

The first hearing on wage requests for 1963 was held before the Finance Committee on September 5. Demands for wage increases covering general employees ranged from 4 to 8 percent. The biggest wage hike request was a flat 30-cents-an-hour (slightly more than 8 percent) by District Council 48, the city's largest union,

which claimed a membership of about 4,000 city employees. District Council 48 also asked for a contribution of 5-cents-an-hour per employee toward a proposed union health plan, more liberal vacations, 4 hours call-back pay instead of 2, increased night differential pay, extra pay for regularly scheduled work on weekends, double pay for unscheduled work on Sundays and holidays, longevity pay, terminal leave pay, and an improved hospital and surgical insurance contract.

The Milwaukee Fire Fighters' Association, Local 215, asked that salaries for firefighters be made comparable to the average of salaries paid by New York, Los Angeles, Chicago, San Francisco, and Seattle and that on-duty hours be reduced from 63 to 56 hours a week. The Policemen's Protective Association, speaking for Police Department employees, requested a 5-percent salary increase and a separate pay plan providing additional increases for some ranks. Also included was a request for the creation of 81 positions of corporal, an intermediate rank between the patrolman and sergeant ranks.

Question of procedures snags wage hearing

At the outset of the hearings begun on September 5, the Finance Committee chairman said that the committee would follow the same procedures as in the past. The committee, he added, would continue to get recommendations and studies from the personnel department and would consider them along with requests from the unions before making a recommendation to the Common Council. He claimed that the procedure of holding public hearings at which union representatives were permitted to appear constituted collective bargaining. This procedure, he said, was not altered by the new State law guaranteeing the right of collective bargaining to municipal employees.

The executive director of District Council 48, on the other hand, contended that such public hearings did not provide the proper procedural framework for true collective bargaining. The position of the union was that they could not permit the new State law to become a "mockery" by failing to insist on the give and take of across-the-table bargaining which was widely accepted in private labor-management relations. The executive director argued that the committee should negotiate by submitting counteroffers.

Union seeks recourse through WERB

On September 14, District Council 48 filed a complaint with the WERB charging that the city engaged in unfair labor practices and asked the WERB to set up factfinding into the city's practices. The complaint said that on July 1, the District Council had asked the Common Council to reopen negotiations with the union on wage increases for 1963 and that its requests was turned down by the Finance Committee. The complaint further asked the WERB to order the city to negotiate with the District Council. A union spokesman said that, although the city had said in the fall of 1961 it had no money for 1962 wage increases, it later granted raises to skilled "prevailing wage" employees in the spring of 1962 to keep them in line with union scales paid in the building construction industry.

The WERB, on October 15, dismissed the union's complaint, ruling that the complaint, as well as its petition for factfinding, was filed prematurely. The Board chairman said that no election had been held to determine who would be the bargaining agent for city employees, and that the city had not recognized any union as bargaining agent for the city employees without an election.

City Personnel Director presents recommendations for 1963

In a meeting of the finance committee on October 24, the City Personnel Director presented his customary two-volume comprehensive report on wages and benefits for 1963 in response to the requests by the employee organizations. He reported that a 3 to 4.5 percent general pay increase would be reasonable for city employees in 1963. He recommended that if the city granted an increase approaching 4.5 percent, it would be desirable to use a one-step increase for each range in the pay plan. He also pointed out that a \$4.275 a month salary rate increase would be warranted on the basis of the salary ordinance requirement for a change in rates of pay in accordance with the change in the Consumer Price Index for Milwaukee.

The City Personnel Director further suggested eliminating some paid holidays, noting that city employees received 11 to 13 holidays, which greatly exceeded the number provided in private industry. He also recommended the elimination of all paid lunch periods, the end of the practice of paying city employees who were union officials while these officials were on union business, and elimination of the practice of providing 2-weeks' pay by the city in addition to military pay for annual military training tours. The City Personnel Director's recommendations were based on the city's surveys

of wages and fringe benefits in 26 local firms and 27 major cities having a population of 400,000 or more.

Traditional hearing procedures meet strong opposition

The Finance Committee concluded its pay hearings on Wednesday, November 7, in a stalemate over collective bargaining procedures with District Council 48. The union demanded that the committee state what its recommendations would be so that the union, in turn, could make a counteroffer. The union claimed that the law required the city to bargain. The committee chairman replied that the committee, as in the past, could not make an offer and would not arrive at a conclusion until after the wage hearings were over. He said the committee would recommend pay changes to the Common Council in time for a public hearing on the budget and that the union had the right to make objections at that time. Because of the procedural disagreement the committee and the union failed to discuss the 1963 wage recommendations of the City Personnel Director.

A 1963 wage adjustment of one salary increment (averaging 4.48 percent) was recommended on November 8 by the Finance Committee. In other action, the committee recommended elimination of Columbus Day and Washington's Birthday as holidays for general employees hired in the future. Present general employees would be given 2 extra days off with pay in lieu of the two holidays dropped. In addition, the committee recommended the creation of 90 positions of corporal in the Police Department. These posts would be filled by men performing the duties of acting desk sergeants and acting detectives and would receive \$25 a month more than patrolmen.

At the public hearing on the 1963 budget before the Common Council on November 9, the executive director of District Council 48 contended that the new State law required "conferences and negotiations" between the city and employee unions. The hearings held by the Finance Committee, he said, were not negotiations. He requested a joint meeting with the committee and with three other unions before the budget was adopted on November 20. The other unions joining in the request were the Milwaukee Fire Fighters' Association, Local 125-B of the International Brotherhood of Firemen and Oilers, and Local 311 of the International Union of Operating Engineers.

City agrees to "confer and negotiate" on advice of City Attorney

The Common Council on Tuesday, November 13, acting on advice of the City Attorney's office, ordered

its Finance Committee to "confer and negotiate" with the unions representing city employees and to reconsider its previous recommendations for a wage increase, elimination of holidays, and reclassifications. Following this meeting the committee chairman announced that a meeting of the committee was scheduled for Friday morning, November 16.

The first formal bargaining session ever held between the aldermen and union representatives in Milwaukee took place on Friday, November 16, when 17 union representatives met with the Common Council's Finance Committee. After more than 12 hours of negotiations, the city raised its wage offer to a 4 percent general wage increase. The Finance Committee, had earlier withdrawn its original recommendations for a 4.48 percent increase. It also offered to restore all but one-half day of holiday time and to provide an increase of 2-cents-an-hour in shift differential pay for second and third shifts. The union earlier in the day had rejected the city's first offer of a 3½ percent wage hike and the elimination of 5-3/4 holidays. District Council 48 modified its wage demands to a raise of 20-cents-an-hour for some employees and 28 cents for others (average of 7 to 8 percent). Initially the union had sought a flat 30-cents-an-hour increase. The unions also withdrew demands for longevity pay and terminal leave pay. They also offered to withdraw a request for 5-cents-an-hour in health benefits if the city would pick up the increased cost of health insurance the following year.

Other union demands, for double time for unscheduled and holiday work, 4 hours call-in pay instead of 2, time and one-quarter for all rotating shift work and Saturday and Sunday work, and numerous requests for reallocation of jobs were rejected by the committee. The committee also turned down requests by police for pay increased beyond 4 percent and a request by firemen for a cut in their workweek from 63 to 60 hours. Fire Fighters' Local 215 initially had sought a reduction to 56 hours.

Finance committee recommendations opposed by two unions

Early on Saturday November 17, the committee recommended a one-step pay boost in 1963, after the city and two unions reached a stalemate over wage issues in an 18 hour bargaining session that ended at 3:25 a.m. that morning. The committee also recommended (1) elimination of two and a half holidays, with present employees getting 2 other days off instead; (2) approval of 90 positions of police corporal to start July 1, 1963; (3) rejection of job reallocation requests by the unions;

(4) an increase in shift differential pay of 2 and 3 cents an hour; (5) 3 hours' call-in pay; and (6) other minor changes.

Spokesmen for District Council 48 and Local 125-B accused the committee of breaking off negotiations with a compromise in sight. A member of the committee replied that the committee had negotiated in good faith and that a settlement could not be reached. He added that the committee had to act immediately, because the 1963 budget had to be approved by the Common Council on the following Tuesday, November 20. The executive director of District Council 48 when called a general meeting of his union for Monday, November 19, for ratification or rejection of the wage offer.

City closes wage negotiations over District Council 48 objections

A request by District Council 48 to reopen 1963 wage negotiations was rejected unanimously on Monday, November 19, by the Finance Committee. At a mass meeting later that night District Council 48 members passed a resolution authorizing the bargaining committee to take any action necessary to reopen negotiations. Included in the resolution was a rejection of the city's proposals that holidays be reduced by 2½ days, that overtime pay be reduced from 1.56 to time and one-half for some job categories, and that no reallocations be granted. The union's bargaining committee earlier had accepted the city's pay proposal of a 4.48 percent increase.

On Tuesday morning, November 20, District Council 48 sought a writ of mandamus to compel the city to resume negotiations and a temporary restraining order to keep the Council from passing the budget later the same day in its proposed form. The circuit court judge, to whom the union's application was assigned that morning, refused to sign on the basis that the Common Council had discretionary powers to reopen negotiations and that the court should not force it to do something it had a legal option to refuse. A request to the WERB asking for mediation also was made by the union, but the city refused to join in the request.

Later that same day the council adopted the 1963 budget and the Finance Committee's proposed wage and fringe package with one exception. Referred back to the Finance Committee was a proposal to establish a uniform time and one-half (1.5) premium overtime rate for all employees.

Joint policy and technical committees reestablished

During the year a Policy Committee of the five major

Milwaukee area taxing units was reestablished, with representation from the city, county, School Board, Vocational School, and Sewerage Commission.² The committee's objective was to find ways of providing greater uniformity in wages and fringe benefits paid to public employees by essentially the same taxpayers. A Technical Committee also was formed with representation from the taxing units. The City Personnel

Director and the Classification Supervisor represented the city on this latter committee. Written reports were made by the Technical Committee transmitting a fringe benefit summary, salary data and definitions for seven "benchmark jobs," salary data from local industry, and recommendations for better coordination on wage increases among the five units. Both committees decided to continue meeting and exchanging information in 1963.

FOOTNOTES

¹ A resolution designating the Finance Committee as the official Labor Policy Committee for the city was approved by the Common Council in March. The resolution noted the need for such a body to deal with the new law giving municipal employees collective bargaining rights. Under terms of the resolution, the Committee would represent the city in matters and hearings before the WERB.

² A committee representing the five major over-lapping taxing units operating within the city limits was first established in 1942. On August 6, 1942 the Director of the Milwaukee Vocational School proposed that a committee of representatives from the city, county, Sewerage Commission, School Board, and Board of Vocational and Adult Education study the question of salary adjustments for public employees. One group of represen-

tatives was referred to as the Policy Committee and the other as the Technical Committee. When work of the Technical Committee was completed, it resulted in an annual cost-of-living salary adjustment (COLA) plan based on a year-to-year change in the BLS Consumer Price Index for Milwaukee. This plan was accepted by the legislative bodies of the various units and became effective August, 1943.

In 1953, the Technical Committee was reestablished to alter the COLA formula to conform to the BLS index change from 1935-39=100 to 1947-49=100. During the next 2 years the five units discontinued their cost-of-living adjustment plans. The city dropped the plan effective in 1956. In September 1956, the five units agreed to reconvene the Technical Committee to coordinate salary increases for their employees. Public officials saw a "whipsaw" effect take place when one of the units granted a salary increase or additional benefits.

1963 Developments

The year 1963 was a significant year in city labor relations, since it was Milwaukee's first full year of experience in formal negotiations with certified unions under the provisions of Section 111.70 of the State Statutes.

WERB holds representation elections for city employees

Representation elections conducted by the WERB on March 27 and 28 among Department of Public Works employees resulted in certification in April and May of six bargaining agents to represent 3,404 employees in the various bureaus of the Department of Public Works (See appendix B.) These included the following: (1) Local 17, Building Service Employees International Union (AFL-CIO); (2) City of Milwaukee Garbage Collection Laborers Independent Local Union; (3) Local 195, International Brotherhood of Electrical Workers (AFL-CIO); (4) Local 494, International Brotherhood of Electrical Workers (AFL-CIO); (5) Local 125-B, International Brotherhood of Firemen and Oilers (AFL-CIO); (6) Milwaukee District Council 48 (and its appropriate affiliated locals) American Federation of State, County, and Municipal Employees (AFL-CIO).

On December 16, two more representation elections were held; one among fireboat pilots and marine engineers, and the other among fire alarm dispatchers in the Fire Department. Bargaining agents subsequently certified for these employees included: (1) Uniformed Pilots and Marine Engineers Association, Local 1037, International Association of Fire Fighters (AFL-CIO); and (2) Local 494, International Brotherhood of Electrical Workers (AFL-CIO). On October 16, the Milwaukee Fire Fighters Association Local 215, International Association of Fire Fighters (AFL-CIO), was granted recognition by Common Council resolution to represent nearly all other nonsupervisory Fire Department employees.¹ (See appendix B.)

City prepares for 1963 negotiations

Early in the spring, the city began making arrangements for 1963 negotiations, when the Finance Committee set May 15, instead of June 15 as in the past, as the deadline for the Common Council to receive wage and fringe benefit requests for 1964 from unions and other employee groups. The committee, at the same time, suggested starting wage negotiations early so that pay recommendations could be sent to the Common Council

by mid-September. Preliminary negotiations were scheduled tentatively for July and final hearings in September. The committee chairman said the earlier deadlines would allow certified unions time for fact-finding if negotiations were deadlocked.

Initial union demands listed

On May 15, District Council 48, the city's largest union, presented the Common Council with a demand for a 7 percent general wage increase with a minimum increase of 20-cents-an-hour. In addition to the wage increase demand, the union demanded the following fringe benefits:

- (1) Improved vacation schedule to provide 3 weeks after 8 years of service, 4 weeks after 15 years, and 5 weeks after 25 years.
- (2) Unlimited accumulation of sick leave.
- (3) A differential of 15-cents-an-hour for second-shift workers and 20 cents for third-shift workers (4 cents more on both shifts).
- (4) Payment by the city of the full cost of medical and surgical insurance premiums, including major medical insurance premiums, and elimination of the \$25 deductible feature for hospital admissions.
- (5) Double time pay for all unscheduled work on Saturdays and Sundays.
- (6) A maximum of 1 year disability leave at full pay for each duty-incurred injury.

Local 125-B of the International Brotherhood of Firemen and Oilers submitted similar demands.

Another demand coming from the Garbage Collection Laborers Independent Union was that garbage collection laborers be moved up three pay ranges—from a range of \$393 to \$464 a month to \$445 to \$527. They also asked for an added 25-cents-an-hour in addition to the requested reallocation and \$5 a month longevity pay for each 5 years of service, up to a maximum of \$25 a month.

Local 215 of the Milwaukee Fire Fighters' Association presented a demand for a \$50 a month pay increase for all fire personnel up to the rank of Deputy Chief. Another request was for cash overtime pay for all hours worked in excess of 2,000 a year, and a cut in the firefighter's workweek from 63 to 56 hours. In addition, a request was made for 4 weeks' vacation after 10 years' service instead of 3 weeks, and for 5 weeks' vacation after 15 years. The association also demanded (1) city payment of all, rather than half, of health insurance

costs; (2) longevity pay with a maximum of \$54 a month; and (3) terminal leave pay equal to half the employee's accumulated sick leave accumulation.

The Professional Policemen's Protective Association requested the Common Council to increase the minimum salary of patrolmen from \$464 a month to \$600 in 1964. Increases also were requested for higher level police officers to maintain current pay differentials. A shift differential for late shift work was requested as well as a larger extra payment for motorcycle officers. The association also renewed its demand for a \$125 yearly clothing allowance for detectives. Later in May, the Police Chief requested a one-step pay increase for almost all Police Department personnel in addition to any general pay raise given general employees.

Other requests were submitted by Local 195, International Brotherhood of Electrical Workers; by Local 17, Building Service Employees' Union; and by several uncertified employee groups.

Earlier negotiations scheduled for 1963

The Finance Committee, on May 29, voted to begin negotiations with certified employee unions in July and also start hearings for other employee groups and the general public at the same time. In past years wage hearings were not started until September. Early in July, the City Personnel Director announced that on July 22 the Finance Committee would hear petitions from civic groups, department heads, and employee groups not certified as official bargaining agents. July 23 was reserved to hear petitions from employee groups for whom WERB certification was pending. Representatives of certified unions were scheduled to appear on July 26.

Procedural problems arise at outset of negotiations

On July 26, the Finance Committee, acting as the Labor Policy Committee, met for the first time with the six employee unions that had been certified as official bargaining agents under Section 111.70. The all-day session ended in nearly a complete deadlock on procedures. The committee's proposal that all union representatives negotiate as a panel on wage matters and fringe benefits was rejected immediately. District Council 48 and the other four AFL-CIO affiliated unions agreed to meet as a panel if the Garbage Collection Laborers Independent Union were excluded, and the latter organization took the same position.²

Later, the committee proposed an alternative plan which both union groups tentatively agreed to accept. The proposal called for separate negotiations up to a point where in the committee's judgement, "matters

pertaining to uniformity and equal treatment of employees" were involved. The committee claimed it was bound to include this provision because the State budget law required uniform pay rates for similar positions in city government. The two union groups and the committee agreed to meet separately on August 16 to arrive at a bargaining procedure.

The matter of separate bargaining was settled when the Common Council, on August 1, approved a resolution outlining procedures for the Finance Committee to follow that provided for the following alternatives: (1) joint negotiations and conferences for the certified unions; or, (2) separate negotiations and conferences, but in the interest of uniformity and equal treatment of employees, the committee would have the right to require joint conferences and negotiations of all certified unions; or (3) the committee might confer and negotiate with one or more certified unions at time but would only submit responses on a uniform basis respecting wages, hours, and conditions of employment.

Bargaining talks resumed on August 16, when the five AFL-CIO unions met with the Finance Committee. The unions submitted several proposals on bargaining procedures that called for annual labor negotiations starting by June 1, every possible attempt for reaching a "good faith" agreement by July 15, the right to "separate and uninterrupted negotiations" for all certified unions, agreements to be put in writing and signed by both parties, and excuses with full pay to attend negotiations during working hours for union representatives working for the city.

Pay demand for city employees on union negotiating teams slows talks

Virtually all of the requests were rejected by the city negotiators. The committee's chairman said that many of the union's proposals could not be made binding beyond the election of a new Common Council the following spring. He added that labor matters were negotiated on an annual basis. He also argued that the committee had decided not to pay employees while they attended bargaining sessions. Union spokesmen contended that union representatives should not lose pay and that the city's refusal to pay was unfair and discriminatory since city officials were paid for negotiations. If union representatives were not to be paid, meetings should be held after working hours so the union negotiators would not suffer any loss in pay. Until 1962, the city paid workers for time lost in wage hearings. The current sessions were expected to take much longer, because the unions were officially certified as bargaining agents, and many city employees might be

involved, since each union could determine the size of its bargaining committee according to its own needs.

In reply to the unions' requests for a written and signed agreement, the committee's chairman said that the city would implement its agreements by the passage of ordinances as provided under the State law. However, the committee also would give consideration to an alternative union proposal that the committee pass resolutions spelling out the agreements reached. When the 3-hour session adjourned about 12:40 p.m., the next meeting was set tentatively for September 6 or 7, but no time was mentioned. The executive director of District Council 48 said his union group was not prepared to meet on basic bargaining issues until the question of pay for negotiating time was settled.

The issue of pay for negotiating time also resulted in the late appearance of representatives of the Garbage Collection Laborers Union who appeared at the City Hall for a meeting at 3:30 p.m. No committee members were present. The union's attorney had requested a 3:30 session, but was informed that the committee would hear the union's requests at 11 a.m. They showed up at the later time anyway, contending that they were off work then and could meet without losing pay. The attorney for the union said he would send a telegram to the committee chairman offering to meet on weekdays after 3:30 p.m. or on Saturdays, at the committee's choice.

Garbage Union asks WERB to settle meeting time dispute

Later, the Garbage Collection Laborers Union accused the city of refusal to bargain and notified the WERB that it intended to file charges. In a letter to the WERB chairman, the union noted that 4 days had elapsed since it had sent a telegram to the Finance Committee asking that negotiations take place on weekends or after 3:30 p.m. on weekdays. On August 23, the union filed a formal complaint with the WERB, charging that the city refused to meet on August 16, to respond to a request to meet, and to meet separately. The complaint said the city had changed a long established practice of permitting employee representatives to attend wage hearings during normal working hours with full pay. The union asked the Board to order the city to meet separately and either pay employees or to conduct meetings during off-hours.

On August 29, the city filed a motion with the WERB asking for a dismissal of the union's complaint. The city alleged that the Garbage Collection Laborers Union was not entitled legally to file a complaint or even participate in wage negotiations. The motion noted that

District Council 48 had filed a petition asking the circuit court to review the WERB's certification of the Independent Union.

The circuit court on September 5 dismissed the petition filed by District Council 48 and upheld the election of the Milwaukee Garbage Collection Laborers Independent Local Union to represent garbage collection laborers. On September 17, the WERB threw out the city's motion seeking dismissal of the complaint made by the Independent Union, stating that an appeal of the circuit court's ruling to the State Supreme Court by District Council 48 did not constitute an automatic stay of the Board's certification of the Garbage Collection Laborers Union. The city and Independent Union were given 1 week to work out their differences on a time for negotiations—with or without pay for union representatives. If an agreement could not be reached, a hearing on the union's complaint would be rescheduled. Such a hearing scheduled for September 25 had been postponed by the WERB chairman.³

City and unions resolve paid negotiating time roadblocks

The next negotiating session with the five AFL-CIO unions took place on September 5 at 7:30 p.m. Representatives of the Garbage Collection Laborers Union were not invited. The chairman of the Finance Committee said that the Independent Union would have to make the first move in asking for another meeting. In a 5 hour session, a tentative agreement was reached that the city would pay for one representative from each of the AFL-CIO certified locals or unions⁴ for time off the job while attending 1964 wage negotiations. The unions earlier had asked that two employees from each local or union be paid. Still unsettled was a union request for an exception to this plan in certain cases involving reallocations of entire job classifications. The unions conceded that the most workable method would be for the committee to take the initiative in setting the time and place of meetings, but added that the committee would have to accept the fact that it would be impossible for the unions to meet at certain times. The agreement was approved by the Finance Committee in a subsequent negotiating meeting on September 18, when it also decided to hold a meeting the following week with the Garbage Collection Laborers Union to discuss the issue of pay for union negotiators.⁵

The matter finally was settled on September 27, when the Common Council adopted a resolution specifying that one representative from each bargaining unit be paid his regular base salary for time spent in conference and negotiations during working hours. The

Finance Committee would set times for conferences and negotiations, but provision was made for changing this time schedule when it was inconvenient to the union representatives.

Negotiations commence on substantive issues

The first negotiating session devoted to substantive issues took place on October 1, when representatives of District Council 48 and of Local 125-B, International Brotherhood of Firemen and Oilers, renewed their 1964 requests for a 7 percent general wage increase and improved fringe benefits.⁶

Between October 1 and November 7, the Finance Committee met from time to time with one or the other of the certified and uncertified unions. On October 29, the committee made its first major offer—a 3 percent general wage increase—which, after considerable negotiations, was rejected by the certified unions.

In separate bargaining sessions on November 4, the Professional Policemen's Protective Association and the Milwaukee Fire Fighters' Association also rejected the city's offer. The policemen held to their demand for job reallocations that would raise the starting salary for patrolmen from \$464 to \$600 a month. The firemen offered a counterproposal, unsatisfactory to the committee, to reduce their pay increase demand from \$50 a month to \$35. On November 5, the Finance Committee turned down a request by District Council 48 and Local 125-B that a WERB mediator be called in to help resolve the stalemate in negotiations. The committee flatly rejected the latest demand of the two unions for a 6 percent across-the-board wage increase; it held firm to its original offer of a 3 percent raise. The issue of job reallocations also remained unresolved.

Representatives of Local 195, IBEW, and of Local 17, BSEIU, in a bargaining session on November 6, asked the Finance Committee to up its 1964 pay raise offer from 3 percent to 4 percent. The bridgetenders, represented by Local 195, originally had asked for a 20-cent-an-hour increase. Natatorium workers, represented by Local 17, had asked for a 4½ percent increase.

On November 8, a public hearing on the budget was held in accordance with Section 65.04 (7) of the Wisconsin Statutes that requires a public hearing on the budget not later than November 10. The proposed budget was incomplete, because a final determination of proposed wage increases for 1964 had not been made. However, the proposed budget did include a possible amendment that provided \$1,710,000 to cover a 3 percent general wage increase which had been included in the city's offer of October 29.

Finance Committee presents city's final offer

Following a week of additional negotiating sessions the Finance Committee on Friday, November 15, made a final counterproposal to be accepted or rejected on Monday, November 18, and said that if the unions rejected it, the committee would recommend that the Common Council adopt the initial proposal of October 29. During the course of these negotiations District Council 48 reduced its previous demand for a 6 percent pay raise to 5½ percent. The union also agreed to a city proposal that employees get 4-week vacations after 20 years instead of after 25 and dropped its demand for a fifth week after 25 years. The union rejected the committee's proposal to switch certain holidays for other off-days. It had not requested any change in holiday provisions. No agreement was reached on the union's demand for reallocations of jobs. The city's final counterproposal on November 15 included the following major provisions:

- (1) A general wage increase of 3 percent for 1964;
- (2) A fourth week of vacation after 20 rather than after 25 years of service for general employees;
- (3) An additional payment of \$2.70 toward the employee's share of the family hospital care insurance payment;
- (4) A change in the holiday schedule for general employees
 - (a) to eliminate Lincoln's Birthday and Veteran's Day and substitute in lieu thereof the last working days before Christmas and New Year's Day;
 - (b) to provide three additional "off-days" in lieu of election days heretofore treated as holidays for employees on the payroll as of January 1, 1964; and
 - (c) to recognize the Friday before Memorial Day and July 4 as paid holidays when these days fell on Saturday;
- (5) A 10 cent-an-hour weekend shift differential to employees regularly employed on any of the three daily shifts on weekends. Firefighters were excluded;
- (6) Free influenza shots;
- (7) A provision for \$60,000 in the 1964 budget, to begin implementation of the Gage-Babcock Report providing a plan for institution of a 56 hour week for firefighters;
- (8) A variety of other benefits, including clothing allowances and city absorption of any additional cost of group life insurance.

Unions reject final city offer

This final counterproposal by the city was rejected by all the major unions on November 18. Mediation was proposed by District Council 48 and Local 125-B, but the city rejected the proposal because of the November 20 statutory deadline for adoption of the city budget. The committee also rejected consideration of a last minute union counteroffer, because it would have prolonged negotiations. District Council 48 offered to accept a 3 percent general increase, if the full family premium of Blue Cross-Blue Shield was paid and if

money earmarked for an unwanted change in holidays was used to grant certain reallocation of positions. The other certified AFL-CIO unions joined District Council 48 in the counteroffer.

Major unions apply to WERB for factfinding

Following the city's rejection of the final counteroffer by the unions the executive director of District Council 48 said he would submit a request for factfinding to the WERB for his certified locals and for Local 125-B of the International Brotherhood of Firemen and Oilers. The Professional Policemen's Protective Association also indicated it would ask for factfinding as did the Milwaukee Fire Fighters' Association.

Truckdrivers stop work

On November 19, about 240 city truckdrivers represented by Local 33 of District Council 48 began a 1 week work stoppage that idled about 1,200 other city employees and halted garbage and rubble collection.⁷ On November 20, the Common Council adopted by resolution and incorporated in its budget for 1964 the terms of the Finance Committee's final counterproposal submitted to the unions on November 18.

City joins major unions in requesting factfinding

City truckdrivers belonging to Local 33 returned to work on November 27. On November 26, the Common Council unanimously approved a resolution in which it joined the unions in petitioning the WERB for factfinding. The approved resolution did not call for binding factfinding but recognized "a strong moral obligation . . . upon all parties to give consideration to any recommendation of a responsible factfinder designated under law by the WERB".

The WERB on December 12 found that all conditions precedent to factfinding existed and ordered that factfinding be initiated pursuant to Section 111.70(4). The three-man panel appointed by the WERB held its first public hearing on December 16. By order of the WERB the petitions of the following labor organizations were consolidated for the purpose of hearings before the factfinding panel appointed by the Board:

- (1) City of Milwaukee Garbage Collection Laborers Independent Local Union;
- (2) Milwaukee District Council 48 (and its appropriate affiliated locals), American Federation of State County and Municipal Employees (AFL-CIO);
- (3) Milwaukee Fire Fighters Association, Local 215, International Association of Fire Fighters (AFL-CIO);
- (4) The Professional Policemen's Protective Association of Milwaukee.

Local 125-B, International Brotherhood of Firemen and Oilers withdrew its petition for factfinding before December 12.

--FOOTNOTES--

¹The association earlier in 1963 had petitioned WERB to conduct an election. The resolution followed the findings of the board concerning the eligible employees in the bargaining unit.

²Local 1203 of District Council 48 had represented garbage collection laborers prior to 1963. Early in 1963, the local president, in a feud with the Executive Director of Council 48, led a bolt and formed the Milwaukee Garbage Collection Laborers Independent Local Union. Later the independent union won the 1963 certification election 175 to 102.

³The State Supreme Court on March 31, 1964 upheld the WERB's administrative authority to certify the Independent Union as bargaining representative for garbage workers.

⁴Representatives from each of the recognized locals of District Council 48, in addition to a representative from Local 125-B, International Brotherhood of Firemen and Oilers; Local 195, International Brotherhood of Electrical Workers; Local 17, Building Service Employees Union; and Local 494, International Brotherhood of Electrical Workers.

⁵At this same meeting, Local 195 of the International Brotherhood of Electrical Workers and Local 17 of the Building Service Employees Union notified the committee that they were withdrawing from the panel of AFL-CIO negotiators. The attorney for the two unions said they were withdrawing because of

delays resulting from a disagreement between the committee and District Council 48. He added they would ask to negotiate separately and would notify the committee when they would be available to meet.

⁶Information for use by the Labor Policy Committee in negotiations was contained in a report prepared by the Personnel Department. This report contained recommendations for changes in wages and fringe benefits based on (1) a survey of wages and fringe benefits practices in 27 cities having a population of 400,000 or more, and (2) an analysis of surveys conducted by the Bureau of Labor Statistics of private employers in the Milwaukee area. In addition to the Bureau's regular annual area occupational wage survey, the city contracted with BLS to conduct a special survey of private employers having 500 or more employees. The special BLS survey implemented a recommendation of the Policy Committee of the five taxing units in the hope that the information from such a survey would provide the units with a more useful and common basis upon which to conduct wage negotiations with their employee organizations. The latter survey replaced the survey of local industry previously conducted by the city in alternate years.

⁷Local 33 truck drivers reported to work every morning, then left to attend union meetings.

1964 Developments

Factfinding by the panel appointed by the WERB with regard to the deadlock in negotiations of wages and fringe benefits adopted by the city for 1964 continued throughout most of the year. Public hearings were held on February 11 and 18, after the initial hearings on December 16, 1963. Further hearings were held on March 10 and 11.

The task of the panel was to determine why the unions and the city had reached an impasse and how it could be resolved. The demand of the unions raised a number of both economic and noneconomic issues. The economic issues included demands (a) for a general wage increase and for new or improved fringe benefits greater than those placed in effect by the city on January 1, 1964 and (b) for correction of alleged gross inequities affecting particular jobs. The major noneconomic issues were demands for a written contract, an agency shop, and modification of the existing grievance and arbitration procedures.

WERB conducts representation elections in non-DPW departments

On April 22, the WERB conducted representation elections for approximately 1,100 employees in 11 non-DPW departments. Four unions, including District Council 48 and three smaller unions, won representation for about 900 employees. The smaller unions were the Association of Physicians and Dentists, the Association of Scientific Personnel, and the Staff Nurses Council of the Milwaukee Health Department. (See appendix B.) District Council 48 won representation for about 700 more employees, most of them in the Public Library, the Public Museum, the Department of Building Inspection and Safety Engineering, and in the Tax Department.

Unions submit demands for 1965

Fifteen unions and other organizations representing city employees submitted 1965 wage and fringe benefit requests by the May 15 deadline. These requests included demands for general pay increases ranging from 4 to 7 percent, 2 and 3-year contracts, the reallocation of jobs to higher pay ranges, new and more liberal fringe benefits, and impartial arbitration of grievances.

District Council 48, which now officially represented about 3,600 workers, asked for a 2-year contract with

increases of 15 cents an hour each year. Other major bargaining goals listed by District Council 48 included time and one-half pay for regularly scheduled Saturday and Sunday work; full payment by the city of hospital-surgical care; terminal leave pay amounting to one-half the accumulated sick leave at retirement, to a maximum of 45 days pay; a second-shift differential of 5 percent and a third-shift differential of 7 percent; a vacation program calling for 2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 12 years, and 5 weeks after 20 years; double time for all unscheduled (overtime) work on weekends and holidays; and restoration of the holiday schedule in effect as of 1962 with all holidays guaranteed. The union also asked for a reduction of service between increments from 1 year to 6 months, making it possible for an employee to reach the top of his pay range in 2 years instead of 4 years; for the accumulation of vacation time, but not more than 1 week a year for a maximum of 10 weeks; and sick leave pay for employees covering absences when family members were ill.

The Professional Policemen's Protective Association requested an increase from \$478 to \$625 a month in the minimum salary for patrolmen. A 40-hour week and a special pay schedule were requested by Local 215, Milwaukee Fire Fighters' Association. Among other certified unions Local 17, BSEIU requested a 3-year contract with a 5-percent wage increase each year; Local 195, IBEW, asked for a reallocation of bridgetenders to raise minimum salaries from \$5,080 a year to \$5,500 plus a 7-percent general increase for all employees; the Staff Nurses' Council asked for the reallocation of nurses and public health nurses to higher pay categories; and Local 125-B, IBFO, requested a 15-cents-per-hour increase. The Garbage Collection Laborers Union requested reallocation of garbage collectors to raise their pay from \$4,716 a year to \$5,568, plus a 25-cent-an-hour across-the-board increase. Other requests were submitted by the Association of Graduate and Registered Engineers, Milwaukee Government Service League, City and County Public Service Employees Union, and Association of Scientific Personnel.

Prolonged factfinding delays negotiations for 1965

An early starting date for negotiations, as in July 1963, became impossible when the factfinding panel

failed to make its recommendations for 1964 and scheduled further public hearings for July 15 and 16. Milwaukee Fire Fighters' Local 215 was the only one of the four unions engaged in factfinding which asked the city to begin negotiations, regardless of whether the panel had returned its recommendations for 1964. Representatives of the other three unions engaged in factfinding wanted to start 1965 talks as soon as possible, but not until recommendations for 1964 had been received and a settlement had been reached.

City appoints City Personnel Director as chief negotiator

In September, the Common Council, in preparation for negotiations with certified unions, designated the City Personnel Director to serve as the city's first chief negotiator. In past years, negotiations and wage hearings had been held before the entire Finance Committee. Negotiations were open to the public but both sides met secretly to establish positions. The Common Council, in a policy statement, said that the Finance Committee would set guidelines for the chief negotiator and would confer frequently with him on the progress of negotiations. The committee would reserve the right to negotiate directly. Final decisions on all wage and labor matters would continue to be made by the Common Council.

On November 10, the Common Council held a public hearing on the 1965 budget; however, the preliminary budget did not include the projected cost of wages and other benefits for employees. It was announced that a public hearing on wages and benefits would be held before November 16, when the budget was scheduled to be adopted. The Council had moved the budget adoption deadline up 4 days from the statutory requirement of November 20. Very little hard bargaining had taken place before November 10. The unions accused the city of stalling and waiting to see what the factfinders would recommend for 1964. The Finance Committee chairman said that the city's last offer included a general wage proposal of about 3 percent. He added that the city was negotiating on the basis of that offer until the factfinders returned their recommendations for 1964 and settlements were reached for 1964. The city, he said, had conducted negotiations on 1965 demands on the assumption that what had been offered employees for 1964 was right. The director of District Council 48 demanded that the city present his union with a proposal by 3 p.m. on Friday, November 13. If the city didn't make an offer that could be presented for ratification, his members, he said, would take appropriate action at a mass meeting called for 4

p.m. on Friday. Further unsuccessful negotiating sessions took place on November 11 and 12.

Factfinders about ready to release recommendations

In a statement on November 11, the factfinding panel announced it had reached unanimous agreement on tentative recommendations for settling the 1964 dispute and that its report would be released early the following week. On November 12, it was reported that the 12 member bargaining team for District Council 48 and some members of the Finance Committee would meet on Friday morning, November 13, in Madison with the chairman of the 3-member factfinding panel. Since it was believed that the panel's forthcoming report might possibly involve some suggestions for 1965, it was felt that an agreement could be reached easily on 1965 demands if the panel's recommendations were known.

City reaches agreement with District Council 48 for 1965

Following a 7-hour mediation session on Friday, November 13, the chairman of the factfinding panel announced that representatives of the city and District Council 48 had reached an agreement providing for a 3-percent-wage increase with a minimum raise of \$12.50-a-month for 1965. The agreement also called for the city to pay the full cost of Blue Cross-Blue Shield insurance for single coverage and \$3 of the \$6 monthly premium paid by the employee for family coverage. The city also agreed to pay the full cost of family coverage beginning July 1965. In addition, the city agreed to establish a fund of \$150,000 to correct wage inequities for District Council 48 and an additional \$180,000 for the other certified unions.

City offers District Council 48 terms for 1965 to other unions

The Finance Committee submitted the terms of this agreement later that same night to the representatives of eight other certified unions in a meeting at City Hall. Fire Fighters' Local 215 also was offered a 56-hour-work-week effective July 1, 1965, in addition to a 3-percent pay increase.

On November 16, the Common Council adopted a 1965 budget which included a 3-percent salary increase and higher hospital-surgical insurance payments. The budget also included \$330,000 to cover actions that might be recommended by the factfinding panel. The Professional Policemen's Protective Association and Fire Fighters' Local 215 immediately rejected the 3-percent

wage increase as inadequate. Representatives from both organizations said they did not feel obligated to approve the city's settlement with District Council 48.

Factfinding panel's final report issued on December 14

The long-awaited factfinding panel's final report was issued on December 14. For the year 1964, the factfinders stated: "In the opinion of the panel, the city's 3-percent-wage increase, at least in hindsight, was substantial and fair to the employees." The panel also recommended, that the city assume a greater share of the cost of Blue Cross-Blue Shield insurance. It suggested that, for the month of December 1964, the city absorb one-half of the employee's present contribution for family coverage, which stood at \$6-a-month, and all of the cost for single person coverage, to which the employee was contributing \$1-a-month. The panel noted that the city and District Council 48, in bargaining for 1965, had already agreed to a two-step elimination of the employee's contribution, the city to absorb one-half of the employee's contribution for family coverage and all of the single person's contribution beginning January 1, 1965, and the balance beginning July 1, 1965. The panel suggested that some of the many other union demands for 1964 seemed to have merit and ought to be referred to "Study Committees" if further facts were needed; recommended that some be remanded to the parties where the panel felt that they had not exhausted their "duty to bargain" as contemplated by Section 111.70; and some were to be referred, because of their special significance, directly to the recommended "City of Milwaukee Labor Peace Agency." Other demands were considered as dropped.

Factfinders recommend new procedures for future negotiations

For 1965, the panel recommended that the parties negotiate a settlement of the economic issues as soon as possible, so as to be free to inaugurate recommended procedures to be followed in future negotiations.

Included among these recommendations were basic reforms which hopefully would prevent future impasses. The panel, in recommending the establishment of a Labor Peace Agency, concluded that a specialized agency should be created to assist the parties when an impasse was reached in their bargaining. They noted that there the parties could really do nothing in the event of a deadlock or stalemate, since in public employment there was no legal right to strike. They also noted that the legislature had not provided for compulsory arbitration. The personnel of the Peace Agency would come

from a roster of university professors and public-spirited citizens acceptable to both parties. The suggested duties of the Peace Agency included the following: (1) to assist the parties in converting the terms of an informal agreement into contract language; (2) to furnish an "observer" to attend any or all negotiations; (3) to assist the parties in the event of an impasse by identifying and clarifying all of the issues in dispute and the positions of the respective parties; (4) to serve as an intermediary between the parties and the mediator, or the "factfinder", if either should be appointed, pointing out the hard-core issues and making suggestions to expedite the mediation or factfinding procedures; (5) to assist the "factfinder" in securing acceptance of his recommendations; and (6) to furnish the "neutral" (or "public") members for the recommended tri-partite "Study Committees".

The panel recommended Study Committees for the purpose of studying those issues which the panel referred to them. They noted that those issues were so numerous that the panel couldn't give them sufficient consideration to make an informed and reasoned recommendation on their merits.

Full-time labor negotiator also recommended

The panel also recommended changes in procedures for conducting negotiations. They suggested that the city appoint a full-time, experienced labor negotiator with well-defined authority to continue in charge of negotiations until the time came for the Labor Policy Committee to participate. In the past, all bargaining was carried on by the Finance (Labor Policy) Committee. This system was inadequate and extremely cumbersome. (The Common Council in September had designated the City Personnel Director to serve as the city's chief negotiator in bargaining on 1965 wages and fringe benefits.)

New timetable suggested for future negotiations

The panel recommended that a timetable for collective bargaining be established in order to insure that negotiations and factfinding, if necessary, be completed by October 15, well ahead of November 20, the statutory deadline for approval of the city's budget. The steps of the timetable were (1) submission of union demands to city by February 1; (2) submission of city's answer (within 6 weeks) by March 15; (3) negotiations to begin (within 4 weeks) by April 15; (4) conclusion of negotiations (within 3 months) by July 15; (5) mediation, if any, on July 15; (6) factfinding, if any, by August 1; (7) recommendations issued by October 15.

Factfinders favored written contracts

The panel also recommended that with the exception of those matters which were required by law to be dealt with by ordinance or resolution, that all terms or conditions of employment finally agreed upon by the parties be incorporated into a written signed contract. The panel noted that Section 111.70 (4)(i) did not deal with the length (duration) of a written contract. The panel doubted whether the legislature, which concerned primarily with stabilizing public employee labor relations, intended that bargaining take place each year. To avoid any possible legal question, the panel recommended that the parties enter into a 2-year contract that contained a provision that on 30 days' notice before the end of the first year, either party could reopen all or any part of the contract, and that, in the absence of such notice, the contract would be renewed automatically for another year.

Panel suggests guidelines for public's "right to know"

The panel in commenting on the principle of the public's "right to know", that underlies the State's "Anti-Secrecy Statute", felt that the statute did not prevent realistic public collective bargaining as contemplated by the legislature in adopting Section 111.70. The panel believed that both principles could be accommodated and suggested that negotiations be in private until the time when they came before the Finance Committee, at which time all proceedings would be public.

Another significant recommendation concerned the prevailing grievance procedure which made the City Service Commission the arbitrator for those employee groups under its jurisdiction. The unions charged that the city was acting as both advocate and judge since the Commission was a branch of the city government. They contended that such a procedure was unfair, though the Commission might act in the best of faith. The panel agreed and recommended that a new grievance and arbitration procedure be negotiated, and that the present procedure be continued in the interim.

Factfinders recommend separate police pay plan

The factfinding panel's report recommended that police classes be taken out of the city's single, over-all pay classification structure, so that policemen would be free to concentrate on their own special problems in future collective bargaining. The factfinders suggested that the city and the Policemen's Association "bargain out a new and realistic system of compensation and

working conditions reflecting the character and importance of the policemen's duties in 1965, A.D. and not B.C." The panel also proposed a conference to consider setting up a special educational program for policemen, outside the department. The attorney for the Policemen's Association called the findings of the panel "a magna carta for a new professional status for Milwaukee policemen."

Factfinders support most demands fo Fire Fighters' Association

The panel supported the Fire Fighters' Association request for a reduction of the workweek from 63 to 56 hours but said the reduction should come July 1, not January 1, as requested by the association. The city already had agreed to the reduction on July 1, with the knowledge that it would be recommended by the factfinders' report. The panel recommended that a study committee take up the question of whether fire fighters were entitled to more time off in lieu of holidays. The panel noted that the number of work hours off for holidays was less than the number of holidays "granted to general employees in Milwaukee and less than the number granted to firemen in most other comparable cities." The panel supported the association's demand for the 10-cent weekend shift differential paid to all other employees for regularly scheduled, non-overtime weekend work. In lieu of making such a payment retroactive, the panel recommended that the parties negotiate a lump sum payment. The panel rejected the association's request that fire fighters be lifted out of the city's overall pay classification structure. They said that this request had been made since the close of formal hearings in the factfinding proceedings before the panel. The factfinders said that they could not approve bracketing fire fighters with policemen, but that further negotiations, or study by the Peace Agency, might well suggest a separate pay range for fire fighters. This separation, the panel said, would permit the Fire Fighters' Association more freedom to bargain on their own special problems.

Panel recommends that demands of garbage collectors be studied further

The panel recommended that the request of the Garbage Collection Laborers for reallocation to a higher pay range be referred to a study committee. It also recommended that the city grant the union's request that the seniority practice in the assignment of garbage collectors to emergency snow removal be incorporated into a written contract.

Panel recommends further consideration of District Council 48's demands

The panel took no position on the merits of the demand of District Council 48 for an agency shop agreement. They recommended that the "agency shop" issue be referred to the Peace Agency for study. The issue of compensation for pumping and filtration plant employees for holidays at time and one-half eliminated in 1963 was remanded to the city and District Council 48 for further bargaining. The contention by District Council 48 that truckdrivers and automotive mechanics were underpaid in comparison to their counterparts in private industry was referred to a study committee for its consideration. All other union demands were considered by the panel as dismissed for the year 1964.

Interpretation of factfinders' report in dispute

Following release of the panel's report spokesmen for the Fire Fighters' Association, the Policemen's Association, and the Independent Garbage Collection Laborers said that they construed the panel's recommendation as giving them an opportunity to bargain for more than the 3-percent increase verbally accepted by District Council 48 on November 13. The City Personnel Director (chief negotiator), however, announced that negotiations for 1965 definitely were through. A few days later, the director of District Council 48, in a letter to the Common Council, asked for a written contract by January 1. The settlement reached in the mediation session in Madison on November 13 was subsequently ratified on November 30 by the bargaining committee for District Council 48.

City acts to implement factfinders' recommendations

On December 15 the Common Council adopted a resolution calling for the Finance Committee to deter-

mine the impact of the factfinding panel's report on city-union negotiations and to report on how the recommendations might be implemented. On December 30, the Common Council adopted a Finance Committee recommended resolution providing for written labor contracts. The resolution provided for a special committee of five to prepare tentative drafts of the contracts after conferring and negotiating on the terms of the contracts. The committee would consist of the Deputy City Attorney, as chairman; the City Personnel Director; the City Budget Director; the Information Secretary to the Council; and the Clerk of the Finance Committee. All other recommendations of the factfinding panel, except the implementation of the 56-hour week for fire fighters, were referred to the city's chief negotiator (City Personnel Director) with instructions to negotiate the implementation of the panel's findings with the respective unions.

In another action the Common Council decided to cut the workweek of fire fighters from 63 to 56 hours effective May 1, 1965. This action, as recommended by the Finance Committee, approved a plan proposed by the Fire Chief for reducing the number of engine and ladder companies and the elimination and reallocation of several fire stations, while holding new personnel needs to a minimum. Approval of the plan by the Council climaxed a 6-year fight by the Fire Fighters' Association for a shorter workweek.

The city, in its negotiations, utilized information contained in the Classification Division's survey of wages and benefit practices in 27 cities with over 400,000 population and the BLS Milwaukee area wage surveys, consisting of its regular survey and a special survey of large firms conducted as a contract service for the city.

1965 Developments

The signed report of the factfinding panel was submitted officially on December 14, 1964.

City moves to implement factfinders' recommendations

Implementation of the panel's recommendations as they pertained to two of the involved unions followed within less than 6 months. The city's first written labor contract, with District Council 48 and its appropriate affiliated locals, was signed on May 7. It had been ratified by the Common Council on April 20. This agreement was for the remainder of 1965.

Bargaining talks between the city and representatives of District Council 48 had been largely futile until March, when the WERB was requested by the parties to assist in resolving their differences. At the start of a mediation meeting on March 15, the parties were told by the WERB chairman to "concentrate on sincere collective bargaining rather than collective haggling." In criticizing both sides the chairman urged representatives of the city and District Council 48 to concentrate their efforts on reaching an agreement and to "refrain from harassment by action and inaction." He said the union's harassment was "by action in threatening a strike; and the city's harassment was "by inaction in failing to take a position on the issues and as to whether it will effectuate the recommendations of the factfinding panel."

WERB helps city and District Council 48 solve sticky issues

The biggest issues in dispute revolved around arbitration clauses and a no-strike pledge to be inserted in the first written contract for city employees. Subcontracting of work was a third major issue. The arbitration impasse was resolved tentatively, when city negotiators on the 15th verbally agreed to accept a WERB compromise proposal for advisory arbitration of employee grievances involving suspension and discharge cases that fell under the statutory jurisdiction of the City Service Commission. The WERB recommendation had been made more than a week before, but was not acted on immediately by the City Service Commission after a meeting with WERB mediators. The union, which previously had insisted that a no-strike pledge must be conditioned on binding arbitration of grievances, accepted the compromise plan. City negotiators

reportedly had balked; they contended that the compromise would help the union undermine the City Service Commission, which handled major disciplinary cases. City negotiators also tentatively agreed on final and binding arbitration on contract interpretation disputes on nondisciplinary matters not handled by the City Service Commission. The WERB commissioners scheduled a meeting on March 17. This meeting and several subsequent bargaining sessions mediated by WERB commissioners failed to produce a written agreement. The parties could not agree on the details of contract language covering arbitration clauses and the no-strike, no-lockout clauses.

City and District Council 48 agree on 1965 contract provisions

Final agreement on contract terms did not come until March 28—after a 40-hour nonstop bargaining session that had started on March 26. WERB members served as mediators during the marathon session. The agreement included clauses on grievance and arbitration procedures, prohibition of strikes and lockouts, and union and management rights, which were particularly significant, either because they were departures from previous city practices or because they clearly defined employment policies which were set forth in an agreement between city employees and management for the first time. Only those matters not covered by the City Service Commission statute would be subject to binding arbitration. These would include disputes over seniority rights, work rules, and application of the contract's terms on wages, hours, and working conditions. Disciplinary disputes would be subject to advisory arbitration, which the City Service Commission could overrule. The commission still would have sole authority to arbitrate grievances on promotions and job examinations.

The union agreed that it would not cause directly or indirectly any work stoppage, slowdown, or refusal by city workers to do customarily assigned duties. The city agreed not to lock out or bar any workers from their jobs in a labor dispute. Employees taking part in an unauthorized strike would be subject to discharge or loss of pay and holiday and vacation benefits. In the event of a strike, the union would have to pay the city \$20 a day for each striker and \$500 a day as damages if the strike prevented other employees from working. In case of a lockout, the city would have to pay the regular wages of

employees prevented from working plus \$500 damages to the union if more than 50 workers were affected.

The union recognized the city's right to hire private contractors for work normally handled by city employees, as long as this procedure was not done to undermine the union or discriminate against its members.

Schedule "A" of the agreement contained a list and summarization of ordinances, resolutions, and other provisions which related to wages, hours, and conditions of employment in effect for 1965. Amendments to any of these designated ordinances or resolutions affecting the rights of either party would not be deemed a part of the agreement, unless agreed to by the parties in writing.¹

Negotiations with District Council 48 for 1965 conclude with reallocations

On April 22, the city and District Council 48 reached an agreement on extra pay for 85 water department employees retroactive to January 1965. The added compensation was given to pumping station and filtration plant employees whose previous holiday schedule adjustment had resulted in an alleged pay cut. On April 24, city and union negotiators agreed on a 7-cents-an-hour increase, effective July 1, for truckdrivers. Truckdrivers had received 11 cents in January as part of a 3-percent raise for all city employees. This 7-cent raise used up the balance of the \$150,000 set aside in the 1965 budget to correct job inequities for AFSCME's 10 city locals "almost to the last penny," the Director of District Council 48 said. These two settlements concluded bargaining on holdover issues with District Council 48 over 1965 wage issues.

City settles with Police Association for 1965

Similar implementation of factfinding recommendations pertaining to police personnel represented by the Professional Policemen's Protective Association of Milwaukee resulted in the establishment of a separate pay plan for police classes that incorporated a salary increase of 5½ percent above 1965 salary rates for the ranks of police patrolman through lieutenant of police.² This new separate pay plan was approved by the Common Council on February 23, and became effective on May 16. (See table 37.) The city's chief negotiator (City Personnel Director) had recommended the increase to the Finance Committee following negotiations earlier with the Policemen's Association.

Garbage Union negotiations for 1965 postponed until 1966

As of May 1, still to be settled were 1965 wage rates for the members of the Garbage Collection Laborers Union and the Fire Fighters' Association. The Garbage Collection Laborers were seeking a \$20 a month raise for 1965, in addition to the 3-percent increase granted to all city employees on January 1. On May 17, the union petitioned the WERB to mediate the wage dispute, claiming that negotiations were deadlocked. City negotiators said 1965 wage talks were completed and that there was nothing to mediate. In commenting on the petition, the union president said that the union's bargaining committee had been authorized to call a "work stoppage," if the city did not consent to mediation or agree to set up an impartial study committee to review the union's 1965 requests. The Common Council refused to agree to mediation at its meeting on the 17th and the union president announced and a "work stoppage" would begin with the morning pickup on Wednesday, May 19. Late on May 18, the union postponed the scheduled work stoppage at the request of the WERB chairman, who promised that a Board representative would be in Milwaukee the following day to look into the dispute.

City and union negotiators agreed to a truce on May 27. They accepted a WERB recommendation to end negotiations for 1965 and then take up the wage issue anew in negotiations for 1966. In exchange for the union's agreement to defer the wage issue to 1966 negotiations, the city accepted a WERB plan to have an observer, not a mediator, present when the job reallocation issue was taken up.

Fire Association negotiations for 1965 rescheduled to 1966

Fire Fighters' Local 215 sought a 1965 wage raise comparable to the 5½ percent increase given policemen earlier in February. The city refused to grant a similar increase. In a meeting on April 30, negotiators for the association said they might compromise their 1965 request if the city "came to an understanding" with the association in 1966 wage talks scheduled to begin later. The association's attorney said that if the impasse continued, the association would seek factfinding on wage issues which the association considered unresolved for 1964, 1965, and 1966. The City Personnel Director, said the city would discuss the wage request as a 1966 issue, if it was dropped for 1965. He added that the factfinding panel had not recommended the same pay increase for firemen as for policemen.

Union submit demands for 1966 negotiations

Negotiations with certified unions on wages and fringe benefits for 1966 began on April 15 under the timetable suggested by the 1964 factfinding panel. Wage and fringe benefit demands for 1966 were filed on February 1, the deadline recommended by the 1964 factfinding panel. A \$28 monthly pay increase for all city employees was requested by District Council 48. Other requests of the Council called for a 6-hour day and a 30-hour workweek from Memorial Day through Labor Day; 2 year-written agreement, with the right to reopen negotiations later for 1967; a change in vacation schedule providing 3 weeks after 5 years of service, 4 weeks after 12 years, and 5 weeks after 20 years; time and one-half for scheduled Saturday and Sunday work; double pay for holiday work and unscheduled weekend work; incorporation of all departmental rules into the contract; a change in the progression schedule to permit employees to reach the top in each pay range in 2 years instead of 4; payments of \$25 a week for laid-off workers for a period coinciding with unemployment compensation payments; and adding the day after Thanksgiving, Good Friday, and employee's birthday as regular days off with pay.

The Professional Policemen's Protective Association asked that the minimum pay of patrolmen be increased from \$492 to \$625 a month. The association also asked for time and a half for overtime, excluding time spent testifying in court; double time for work on cancelled off-days; longevity pay ranging from 2 to 6 percent; a fourth week of vacation after 15 years service; and other improvements.

Milwaukee Fire Fighters' Association Local 215 requested that the city begin planning for a 40-hour workweek; establish a separate pay plan that would recognize the hazards and long hours of firemen's work; and revise an ordinance to permit firemen to work on other jobs while off duty.

The Garbage Collection Laborers Union asked for a 25-cent-an-hour pay raise and reallocation of garbage collection laborers from pay range 21 (\$4,007 to \$5,907 a year) to pay range 17 (\$5,907 to \$7,014). The Independent Union also asked for 3 weeks of vacation after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years of service in addition to other improvements.

Among other city unions and employee organizations which filed wage and benefit requests for 1966, and their key demands, were: International Brotherhood of Firemen and Oilers, Local 125-B—5 percent general wage increase, longevity pay, and reallocation of workers at incinerator plants to higher pay ranges; International Brotherhood of Electrical Workers, Local 195 (bridge-

tenders)—a 7-percent general pay increase, a 2-year collective bargaining agreement, and a reallocation of bridge-tenders to a higher pay category; city and county Public Service Employees Union and Milwaukee Government Service League—a 5-percent general wage increase.

City responds to unions with counterproposal

Subsequently, on March 15, the City Personnel Director, in accordance with the suggested timetable, submitted the city's answer to the requests made by the unions and employee associations on February 1. In lieu of a general wage increase, the city proposed to employ a qualified consultant to conduct a comprehensive classification and pay study. The City Personnel Director predicted that a consultant could make a preliminary recommendation on wages by July 1, and that he could have a complete report, including job reclassifications, ready by October 1. He also proposed: (a) an early meeting to discuss the city's fiscal position, including the tax rate, tax base, and other economic factors; (b) establishment of a special governmental institute to assist the city and unions "in developing greater clarity and understanding on a complete list of subjects that are negotiable" under municipal labor law; (c) modifying the city's pension plan to increase pension benefits; (d) establishing a 5-percent service charge for dues check-off, to pay for processing costs; (e) eliminating coffee breaks, or as an alternative, limiting breaks to 10 minutes; and (f) initiating operational studies on a frequent basis "to assure that work done by city employees is competitive on a cost basis with similar work performed in private industry." The city's response also proposed (a) that salary increases be based on merit rather than longevity; (b) elimination of pay for the first 2 days of sick leave; (c) changing the basis for computing overtime for certain workers in the Department of Public Works to provide a true time and one-half rate rather than the current rate of 1.56; (d) to limit salary payments under the injury pay provision to 70 percent of base salary; (e) to eliminate paid lunch periods for certain employees except those who work on a three-shift operation, in which case, the paid lunch period would not exceed 15 minutes; (f) to limit the attendance of employees at meetings of city boards, commissions, and committees to their own time; and (g) to discontinue the practice of permitting some employees to attend union conventions on city time.

The Director of District Council 48 said the city failed to answer any of his union's requests, but listed items it would take away. He also added that the city's answer would violate the timetable for negotiations recommended by the factfinding panel.

Division of Labor Relations created

In April, the City Personnel Director had submitted his letter of resignation from the added duties of chief labor negotiator. The Common Council did not accept his resignation. Instead, on April 20, it approved a resolution formally establishing a city negotiating team which would consist of the City Personnel Director (as chief negotiator) and a new position of labor negotiator, to be filled by the present Finance Committee Chairman; the City Attorney would provide such legal service and advice as required and requested by the negotiating team. It was understood that the City Personnel Director would continue temporarily as Chief Labor Negotiator, and he did so for several more months. In an ordinance adopted on June 15, the Common Council created a new Division of Labor Relations in the Office of the City Clerk to be headed by the city's new labor negotiator. At the same time, the council approved a resolution creating a new negotiating team consisting of the new labor negotiator as chief negotiator and the City Personnel Director, with the City Attorney's office to provide any required or requested legal service and advice. It referred back to the Finance Committee a resolution that would have given the new labor negotiator authority to start legal action in case of a strike. (Section 111.70, Wisconsin Statutes, prohibits strikes by municipal employee unions, but no strike penalties are provided under the State labor law.) Wisconsin municipalities have the option of seeking an injunction against striking unions under other State statutes, but this had never been found politically feasible by the city. In another action, the Council shelved a proposal for a Labor Peace Agency; this had been a major recommendation of the factfinding panel. On June 15, the Finance Committee Chairman resigned as an alderman and was appointed to the new labor negotiator post after the Mayor signed the ordinance creating the position.³

Negotiations for 1966 show little progress

Very little progress in bargaining on 1966 wage issues was made between April 15 and July 15, the factfinding panel's suggested deadline for completing bargaining. Under the timetable, if basic agreement had not been reached by July 15, mediation was to begin.⁴ Unresolved issues from 1964 had kept negotiators working until late May. Furthermore, the chief negotiator (City Personnel Director) and the director of District Council 48 had been kept busy going to Madison numerous times to testify before legislative committees on two important bills.⁵

On June 7, negotiators for the city had agreed tentatively to accept District Council 48's proposal for a 3-year labor agreement. Under a schedule accepted by both parties, the Common Council would approve the 3-year contract by June 31, 1965. The council would have to ratify the terms of the contract which applied to the ensuing year by July 31 each year. Annual ratification was necessary, because the city's budget was computed on a calendar-year basis and also because Section 111.70 limits written contracts to 1 year's duration. The union would have the right to cancel the contract within 10 days after July 31, if the Common Council refused to ratify the terms of the contract for the ensuing year.

City and District Council 48 extend timetable

Early in July, the city and District Council 48 agreed that it was futile to recognize the July 15th cut-off date for negotiations. They agreed that mediation was not necessary, because the hard bargaining period had not been reached. By mutual consent they postponed the deadline indefinitely. The city, on July 16, offered District Council 48 a 3-year contract calling for no pay raise in 1966, a 2 percent or 4-cents-an-hour raise in 1967, and 2½ percent or 5-cents-an-hour more in 1968. The proposal fell far short of the union's latest request for a 20-cent-an-hour wage increase in each of 3-years. The Director of District Council 48 called the city's counteroffer completely unacceptable. The city also offered a fifth week of vacation after 30 years of service; an increase in the maximum number of days of hospital care under Blue Cross-Blue Shield coverage, from 120 days to 365 days; an increase in differential pay for scheduled Sunday work from 10-cents-an-hour to 15 cents; a \$40,000 inequity fund to cover items such as new job classifications and clothing allowances; full tuition reimbursement for employees who completed courses approved by the city; and a change in the rate for overtime work to time and one-half rather than 1.56 for some job categories.

The city proposed that reviews of the contract be made before July 31 of each year in order to extend the agreement through 1967 and 1968. If, however, the Council's Finance (Labor Policy) Committee failed to act before July 31, the union could terminate the contract within 10 days. Furthermore, if the Common Council did not adopt the financial terms at its annual budget meeting in November, the union could terminate the agreement within 10 days after the passage of the budget.

District Council 48 presents counteroffer to city

In reply to the city's latest offer, District Council 48, on July 20, asked for a 3-year contract calling for a 20-cent-per-hour raise in 1966, and 18-cent-per-hour increases in 1967 and 1968. The union also reduced its demand for overtime pay to time and one-quarter pay for scheduled Saturday and Sunday work in 1966; time and one-quarter pay for scheduled Saturday work, and time and one-half for scheduled Sunday work in 1967; and time and one-half pay for all scheduled Saturday and Sunday work in 1968. Initially, the union had requested time and one-half for all scheduled weekend work in each of the 3 years. The union also rejected the city proposed change in the overtime rate of pay for certain job categories. The union's counterproposal also included an anti-poverty program wherein certain city employees would work only 30 hours a week between Memorial Day and Labor Day, but would get paid for 40, thus making room for the hiring of needy persons on a part-time basis.

The city, on July 28, presented a slightly-increased wage offer to District Council 48. The city negotiating team proposed a 3-year contract with no pay raise the first year; 2 percent or 4 cents an hour on January 1, 1967; and additional 2 percent increases on January 1, 1968, and on July 1, 1968. The city's previous offer was similar, except that it provided for only one increase in the third year of 2½ percent or 5 cents on January 1, 1968. The city also offered to set up a fund of \$15,000 a year to finance wage inequity adjustments; it previously had offered \$40,000 for the 3 years.

City requests mediation in negotiations with District Council 48

On August 10, the city petitioned the WERB to mediate the slow moving negotiations with District Council 48. The city's action was rejected promptly by the union. The union's director told the city's negotiators that he was prepared to continue negotiations, and charged that the city was in violation of the contract which called for the conclusion of negotiations prior to a request for mediation. He added that he would petition for an impartial arbitrator to determine whether the city was violating the contract. The Labor Negotiator replied that he was not suggesting the termination of negotiations, but that the city's negotiating team viewed mediation as an extension of the bargaining process, with a third party present. The union's director said that the union was preparing a counterproposal to the city's latest wage offer that had been made the day before, but the union was ready to continue negotiations on

other 1966 demands. The WERB chairman, on August 11, directed a board member to meet with city and union negotiators in an attempt to resolve the impasse. By mutual agreement, the parties postponed negotiations until early in September because of vacation schedules.

Tentative 3-year agreement reached with District Council 48

The city and District Council 48, with the assistance of a WERB member participating in the negotiations, on September 21, announced tentative agreement on a new 3-year contract. The settlement was reached after about a dozen meetings over a 4-week period, and without deadline pressures, strike threats, or the use of mediators. The contract provided for wage increases of 10-cents-an-hour or 3 percent, whichever was greater in 1966, 1967, and 1968, for about 3,500 members represented by the union. The contract also added a fifth week of vacation in 1967 for employees with 30 years of service, improved holiday procedures, and eliminated the social security offset formula in computing pensions, beginning in 1967. The city agreed to continue to pay the full cost of hospitalization-surgical care insurance and to pay any additional costs that might develop over the next 3 years. The city also guaranteed that the present employee contribution of 21 cents per thousand dollars of group life insurance would not be increased during the term of the contract. The union recognized the city's right to establish reasonable work rules, but any dispute on their reasonableness would be submitted to factfinding. Provision was made for reopening the contract to negotiate an agency shop agreement, if the State Legislature should legalize such agreements.⁶

Tentative 3-year agreements reached with Health Department unions

On September 23, the city and the Staff Nurses Council of Milwaukee reached a tentative agreement on a 3-year contract calling for a wage increase of 10 cents an hour or 3 percent, whichever was greater, each year. The agreement, covering about 175 Health Department nurses, also provided for a fifth week of vacation after 30 years of service and other improvements in fringe benefits similar to the terms in the tentative agreement between the city and District Council 48. Subsequently, the city reached tentative agreements with the Association of Physicians and Dentists and with the Association of Scientific Personnel that included wage and fringe benefit provisions for 1966, 1967, and 1968 similar to the terms in the city's tentative agreement with District Council 48.

Tentative 1-year agreement reached with Police Association

Negotiators for the city and Policemen's Protective Association reached a tentative agreement on a 1-year contract on September 29. It provided for a wage increase of 10-cents-an-hour or 3 percent, whichever was greater, effective January 1, 1966 for about 1,800 patrolmen and sergeants. A 3-year contract was not possible because of pending surveys on pension proposals and survivorship benefits which the union did not want to freeze for 3 years.

City and four unions agree to WERB mediation

The WERB announced, on October 22, that the city had consented to mediation with four unions who claimed that their requests to reopen medicare negotiations to allow some city employees to become eligible for medicare had been rejected. The four unions, representing about 300 employees, included Local 195, IBEW, representing bridgetenders; Local 494, IBEW, representing fire alarm dispatchers in the Fire Department; Local 17, BSEIU, representing natatorium workers; and Local 125-B, IBFO, representing incineration plant workers. The city's final offers to the unions in September had not contained any provisions for employees not under social security to enroll in 1966 and become eligible for medicare. When enrollment had been opened earlier, medicare had not yet become a reality, and some employees had declined to enroll.

City holds public hearing on tentative agreements with five unions

The first public hearing before the Finance Committee on tentative agreements with five unions representing more than 5,000 employees was held on November 1. Contract proposals, which had been negotiated earlier by the city's bargaining team with the five unions were open for discussion and action by the committee. The unions involved were: District Council 48, the Staff Nurses Council, the Association of Physicians and Dentists, the Association of Scientific Personnel, and the Professional Policemen's Protective Association. The tentative agreement with the District Council 48 had set the pattern for memorandums of understanding with three of the other four unions. The committee on November 2 committed itself to granting a 3-percent or 10-cents-an-hour raise, whichever was greater, to all employees.

City and four more unions reach tentative agreement

On November 5, the city's negotiating team and four more unions announced that they had reached agreement on 3-year contracts providing wage increases of 3 percent or 10 cents an hour, whichever was greater, in each year. The unions were Local 17, BSEIU; Local 195, IBEW; Local 494, IBEW; and Local 75, Journeyman Plumbers and Gas Fitters Union.

The Common Council, on November 19, approved the 1966 city budget following a routine public hearing on November 9. Included were funds for 1966 wage increases and fringe benefits previously approved and recommended by the Finance Committee. The money covered all city employees, including firemen and garbage collectors, as well as unaffiliated employees. All of the unions except Milwaukee Fire Fighters' Association and Public Employees' Union No. 61⁷ either had signed contracts with the city or were close to agreement.

Negotiations with the firefighters and garbage collectors were deadlocked. The dispute with the firemen was in factfinding and the garbage collectors' impasse was in mediation at the end of 1965.

Fire Fighters' Association heads towards impasse

In a meeting on June 11, representatives of the Fire Fighters' Association had told city negotiators that they would consider their 1966 negotiations at a standstill and would petition for factfinding unless the city was ready to raise firemen's 1966 wages to the same level as policemen. The association's ultimatum came after the city had proposed a 1966 wage package consisting of a \$10 monthly increase, a 10 cents hourly weekend differential, holiday time equal to that of other city employees, a separate pay plan, and other improvements. The City Personnel Director said the city was ready to bargain and asked the firemen to present a counteroffer. The association's attorney replied that firemen were entitled to \$50 a month more. This raise would have brought salaries for firemen above the level of policemen. The Finance Committee Chairman said the attorney's response implied that the union was not prepared to negotiate. The membership of the association in meetings on June 14 and 15, rejected the city's offer and authorized its bargaining committee to seek factfinding from the WERB if the city did not grant the \$50 raise.

Fire Fighters' Association favors factfinding solution

On August 18, the labor negotiator said that city negotiators and representatives of the Fire Fighters' Association had reached a deadlock in negotiations on 1966 wages and working conditions. The impasse came at the end of talks before a WERB mediator. A spokesman for the Fire Fighters said that the association was considering petitioning the WERB to initiate factfinding. On September 7, it was announced by the WERB Chairman that the Fire Fighters' Association had asked the board for factfinding. The city's bargaining team, in a letter to the WERB on September 11, argued that the association's request failed to set forth any issues upon which an impasse existed. The letter further stated that factfinding should be limited to unresolved 1966 issues, because the 1964 factfinding panel had reviewed earlier disputes. The association, in its petition, asked that the factfinder investigate 1964 and 1965 issues which centered on the union's demand that fire fighters receive pay increases similar to the 5½ percent salary raise granted to policemen in the spring. The WERB scheduled a mediation hearing for September 17. Early in October, the WERB agreed to appoint a factfinder after the WERB chairman met with both parties in a mediation session.

At a factfinding session on October 20, it was announced that the city was willing to grant a 3 percent increase to firefighters for 1966. In addition to a general raise, the city also offered Local 215 a \$5 monthly pay increase in lieu of weekend differential pay, additional pay for firemen called from off duty status for special circumstances, and a plan to make promotions from old eligibility lists until new lists were available.

Garbage union asks court to enforce factfinders' recommendations

Earlier the city's labor negotiators and the Garbage Collection Laborers Independent Local Union had reached an impasse on August 2, when they ended mediation hearings on job reallocations. The union also sought a 25-cents-an-hour increase for 1966. Mediation talks had started on July 19 after the union members had given their executive board the authority to call a strike. The city's Labor Negotiator said the city would not oppose factfinding by the WERB if the union wanted to file a petition for such action. He rejected the union's proposal to submit the reallocation question to an impartial study committee for binding recommendations. Subsequently, the union asked for a writ of mandamus from the Circuit Court ordering the city to carry out the recommendation of the factfinding panel

to refer the reallocation issue to a study committee. The city then filed a motion to quash the writ on the grounds that the recommendation of the factfinders placed no legal requirements on either party. The Court did not order the city to create the study committee, but said the Common Council should commit itself on the factfinding panel's recommendations. On September 21, the Council acted by approving a recommendation of its Finance Committee rejecting the union's demand for a reallocation study committee and a change in work assignments—the two recommendations made by the factfinding panel in December 1964.

Independent Garbage Union affiliates with AFL-CIO, wins election challenge

A representation election among garbage collection personnel that had been petitioned by Local 1203 of District Council 48 late in 1964 was held on October 18 and 19. About 3 weeks before the election, the Independent Garbage Workers Union, in response to the unanimous vote of its members on September 24, was granted a charter as Public Employees' Union No. 61 by the Laborers' International Union of North America (AFL-CIO).⁸ Local 61 won the election 213 to 70. (See appendix J.) Earlier, on March, 25, bargaining rights for 204 City engineers and technicians were won by an independent association—Technicians, Engineers and Architects of Milwaukee (TEAM). The vote was 119 for TEAM and 68 for Local 1238, District Council 48.

Local 61 again asks courts to enforce factfinders' recommendations

On December 2, Public Employees' Union No. 61, in a new attempt to gain higher wages for the city's garbage collectors, again asked the Circuit Court for a writ of mandamus to order the city to refer the union's request for the reallocation of garbage collectors to a higher pay range to a study committee. This time, the union contended that a resolution passed by the Common Council on November 16, 1964, provided \$180,000 in the 1965 budget to cover alleged inequities involving employees except those represented by District Council 48. A \$150,000 fund had been established for District Council 48 and had been used for its designated purpose. The union also charged that the November 16, 1964, resolution required the city to refer alleged inequities to a study committee. The union also alleged that, because the study committee was not established, payments from the fund would be illegal and void. Oral arguments on the union's request were scheduled for December 20 by a judge of the Circuit Court.⁹

Data provided in 1965 to the city negotiating team on wages and fringe benefits were mainly based on the

Classification Division's survey of 27 major cities and from the BLS Milwaukee area wage surveys.

--FOOTNOTES--

¹The contract also included a unique statement that would not be found in private sector bargaining agreements. The statement reflects the importance of State and municipal law and reads:

This agreement shall in all respects. . . be subject and subordinate to the provisions of the Milwaukee City Charter in effect at the time of the execution of this Agreement and shall also be subject to the rules and regulations of the City Service Commission of the city of Milwaukee, within its statutory jurisdiction, and shall further be subject and subordinate to the statutes of the State of Wisconsin.

²This separate pay plan incorporated 15 pay ranges covering all police service ranks from police matron (pay range P-15) to chief of police (pay range P-1). The 5½ percent increase was in addition to the 3-percent increase granted all city employees (except prevailing wage employees) for 1965, and applied only to the ranks of police patrolman (pay range P-14) through lieutenant of police (pay range P-9).

The city and the association, in reaching their first memorandum of agreement, recognized that the question of the appropriate recognition unit for personnel in the Police Department had not been resolved. Both parties understood that this matter was still before the WERB for determination, and that neither party had waived its right before the Board.

³Because of restrictions under Section 66.11 of the state statutes, which prohibit an elected official from being appointed to a position created during his term of office, Section 111.70 of the Wisconsin Statutes subsequently was amended to permit this appointment. The appointment was made under Section 63.41 of the state statutes and involves Civil Service tenure.

⁴The panel's recommended negotiating timetable was included in the written agreement with District Council 48 that had gone into effect on May 7.

⁵One of the bills provided for an agency shop for governmental employees; it was backed by District Council 48 and opposed by the city. It would have enabled municipal unions to establish agency shops and collect initiation fees and dues from nonmembers. The second bill would have made City Service Commission rulings subject to Common Council approval; it was opposed by the city and backed by the union.

⁶The agency shop bill then before the State Legislature was vetoed by Governor Knowles on December 15, after the measure had passed the Assembly 86 to 9 and the Senate on a voice vote. The governor's veto later was overridden by a 73 to 23 vote of the Assembly on May 17, 1966. The Senate, on June 1, upheld his veto by a 2 vote margin. The vote was 20 to 12 in favor of overriding the veto, but was short of the required two-thirds.

⁷The Garbage Collection Laborers Independent Local Union had been granted a charter as Public Employees' Union No. 61 by the Laborers' International Union of North America (AFL-CIO) in September 1965.

⁸See footnote 2, p. (20).

⁹On May 5, 1966, the Circuit Court dismissed the union's writ of mandamus, ruling that the city had complied with the legal requirements set down in the previous agreement with the union to the extent that the Common Council had acted upon the requests for resolving inequities in salary schedules by causing the funds set aside to be transferred to the general fund. The Common Council in September, 1965, had approved its Finance Committee's recommendation rejecting the union's request for a study committee and a change in work assignments which the factfinding panel had recommended in December 1964. This action was taken in response to the Court's earlier ruling that the Common Council should commit itself on the panel's recommendations.

1966 Developments

First-year major wage and fringe benefit changes agreed to in the 3-year contracts or memorandums of understanding signed late in 1965, and effective the first pay period of 1966 included: (1) a general wage increase of 3 percent or 10-cents-an-hour, whichever was greater; (2) a provision that when Christmas and New Year's Day fell on a Saturday, they would be observed on the following Monday; (3) an increase of 2-cents-an-hour in the weekend shift differential (from 10 cents to 12 cents-an-hour); (4) expansion in sick leave provisions to allow use of sick leave for necessary absence due to the death of a mother-in-law or father-in-law; and (5) an increase in Blue Cross-Blue Shield coverage to include pediatric care. These changes were extended to all general city employees, except garbage collection laborers, by action of the Common Council.

Terms of the 1-year memorandum of understanding with the Policemen's Association also provided for a pay increase of 3 percent or 10 cents, whichever was greater, for 1966 and for podiatric care under Blue Cross-Blue Shield coverage. Police aides, police matrons, and Police Department civilian employees were made eligible for the increased weekend differential pay of 12-cents-an-hour.

City and Fire Fighters' Association reach agreement for 1966

On April 28, the city and the Milwaukee Fire Fighters' Association signed a memorandum of understanding after factfinding proceedings. In addition to a 1966 salary adjustment of 3 percent or \$8 biweekly, whichever was greater, the city granted \$5 a month in lieu of weekend differential pay and \$12 a month in lieu of 2 off-days for all assigned to a regularly scheduled 56-hour workweek. These changes were retroactive to the first 1966 pay period. The agreement, which was for the remainder of 1966, also included lump-sum payments for firefighting personnel on the payroll during 1964 and 1965, who were assigned to a 56-hour workweek, in lieu of weekend differential payments for those years, and an increase in hospital coverage to include podiatric care. The parties also agreed that the following classes of firefighting personnel could be broken out of the general city pay ranges and would be placed in a separate fire service pay range: fire lieutenant, motor pump operator, firefighter, fire prevention lieutenant, fire prevention officer, and marine fireman. (See table

38.) These provisions basically carried out the recommendations of the factfinder in the second factfinding proceeding between the city and the Fire Fighters' Association.

Agreement with Garbage Collection Laborers averts strike

The City and Public Employees' Union No. 61, Laborers' International Union of North America (AFL-CIO), ended a long wage dispute when an agreement was reached on August 1 covering the remainder of 1966, plus 1967 and 1968. The settlement followed an all-night mediation session that ended at 5:45 a.m., minutes before the start of a threatened walkout. The terms of this agreement, which covered garbage collection laborers, called for a 10-cents-an-hour increase for the remainder of 1966, and a 10-cent-hourly increase in 1967 and again in 1968. An additional 3-cents-an-hour was granted for the duration of the 3-year agreement instead of retroactivity pay for the 7 months that had passed since the 10-cent-an-hour increase that had been granted to other general city employees, effective pay period 1, 1966. Contract terms covering fringe benefits were essentially the same as those in the 3-year agreements concluded with the other unions in 1965. Included was a no-strike clause without the monetary penalty present in the written agreements with other general city employee unions. The contract also provided for creation of a joint union-management committee to study safety hazards and to improve work procedures in conjunction with discussions of the union's reallocation requests in future negotiations with the city.

City fails to reach agreement with Police and Fire Associations

Failure of the city and the bargaining representatives for policemen and fireman to agree on wage and fringe adjustments for 1967 resulted in mediation under the auspices of the WERB. Mediation was still in progress at the end of 1966 with representatives of the Fire Fighters' Association. Failure to reach a settlement through mediation with representatives of the Professional Policemen's Protective Association resulted in factfinding proceedings which were in progress at the close of the year.

Negotiators for the city and the Policemen's Association had reached a deadlock in bargaining after a second attempt at mediation on September 16. A member of the WERB who was helping mediate the dispute, along with a state mediator, told the parties that factfinding would start immediately. The association had petitioned the WERB to approve a factfinder a week before. The main issues were wages and retirement eligibility requirements. The Policemen's Association, in its bargaining demands for 1967 submitted in February, had asked the city to grant patrolmen an annual range of \$6,900 to \$8,400 the first year and of \$7,600 to \$9,200 the second year in a request for a 2-year contract.¹ Other major improvements asked by the Policemen's Association were: (1) 4 weeks of vacation after 15 years of service and 5 weeks after 20 years (policemen were getting 4 weeks after 20 years); (2) a change in retirement eligibility requirements so policemen could retire after 25 years regardless of age rather than after 25 years but not before age 57; (3) a 2 percent pension increase for each year in excess of 25 years; (4) an increase in differential pay for motorcycle duty from \$10 to \$25 a month; and (5) full payment of tuition for accredited college courses on police subjects. The city initially had offered a 2-year contract calling for annual raises of 3 percent but not less than 10-cents-an-hour. Later the Policemen's Association rejected an offer of a 10 percent raise over a 2-year period.²

The city's last wage offer to negotiators for the Fire Fighters' Association was made on December 6 and included a 4 percent pay raise in 1967 and 3 percent in

1968 to employees classified as firefighting personnel. Fire department civilian employees (mechanics, typists, stenographers, and clerks) were offered a raise of 3 percent or 10 cents an hour, whichever was greater, in both years. The Fire Fighters' Association initially had asked for (1) a maximum annual salary rate of \$9,500 (a 28-percent increase in the maximum salary) for firefighters and comparable increases for all members of the bargaining unit; (2) a 40-hour workweek; (3) longevity pay ranging from a minimum of \$18 a month after 7 years of service to a maximum of \$54 a month after 16 years of service through the rank of lieutenant; (4) a change in retirement eligibility requirements to permit retirement after 25 years of service regardless of age plus improvements in retirement benefits; (5) 2 additional workdays off in lieu of holidays; (6) a change in vacations to provide 1 additional day after 5 years of service, 1 additional day after 10 years, and 1 additional day after 20 years; and (7) a new grievance and arbitration procedure calling for a joint committee to discuss grievances with a right to arbitration.

One representation election was held and three additional representation cases were pending before the WERB at the end of the year.³

The city's negotiating team again utilized the Classification Division's annual survey of wages and fringe benefits in 27 major cities and the regular BLS Milwaukee area wage survey together with the special BLS survey of large Milwaukee firms conducted under contract for the city.

--FOOTNOTES--

¹The second written agreement between the city and the Policemen's Protective Association signed on September 30, 1965, was a 1-year memorandum of understanding that expired on December 31, 1966.

²Members of the PPPA at two meetings on November 25, voted to reject a memorandum of understanding signed on November 21 by city and Association negotiating teams, by a vote of 575 to 62.

³The WERB scheduled an election on February 23 after District Council 48 and Local 139, International Union of Operating Engineers (AFL-CIO) jointly petitioned for representation. The unions sought the joint representation after an

AFL-CIO referee recommended this arrangement as a means of settling a jurisdictional dispute that dated back to early 1964. It was agreed that Local 139 would receive dues from those employees who worked more than 50 percent of the time on heavy equipment and Local 33 of District Council 48 would collect dues from those employees who spent most of their time driving trucks. Forty-seven equipment operators mainly in the Bureau of Municipal Equipment voted for joint representation by the two Unions, and two voted for no representation. A memorandum of understanding was concluded with the representatives of this new bargaining unit on June 27. This agreement, effective through May 31, 1967, covered prevailing *wage equipment operators* who are outside the scope of this study.

1967 Developments

The year 1967 marked the second year of the 1966-68 period covered by the 3-year contracts or memorandums of understanding concluded with most of the labor organizations in 1965. Under the terms of these agreements and the agreement with Public Employees' Union 61 reached on August 1, 1966, salaries were increased 3 percent or 10-cents-an-hour whichever was greater, and various fringe benefits were further liberalized beginning with the first pay period in 1967 for most city employees except police, fire, and prevailing wage employees. The Common Council also approved a similar salary increase and identical fringe benefits for general employees not included in the bargaining units.

Important changes in fringe benefits included a fifth week of vacation after 30 or more years of service, an additional holiday on the Friday after Thanksgiving for new employees (current employees received this as a regular holiday in exchange for a floating holiday previously granted), and the use of 1 day of sick leave to attend the funeral of an employee's grandparent. Hospital care benefits were increased from a maximum of 120 days to a maximum of 365 days for all conditions except for nervous and mental care, which were increased from 70 days to 120 days. The allowance for diagnostic services was increased from \$50 a year to a maximum of \$100. The weekend shift differential was increased from 12-cents-an-hour to 15-cents-an-hour. The pension plan was amended effective with pay period 1, 1967, to completely eliminate the social security offset reduction. Employees who had retired in 1966 were made eligible to receive the increased retirement benefit resulting from elimination of the social security offset, effective with the first 1967 pay period. The 70 percent pension limitation, however, was not removed.

City and Fire Fighters' Association reach agreement early in 1967

During 1967, five contracts were signed.¹ On January 9 the negotiating team for the Fire Fighters' Association and city negotiators signed a memorandum of understanding for the year 1967. The parties agreed that, effective with pay period 2, 1967, salaries for the following classes of firefighting personnel would be increased by 4 percent: fire lieutenant, motor pump operator, firefighter, fire prevention lieutenant, fire prevention officer, and marine fireman. Effective with

pay period 1, 1967, salaries for civilian members of the bargaining unit (most of whom were scheduled to work a 40 hour week)—such as Fire Department mechanics, repairmen, typists, stenographers, clerks, and custodial workers—were increased by 3 percent or 10-cents-an-hour, whichever was greater. The city agreed to reduce the 56-hour average work week to an average of 55.079 hours by granting 2 additional days off during 1967 on scheduled duty days to members of the Fire-fighting Division in the bargaining unit. It was further agreed that employees in those classifications regularly assigned a scheduled 55.079-hour workweek should be paid \$2.30 biweekly in lieu of weekend differential. In addition, they were to receive \$5.52 biweekly in lieu of actually taking the 2 additional duty days off. And, for continuing to work a 56-hour average workweek in 1967, the employees would receive extra duty pay for those added hours worked over and above 55.079 hours on a prorata straight time basis. Maximum vacation benefits were increased to 12 working days off after 30 years' service for personnel on the new 55.079-hour average workweek; the maximum had been 10 working days after 20 years' service. Fringe benefit changes for civilian employees included a fifth week of vacation after 30 or more years and the Friday after Thanksgiving as an added holiday for new employees to correspond with 1967 vacation and holiday changes for general city employees. Similarly, the 1967 improvement in the pension plan to eliminate the social security offset payment that the city had negotiated with the other unions was extended to civilian members of the bargaining unit. Blue Cross-Blue Shield benefits were changed to provide additional hospital care and the maximum payment for diagnostic service was increased from \$50 to \$100 a year for both fire service and civilian employees. The agreement also provided for increased widow survivorship benefits, a change in recall pay, and tuition reimbursement by the city up to a maximum of \$150 a year. The city further agreed to establish before December 1, 1967, for members of the bargaining unit a grievance procedure that would be consistent and not in conflict with state law, charter ordinances, Fire and Police Commission rules and regulations, and the authority of the Fire Chief.

City and Police Association agree on 2-year pact

Following factfinding initiated in 1966, a settlement was reached with the Professional Policemen's Protective

Association. A 2-year contract was signed on July 7, retroactive to January 1, 1967, and extending through December 31, 1968. Terms of the police agreement included an annual salary increase of \$1,077.24 for 1967 and 1968 for all ranks from police patrolmen through sergeant; additional survivorship benefits; establishment of a committee to study the merits of various proposed educational plans for police; and increased clothing allowances for detectives and policewomen. Other important contract changes included a fifth week of vacation after 30 or more years of service, additional days of hospital care, and higher diagnostic service payments under Blue Cross-Blue Shield for police service personnel.

Salaries of civilian employees in the Police Department for 1967 had been increased 3 percent or 10-cents-an-hour, whichever was greater, effective with the first 1967 pay period. This change was made by action of the Common Council on recommendation of the Police Chief. Changes in those fringe benefits that were the same as for general city employees, also had been approved earlier by the Common Council on recommendation of the Police Chief, effective with pay period 1, 1967.

Fire Associations sign memorandums of understanding for 1968

A 1-year memorandum of understanding covering 1968 was signed on October 10 with the Milwaukee Fire Fighters' Association. All added wage differentials that existed in 1967 were incorporated into the base salary schedule and maximum salaries were increased \$668.70 a year effective with the first pay period in 1968 for ranks from firefighter through fire lieutenant.³ It was further agreed that employees assigned to the Fire-fighting Division would continue to work a 56-hour average work week in 1968 as in 1967. A committee was to be established to study a possible future reduction in the average workweek. Salaries for Fire Department civilian employees were increased by 3 percent or 10 cents an hour, whichever was greater, effective pay period 1, 1968. The Fire Fighters' Association had demanded a 1968 maximum yearly salary of \$9,500 for firefighters compared with the 1967 maximum of \$7,513. It also repeated its request that the workweek be cut from 56 hours to 40 hours with compensation for work in excess of 40 hours. Other major demands included: (1) retirement after 25 years of service regardless of age; (2) the same number of guaranteed holidays off as for general city employees with time and a half pay for holidays worked.

An agreement also was negotiated with Local 1037 of the Uniformed Pilots and Marine Engineers Association incorporating a similar salary increase for 1968. Both associations in the Fire Department received increases in survivorship benefits comparable to those negotiated by the Police Association earlier in the year.

Factfinding by WERC employed in District Council 48 local issues

On August 17, a factfinding hearing was convened with Local 40 of District Council 48 to settle a deadlock over the proper pay rate for nine positions of District Assessor. The factfinders's decision, agreed to by both parties, recommended no pay adjustment for 1967; however, in 1968, the District Assessors were to be re-allocated from pay range 26 to 27. A decision in another factfinding case heard by the WERC⁴ on October 10, involving a demand for the reallocation of building inspectors from pay range 18 to 20, was pending at the close of the year.

District Council 48 submits demands for 1969 in advance

District Council 48 on October 10, in an unexpected move before the Common Council began hearings on the city's 1968 budget, submitted a list of 1969 contract demands that included a 90-cents-an-hour general wage increase for 1969. The union's director said that 1969 negotiating demands were being made far in advance of the February 1, 1968 deadline for such demands so that the Common Council could prepare for the financial effect of the union's demands. He said that the Common Council could, by providing additional money in the 1968 budget contingency fund, spread the cost over 2 years. Other demands included a cost-of-living wage escalation clause, major changes in hospital and surgical care coverage, full payment for \$10,000 of group life insurance, longer vacations, and revisions in the pension system. A complete list of demands was to be submitted in January 1968, the director added.

Garbage workers union attempts to reopen 3-year contract for 1968

On January 30, Public Employees Union Local 61, in an attempt to reopen bargaining on the 1968 terms of its 3-year agreement signed on September 27, 1966, had submitted a list of negotiating demands for 1968. The union's letter included a request for a reallocation of garbage collection laborers from pay range 21 to 17, plus an additional 25 cents an hour in wage increases and an

escalator clause for 1968, in addition to many other demands. The union said that it was seeking new bargaining on 1968 terms because of the increased cost of living, and added that the terms initially agreed to approved for 1968 were therefore inadequate. The city replied that the contract was binding on both the union and city until December 31, 1968, and called the union's attempt to reopen it "an act of extreme bad faith." The fact finder's report of July 1966, that had served as a basis for the garbage collectors contract, had recommended a 3-year agreement comparable to the one between the city and District Council 48. When the city refused to reopen negotiations for 1968, the union filed a prohibited practices complaint.⁵

Common Council approves new management rates

The Common Council in July approved a revision in the top ten pay ranges in the salary schedule covering general employees to become effective with the first 1968 pay period. This action approved the salary rates and reallocations recommended by the Public Administration Service, and included a 3 percent adjustment of these rates in recognition of the 1-year delay in implementation.⁶

WERC establishes one-man craft bargaining unit

During 1967, two of three representation cases that were pending at the end of 1966 were resolved. In the Sheet Metal Workers' case, the city's position was denied, and a new craft bargaining unit was established. On February 16, 1967, a representation election was held among Fire Equipment Repairmen II in the Fire Department to determine if a majority of such employees, who performed sheet metal work more than 50 percent of their working time, desired to be represented by Local No. 24, Sheet Metal Union (AFL-CIO). There was only one such eligible employee in the bargaining unit and he voted "yes." He resigned his employment November 17, 1967, and since then all sheet metal work in the Fire Department has been contracted out.

The WERC ruled in favor of the city's position involving fire personnel. The Fire Fighters's Association had filed a petition on October 17, 1967, requesting the WERC to conduct a representation election among all regular fire fighting employees, including captains, but excluding all other employees. The union predicated its position for the inclusion of captains in the unit on the basis that they did not perform any administrative duties in connection with their supervisory function, and, further, it requested the commission to change its policy with respect to excluding non-administrative supervisory employees from collective bargaining units.

The Commission decided that since there had been no change in the supervisory responsibilities of the captains since its original decision in 1963, there was no reason for considering them employees within the meaning of Section 111.70, and therefore dismissed the petition.⁶

A case concerning police representation was still pending at the close of 1967.

Two representation cases were initiated in 1967. The case involving 23 attorneys in the city attorney's office was pending in the Circuit Court at the close of the year. The WERC certification of the Association of Municipal Attorneys as bargaining agent was challenged by the city on the grounds that the attorneys were management employees and thus did not constitute an appropriate bargaining unit. The petition by District Council 48 for a new bargaining unit for technical and maintenance employees in the Department of City Development was still pending before the WERC at the end of 1967.

City service commission responds to collective bargaining challenge

The Milwaukee Board of City Service Commissioners, on December 1, created a new Civil Service Rule (Rule XVII), relating to employment relations policy and practice that reflected the city's response to collective bargaining up to that time. The rule read as follows:

"Section 1. Section 111.70. The fact that the city of Milwaukee has certain collective bargaining responsibilities under Section 111.70 of the Wisconsin Statutes of 1965 is recognized as being in harmony with the State Civil Service Law and Civil Service Rules.

"Section 2. In conforming with provisions of Section 111.70 of the Wisconsin Statutes of 1965, the personnel department of the City Service Commission shall assist the City of Milwaukee negotiating team by providing useful and effective technical data for good-faith negotiations and factfinding hearings by developing and retaining a comprehensive file on wages, fringe benefits, and other related data.

"The personnel department of the City Service Commission in accordance with the staff service concept, shall make itself available in an advisory capacity for such matters as mediation, collective bargaining, factfinding and other practices involving sound employment relations. Furthermore, upon completion of negotiations and agreement, the personnel department of the City Service Commission shall avail itself for the maintenance of good-faith administration."

As in previous years, the Classification Division conducted its annual wage and fringe benefits survey of 27 major cities, and again contracted with the BLS to conduct a special survey of large Milwaukee employers in addition to its regular annual Milwaukee Area Wage Survey.

¹ One of these, covering about 60 prevailing wage employees outside the scope of their report, was the city's second written contract with the joint bargaining unit of District Council 48, AFSCME (AFL-CIO) and Local 39 of the International Union of Operating Engineers (AFL-CIO) covering prevailing wage equipment operators. This 3-year contract was signed on June 27, 1967, and provided for an increase of 25-cents-an-hour on June 1, 1967, 10 cents as of Dec. 1, 1967, 35 cents on June 1, 1968, and an additional 30 cents on June 1, 1969. A fifth week of vacation after 30 years or more of service was also added.

² A similar salary increase later was approved by the Common Council for the supervisory lieutenant of police class.

³ A similar 1968 salary increase was approved by the Common Council later for the supervisory fire captain class.

⁴ Formerly known as the Wisconsin Employment Relations Board (WERB); it changed to the Wisconsin Employment Relation Commission (WERC) by the provisions of chapter 75 of the 1967 Laws of Wisconsin, which became effective on Aug. 1, 1967.

The WERC rejected the union's complaint in February 1968. The union decided not to appeal the WERC decision because the contract would be terminated anyway by the end of the year.

⁵ PAS had been employed by the City and Milwaukee County in 1966 to make a joint study of all their management and

higher professional level positions. The county implemented the recommended PAS management rates at the beginning of 1967; the Common Council's implementation came 1-year later for the city's management employees.

⁶ Local 215 had petitioned WERB in 1963 to conduct an election in the Fire Department. The Board decided that "because of the authority to direct firefighters, the responsibility for commanding, the authority to discipline and recommend same, the authority and responsibility to evaluate the men under their command, the level of their supervision, the number of men under their supervision, and because of their pay differential" the fire captain classification was supervisory and therefore excluded from the persons eligible to vote. The WERB, by applying the same criteria, concluded that fire lieutenants did not perform such supervisory duties so as to exclude them from the eligible employees.

The Board also had decided in 1963 that "the appropriate bargaining unit must consist of all eligible employees in the department with the exception of supervisors, confidential employees, and craft employees or those classifications which constitute a separate division and representation for them are claimed by another organization." It therefore decided that certain designated civilian positions were to be included in the over-all Fire Department bargaining unit.

1968 Developments

The year 1968 concluded the 1966-68 contract period between the city and labor organizations representing most of its general employees. It also marked the final year of the 2-year agreement with the Professional Policemen's Protective Association of Milwaukee. A 1-year memorandum of understanding with the Milwaukee Fire Fighters' Association also expired on December 31.

Except for fire and police personnel, salaries of most general employees were adjusted 3 percent or 10-cents-an-hour, whichever was greater, effective in the first 1968 pay period. Salary increases for management and professional positions in the top ten pay ranges also included special adjustments (averaging about 6½ percent) as recommended in the PAS study. Fire personnel ranks from firefighters through fire captain received a flat increase of \$668.70 a year.¹ Fire personnel above the captain rank received a 3 percent increase plus the special adjustments applicable to the top ten pay ranges of the general salary schedule.

Police ranks below captain did not receive a salary adjustment in 1968. Police personnel above the captain rank received a 3 percent increase plus the special adjustments applicable to the top ten pay ranges of the general salary schedule.

No major changes in fringe benefits were due in 1968 for either general employees or for fire and police service personnel.

The salary ordinance establishing salary rates for 1968 reversed and renumbered the pay range numbering system previously used from 1961 through 1967 so that the lowest pay range number now included the lowest salary rates and the highest pay range number now included the highest salary rates. (See tables 30-32.) This was done to facilitate electronic data processing of payrolls and to provide an integrated pay plan in which overlapping pay ranges were matched throughout the general pay plan to conform to the PAS plan for management and professional classes of positions.

1969 negotiations begin with 17 unions

In 1968, the city entered into negotiations with 17 labor organizations that had existing contracts or memorandums of understanding which were due to expire on December 31, 1968. By the end of the year, 2-year tentative agreements had been reached with four

labor organizations representing personnel of the Fire and Police Departments.

Early agreement reached with police association

Provisions of the tentative agreement with the Professional Policemen's Protective Association included a \$500 annual salary increase in 1969 for ranks below captain of police, with additional second year salary increases of \$250 effective with the first pay period of 1970, plus \$270 additional effective pay period 14, 1970, for ranks below lieutenant of police. Agreement also was reached on liberalization of pension, health, and insurance provisions, on an educational program, and on other miscellaneous fringe benefit changes for police service personnel. It was agreed that civilian employees in the bargaining unit would be granted the same wage increases and fringe benefits as later would be granted other general city employees. The Police Association originally had requested annual salaries of \$9,520 to \$11,020 for patrolmen compared with the 1968 salary range of \$7,200 to \$8,700 and an equalization of pay differences between police ranks up through lieutenant. Other demands had included 4 weeks of vacation after 15 years of service and 5 weeks after 20 years; time and one-half for overtime worked after 8 hours daily and 40 hours weekly by all employees with police powers; shift differentials of 12 cents and 15 cents for police personnel assigned to early and late shift work; and improved pension, health, and insurance benefits.

Local 215 agreement sets pattern for other fire unions

The 2-year tentative agreement with the Milwaukee Fire Fighters' Association provided a \$400 increase in the annual salary rate for 1969, and an additional \$250 increase effective pay period 1, 1970, and a further increase of \$250 effective pay period 14, 1970, for all ranks below fire captain except fire prevention officer.² Major fringe benefit changes were pension, health, and life insurance provisions; special duty pay; standby compensation; a reduction in the average workweek hours by granting two additional days off; permission to take outside employment under strict controls; and other related benefits. All civilian employees of the Fire Department represented by the Fire Fighters' Association were to receive the same wage and fringe benefit

increases accorded general city employees. Initial 1969 demands by the Fire Fighters' Association had included a maximum base salary of \$10,200, with comparable pay increases for all members in the bargaining unit; a 40-hour workweek with time and one-half cash payment for overtime after 40 hours; one additional workday off for each successive 5 years of service after 5, 10, 15, 20, and 25 years of service; the same holidays as other city employees or 3 additional workdays off in lieu thereof; time and one-half for holidays worked; payment by the city of premiums for major medical insurance; improved pension benefits; increased clothing allowances; an educational program; and other miscellaneous items.

Tentative agreements were reached with two other unions representing Fire Department personnel; Local 1037, Uniformed Pilots and Marine Engineers Association, and Local 494, International Brotherhood of Electrical Workers, representing fire alarm dispatchers. Generally these reflected the wage and fringe benefits granted under the agreement with the Milwaukee Fire Fighters' Association. The local 494 agreement also provided for a reallocation of fire alarm dispatchers from pay range 17 of the general salary schedule to pay range 72 of the fire service salary schedule.

Negotiations with general city employee unions move slowly

Wage talks between the city and 13 other unions that represented most of the city's general employees had resulted in very little progress before November 11. Although numerous negotiating sessions had been held over the previous 7 months, negotiations were stalled in spite of a negotiating timetable that called for fact finding if a settlement was not reached by August 1, 1968.³

District Council 48's original demands for a 1969 contract, submitted on February 1, included a 90 cent an hour pay raise and a quarterly cost-of-living adjustment of one cent for each four-tenths (0.4) of a point increase in the BLS Consumer Price Index for Milwaukee. Further major proposals called for (1) 15 cents second shift pay and a 20 cents third shift pay; (2) a change in the vacation schedule to provide for 3 weeks after 2 years of service; (3) city payment of \$15 a month per employee into a union operated health and welfare fund for dental and optical service; (4) a minimum of \$10,000 of life insurance for each employee, with the full premium to be paid by the city; (5) full payment by the city of the employee's annuity contribution; (6) full retirement at age 55 with 30 years of service; (7) double pay (cash or compensatory time off, optional with employee) for all work performed on Saturdays, Sundays, and holidays; (8) a change in the pay plan to

provide for any ranges of two steps instead of five, the first being a 60 day probationary period and the second step the top step; (9) unlimited accumulation of sick leave at full pay; (10) a long list of job reallocations; (11) removal of the no-strike, no-lockout clause; and (12) negotiation of a strong "no-subcontracting" clause. The union also proposed eliminating the five off-days granted only those general employees on the payroll on January 1, 1963, and substituting five fully paid "personal" days off for all general employees instead.

In 1969 major wage and fringe demands submitted by the other unions representing general city employees also included requests for general salary increases, longer vacations, improved overtime pay practices, increases in late shift and weekend differential premiums, city paid major medical insurance, \$10,000 noncontributory group life insurance, added holidays with more premium pay for holiday work, expanded hospital and medical insurance coverage and benefits, and substantial improvements in the pension program.

City makes counter proposal to initial union demands

The city's response to the union's demands included proposals that no pay increases be granted for 1969, and that no changes be made in vacations or the city's contributions to employees' life and health insurance programs. The city also proposed doubling the monetary strike penalty from \$20 to \$40 a day for individual employees and \$500 to \$1,000 a day for unions. In addition, the city demanded unlimited rights in subcontracting city operations. The city also proposed (1) replacing flat rate payments for employees who used personal cars on city business with payments based on actual mileage; (2) elimination of December 31, as a paid holiday; (3) establishment of a 2 percent service charge for the city's deducting union dues from employees' pay checks; (4) elimination of all paid lunch periods, except for employees who worked on a three-shift operation; and (5) that weekend differential premiums be paid only if an employee worked an 8-hour shift during the weekend.

City establishes bargaining procedure covering pension requests

In preparation for bargaining on 1969 demands, the Common Council, in a resolution adopted on March 7, established a formal procedure for processing pension requests. The resolution directed (1) the city's labor negotiator to refer requests on pension matters to the appropriate city pension board;⁴ (2) that a staff member

of the appropriate pension board attend those negotiating sessions at which the union explained its pension requests; and (3) that the appropriate board supply the labor negotiator prior to negotiations a report of the cost, method of funding, and legality of the requested changes, and similar information for any subsequent alternate bargaining proposals. The resolution further required that before any agreement was reached affecting pensions, the chief labor negotiator would have to confer with the appropriate pension board covering any intended changes before they were presented in his negotiations. Furthermore, the pension boards could make recommended pension changes for the consideration of the Finance Committee and the Common Council and for such disposition as the committee and the council might deem appropriate; pension negotiations by the labor negotiator would have to reflect pension changes approved by the Common Council.

Negotiations with general employee unions show little progress

On July 9, the city's labor negotiator, following a long evening bargaining session with District Council 48 on July 8, reported that some progress was being made in negotiations with the unions on noncontroversial items but that there had been few advances made on economic issues. In another bargaining session on July 8, the city made its first known wage offer, a 6½-cents-an-hour increase for about 350 garbage collection laborers represented by Local 61 of the Public Employees Union. The president of Local 61, which was demanding a 1969 pay hike from the current maximum of \$6,600 a year to \$9,800, said the city's offer was unacceptable.

Representatives of District Council 48 and the city's negotiating team agreed to meet again sometime in September after making no further progress toward reaching an agreement in a session on August 27. The parties were still far apart on the key wage issue. The union had rejected the city's offer to raise salaries 4½-cents-an-hour in 1969 and an additional 8½ cents in 1970. The union's director contended that the city would not now be facing a major wage problem if it had agreed in the fall of 1967 to the union's request to reopen the matter of 1968 wage provisions under the 3-year contract. He said that an unpredictable increase in the cost-of-living had proven the need for reopening the contract at that time.

Following an all day bargaining session on September 10, the Director of District Council 48 stated that negotiators were nowhere near agreement. The union not only rejected the city's demand to double strike penalties but suggested deletion of the penalty entirely.

The union's director said he would agree to a clause—without penalties—that prohibited both strikes by his union and lockouts by the city.

City's chief negotiator reports slowdown in negotiations

On October 10, the city's chief negotiator, in reporting on the progress on negotiations to a closed executive session of the Common Council, told the aldermen that negotiations were nearing a stalemate. He said that neither the city nor the unions had budged from their positions in recent sessions. He added that it was possible that factfinding would be required to settle the dispute. Finally on November 11, the city's labor negotiator reported that he had asked for mediation assistance from the WERC after the earlier wage talks had not produced settlements. The Finance Committee had scheduled a hearing for November 15, on the unions' wage settlements, but it was expected that there would not be much to hear unless negotiations took an unexpected turn at the last minute. The city's negotiator also was expected to come up with an estimate of the cost of all labor contracts before Saturday, November 16, when the Common Council was scheduled to have a 1969 budget hearing. The budget vote by the Common Council was set for Monday, November 18. It would be necessary for the Council to include an amount of money for wage increases, even though negotiations were not completed.

Union rivalries and excessive fragmentation complicate negotiations

With virtually no progress after months of negotiations, the city's negotiator remarked that bargaining with 18 separate unions made negotiations extremely difficult. The big problem was the excessive fragmentation of city employees into many unions and jurisdictions which was permitted under Section 111.70 and subsequent rulings by WERC. The law specified that craft employees must have separate units from non-craft employee groups, and "craft" was interpreted to mean everything from plumbers to attorneys, nurses, doctors, and dentists.

Negotiations were further complicated by political rivalries between District Council 48, the Teamsters, and the Garbage Laborers Union. The supremacy of District Council 48 was threatened for the first time by the two unions that represented truckdrivers and garbage collectors. At one time members of both unions had belonged to District Council 48. The WERC had authorized representation elections, and the employees had

voted to reject District Council 48 as their representative. This led to a competitive situation, with each of the three unions trying to outdo the others. Until 1968, District Council 48 had set the pattern for most of the other general employee union contracts with only minor variations. In 1968, the Teamsters and the Garbage Laborers had special demands of their own.

Improved city offer designed to break logjam

On November 15, following last minute negotiating sessions on November 13 and 14 in which state mediators participated but did not act as mediators, the city proposed a general salary increase of 4 percent for 1969 and 4 percent for 1970 for all general employees. The offer was made to District Council 48 by the city's negotiator, who said the city could offer no more without exceeding its mill tax limit. The city also offered to pay most of the cost of employees' annuity contributions and to establish a cost-of-living clause in 1970.

District Council 48 rejects new city offer

The city's wage offer was rejected immediately by the Director of District Council 48 who said the city's proposal was "an indecent offer" and announced that the union's members would meet on Sunday morning, November 17, to decide what to do next. He added that the union's negotiating committee would recommend rejection of the city's offer. The city's contract offer fell far short of Council 48's demands. Although a precise comparison was difficult, the union's director said that the city's offer was at least 30-cents-an-hour short of the union's demand. The union's latest demand called for wage and benefit increases totaling at least 56½-cents-an-hour in 1969 and another 26 cents in 1970. The union also had asked for a cost-of-living formula in 1969 and the reallocation of a large number of jobs to higher pay ranges. The city's offer totaled 52 cents to 56-cents-an-hour over the 2 years, depending on the exact cost of the pension fund financing. The city's labor negotiator estimated that the proposed 4 percent increase would result in an hourly wage increase of 19 cents in 1969 and 20 cents in 1970, plus an additional 5 to 6-cents-an-hour in the pension plan. Medical insurance improvements were estimated at an additional 3½-cents-an-hour.

The city's offer was similar to the offer District Council 48 had agreed to in its recent settlement with Milwaukee County, but the union insisted that city employees should get more to catch up with county workers and with wages in private industry. The union contended that the increase in the cost-of-living had

wiped out the 3 percent (10 cents an hour minimum) yearly increases that city employees got under their 1966-68 contract. County employees had received cost-of-living raises in addition to annual increases under their former contract and city employees had not.

The Common Council's Finance Committee, on the same day, approved the 4 percent wage hike for 1969 and recommended increasing the proposed 1969 city budget to cover the pay increase, plus the city's increased contribution to the pension fund and other improved fringe benefits.

District Council 48 membership authorizes strike action

Members of locals affiliated with District Council 48, on November 17, rejected the city's latest contract proposal and authorized a strike by the 4,000 employees in the bargaining unit. By a vote of 1,460 to 30, they gave their local presidents and bargaining team power to schedule the strike "at their discretion" if the deadlock continued. The Council's director said the union was no longer interested in a 2-year contract. He added that the union's "final minimum demand" was a 1-year agreement with 58-cents-an-hour in wage raises and benefit improvements. The demand included a 40-cents-an-hour general wage increase, 16.6-cents-an-hour for changes in the pension plan, a wage escalator clause, and other improvements. No move was made by the union or city to resume negotiations.

City's request for factfinding rejected by WERC

On November 30, the city's negotiator said that he had requested the WERC to appoint a fact finder to help settle the apparent deadlocks in bargaining with District Council 48 and with Local 61 of the Public Employee Union which represented garbage collectors. The director of District Council 48, on learning of the city's decision, said he was against factfinding without further negotiations and said he has asked for negotiations to resume on December 5.

The WERC on December 3, decided to delay appointment of a factfinder pending further negotiations. The WERC chairman said that the two unions charged that the city had violated its contract by requesting factfinding before going through the necessary steps at the bargaining table. The director of District Council 48, in commenting on the commission's decision, said that the union's contract called for factfinding following mediation, and that his union did not intend to go through mediation. Local 61's president said the union would consider its contract broken if factfinding was ordered in its wage negotiations for 1969, and that under no circumstances would the union participate in factfinding. The

union's president said the contract required that fact-finding begin on August 1 and that the fact finder's recommendations be issued by October 15. The city requested factfinding contrary to the provisions of the contract, he added.

WERC gives negotiations a needed push

City officials and representatives of District Council 48, in a negotiating session on December 5, made no progress after arguing over side issues for two hours. Following this session a WERC member met separately with the two sides as part of an "informal investigation" to determine if an impasse in negotiations existed. A joint meeting with the WERC member was set for the following morning.

At the joint meeting of city and union officials with a Commissioner of the WERC on December 6, District Council 48 changed its contract demands and city officials requested time to study the new proposal. The WERC Commissioner, who had come to Milwaukee the day before to determine whether the city and union had reached an impasse and whether a fact finder should be appointed, said that he would meet with the city and with the union again on December 11.

Following the meeting on December 11, the WERC Commissioner reported that the city had improved its contract offer to District Council 48 in response to changes the union made in its demands at the December 6 meeting. He said money was still the key issue and added that the city and union were willing to solve the other issues. The WERC Commissioner was serving as a go-between in the negotiations, but not acting as a mediator in the strict sense of taking charge of negotiations, making suggestions to the parties, and deciding when they should meet separately with him and when with each other.

Negotiations with District Council 48 falter again

Negotiators for the city and District Council 48 suddenly broke off wage talks on December 13. The WERC commissioner, who had been sitting in on negotiations, said that he believed that wage negotiations were hopelessly deadlocked. He added that he would tell the WERC that factfinding was necessary to resolve the impasse which threatened to precipitate a strike. In telegrams sent to the Mayor, the President of the Common Council, and the Finance Committee Chairman, later on the same day, the director of District Council 48 demanded direct talks with top city officials. He charged that negotiations were not working out and said he wanted to meet with "responsible public officials."

The union had presented a revised contract proposal on December 13 that called for a 40-cent-per-hour wage increase for 1969, 30 cents for 1970, and city payment of the employee's annuity contribution of 5½ percent of salary. The union asked the city to pick up 3 percent in 1969 and 2½ percent in 1970. The city offered 2½ percent in 1969 and 3 percent in 1970. The city's wage proposal called for a 4 percent raise or 15-cents-an-hour, whichever was greater, the first year, and 4 percent or 12 cents in 1970. The city also offered a less generous cost-of-living clause for 1970 than the union was seeking.

City again requests factfinding with two major general unions

On December 17, the city negotiator in a telegram to the WERC chairman, asked the agency to take immediate steps to expedite the start of factfinding in disputes with District Council 48 and Local 61. The WERC had delayed action on his earlier request on November 27, in the hope that negotiations would settle the disputes. On the same day, the Common Council president and Finance Committee chairman, in telegrams to the Director of District Council 48, turned down his proposal for direct negotiations. They agreed with the city negotiator's request for factfinding.

The WERC on December 18, scheduled hearings on the city's request for a factfinder. A hearing to determine whether factfinding proceedings should be started in the dispute involving Local 61 was set for Monday morning, December 23. Another hearing was scheduled for the afternoon to deal with the city's request as it concerned District Council 48. The Mayor, in a telegram to the Director of District Council 48 on December 20, urged him to join with the city's labor negotiator in requesting factfinding. The Mayor said in his request that he would continue his policy of treating the advisory recommendations of the factfinder as binding on the city. The union's director earlier had said that he would attend the hearing to express his objection to factfinding but that union officials would not appear at any hearings, if, and when a factfinder was appointed by the WERC. He refused to comment on the Mayor's telegram until a meeting with his union's local presidents on Monday night, December 23. According to the union's position, factfinding should have been conducted long before the city on November 18 adopted its budget, which included funds for salary increases.

Teamsters Union initiates factfinding with city

On December 21, it was announced that Local 242 of the Teamsters Union, representing about 400

truckdrivers in the Department of Public Works, would ask the WERC to appoint a factfinder in its wage dispute with the city. The Teamsters Union wanted its members to be paid "prevailing rates," the same hourly rates as paid truckdrivers in the construction industry in Milwaukee. This was the practice that the city had followed for years in the setting of wage rates for construction craftsmen employed by the city, but the city had successfully rejected suggestions that it be extended to noncraft workers. Construction industry rates were much higher than the rates paid by the city. The city had offered the Teamsters a 4 percent wage increase for 1969, 4 percent for 1970, payment of employee annuity contributions, and a cost-of-living formula for 1970—the same offer made to the other unions.

Local 61 and District Council 48 balk on factfinding

At the WERC hearing on the morning of December 23 the president of Local 61 told the WERC that the union would not participate in factfinding, even if ordered to do so. He said the city had ignored the factfinders' recommendations in previous disputes with his union in 1963 and 1966. An attorney for District Council 48 at a second WERC hearing in the afternoon, argued that the appointment of a factfinder in its dispute would be a violation of its labor agreement. Later that night officials of District Council 48 scheduled a strike against the city but refused to reveal the date pending a new effort to settle its dispute. Negotiators for the city and union agreed to meet again on Friday, December 27, with a WERC commissioner present in an attempt to break the deadlock before the union contract expired on December 31.

City and District Council 48 reach tentative agreement

After almost 24 hours of continuous negotiations the city and District Council 48 reached tentative agreement on a new 2-year contract on December 28. Although the settlement covered all the big issues, some items were set aside for further bargaining the following week. The union's director said the bargaining committee would recommend that the members accept it. Details of the pact were not announced pending ratification by the union; and on Monday, December 30, the city's Labor Negotiator told the Common Council that he would not

publicly divulge the terms until he had settled with all bargaining units.

No progress was made in a negotiation session on December 30, with Public Employees' Union No. 61 and no further meetings were scheduled. On the following day the union's president said the union was considering a strike.

1968 representation activities keep WERC busy

During 1968 four bargaining unit representation elections were held under the auspices of the WERC. These resulted in the establishment of a bargaining unit in the operations section of the Bureau of Municipal Equipment represented by the Municipal Truckdrivers' Local Union 242, affiliated with the International Union of Teamsters, Chauffeurs, Warehousemen, and Helpers of America;⁵ establishment of bargaining units in the Building and Grounds Division of the Police Department, and in the Technical and Maintenance Division of the Department of City Development, represented by District Council 48; and the establishment of a bargaining unit including the firemen at the Parklawn Housing Project in the Department of City Development represented by Local 317, International Union of Operating Engineers (AFL-CIO). In addition, the city granted recognition to District Council 48 as the representative of employees in the Real Estate Division and in the Planning and Programming Division of the Department of City Development.

Middle management classes receive selective adjustments in 1968

In 1968, the city undertook a revision of the salary plan particularly in respect to middle level supervisory and professional classes excluded from bargaining units in order to solve recruitment and retention problems and to relate the salaries to higher level administrative and professional classes covered under the PAS salary adjustments reflected in the top ten pay ranges for 1968. Recommended salary increases for these classes later were incorporated in the 1969 general salary schedule.

The Classification Division, in 1968, conducted its annual survey of wages and fringe benefits in 27 major cities and contracted with the BLS to again make a special survey of wages and related practices in large Milwaukee firms at the same time that BLS conducted its regular annual Milwaukee area wage survey.

¹Fire captains, although not in the bargaining unit represented by the Fire Fighters' Association, received the same flat increase in 1968 so as to maintain the same wage differential between captains and fire lieutenants in terms of cash, although not in terms of percentage.

²The salary for fire prevention officer was frozen at \$9,217.28 a year during 1969, and during the first 13 pay periods of 1970; thereafter the salary was to be the same as for firefighter. The fire prevention officer rank was eventually phased out. Fire captains, although not in the bargaining unit, received the same flat increase for 1969.

³See "New Timetable Suggested for Future Negotiations," p. 23.

⁴Milwaukee has three retirement benefit systems with separate retirement boards. The Fireman's Annuity and Benefit System and the Policemen's Annuity and Benefit System were established by acts of the legislature in the early 1920's and all employees who were in the regular service on that date and those

who entered prior to July 29, 1947, were eligible for membership in the fund. Both systems were "closed" to new entrants on that date and all persons employed by either the Fire Department or the Police Department on or after July 29, 1947, have been required to be members of the general City Employees' Retirement System, although with somewhat different provisions than those stipulated for regular city employees. The general City Employees' Retirement System was established Jan. 1, 1938. (See table 24 for 1970 provisions.)

⁵The more than 400 truckdrivers, equipment operators, and other allied workers in the city's Bureau of Municipal Equipment in this new bargaining unit had formerly been represented by Local 33 of District Council 48.

District Council 48 had been certified by the WERB in 1963 to bargain for more than 1,500 employees in the City Department of Public Works—including these more than 400 employees—when it defeated Teamsters' Local 200 in a representation election.

1969 Developments

Negotiations that had begun in April 1968, were still in progress at the beginning of 1969 with 12 of 17 labor organizations whose contracts had expired on December 31, 1968.

Garbage collectors union stages strike

On the morning of January 3, 360 garbage collection laborers, represented by Public Employees' Union No. 61, went on strike.¹ The workers left their jobs after contract talks broke off following an all-night bargaining session. The union was demanding a 79 cent-per-hour wage increase in a 2-year contract plus a cost-of-living escalator clause and city financing of pensions. The city's last offer included a 39 cent-per-hour wage increase, pension changes, and a cost-of-living clause which was unacceptable to the union. A WERC commissioner who had been participating in the negotiations scheduled a meeting for January 6, in an effort to settle the strike.

District Council 48 members ratify agreement with city

Meanwhile, the contract settlement with District Council 48, which was reached on December 28, 1968, was ratified by the union in a membership meeting on January 5. First-year terms of this 2-year agreement provided for an increase of 25 cents an hour or 4 percent, whichever was greater, effective pay period 2, 1969; and for an additional increase of 10-cents-an-hour on July 6, 1969, to raise an employee's minimum salary increase for the year to 35-cents-an-hour. Many workers also received additional increases as the result of negotiated reallocations. Changes in fringe benefits for 1969 included 3-weeks of vacation after eight rather than 10 years of service; an increase of 2-cents-an-hour in shift differential premiums; full payment by the city of up to \$7,000 of life insurance coverage for the employee; implementation of a uniform 5.5 percent pension deduction rate for general city employees, with the city paying 3 percent of the employee's annuity contribution; an additional "off day" for all employees; and full payment by the city of tuition reimbursement up to a maximum of \$150 a year for each employee. Maximum pension benefits were boosted from a limit of 70 percent to 75 percent of the final average annual salary the employee had received in his three highest

earning years, with a provision that in 1970 the maximum would go to 80 percent. The pension formula was simplified and improved to provide benefits equivalent to 1.9 percent of final average salary multiplied by years of service effective the first 1969 pay period. The agreement also provided that in 1970 the city would pay the remaining 2.5 percent of the 5.5 percent of the employee's annuity contribution.

Other second-year provisions included a 20 cent-per-hour increase in wages for 1970, plus a cost-of-living adjustment; full payment by the city of major medical insurance and of up to \$8,000 of life insurance coverage; and an additional 2 cent-per-hour increase in shift differential premiums.

The parties also agreed to a new merit promotional program which provided additional salary increments above the maximum rate for second, third, and fourth level clerical classifications in pay ranges 7, 10, and 12. Personnel would become eligible after having completed a specified number of years at the maximum rate at each range and if they had successfully completed job-related course work as defined or determined in accordance with the terms of the agreement.

The agreement also contained an unusual provision to keep a rival union from getting ahead of District Council 48. City laborers (regular) in the Bureau of Street Sanitation were equated in salary with garbage collection laborers (truck loader-combustible) and their job title was changed to "sanitation laborer." Provision also was made that if garbage collection laborers (who were then on strike) received a wage increase greater than District Council 48 received, Department of Public Works laborers in pay ranges 9 and 10 would receive an additional increase equal to the difference between Council 48's general increase and the increase received by garbage collection laborers.

Agreement with garbage collectors union ends strike

The strike by Public Employees' Union No. 61 ended late on January 9, when the garbage collection laborers ratified a new 2-year contract that was agreed to earlier in the day. The settlement came after several intensive negotiating sessions in which a WERC commissioner acted as mediator. The new contract provided hourly pay raises in 1969 and 1970 identical to the pay increases provided in District Council 48's contract, which had been ratified on January 5. Fringe benefit

provisions also were the same. The city reserved the right to consolidate garbage and trash collection at some future date.

Most other unions accept District Council 48 formula

Two-year agreements with most other bargaining units covering general city employees were concluded subsequently; their provisions were generally in accord with the District Council 48 contract. Other general employees outside the bargaining units received similar salary increases and improved fringe benefits by action of the Common Council. Settlements with three bargaining units, however, were not concluded until late in 1969 after lengthy factfinding proceedings. The three unions involved were Technicians, Engineers, and Architects of Milwaukee (TEAM); Local 195, International Brotherhood of Electrical Workers (AFL-CIO) which represented bridgetenders; and Municipal Truckdrivers Local Union 242, affiliated with the International Brotherhood of Teamsters, Chauffers, Warehouseman, and Helpers of America.

Three late settlements follow factfinding proceedings

The latest and most significant of these three settlements occurred in December with TEAM. In addition to including similar fringe benefits granted to other general city employees for 1969 and 1970, except for a cost-of-living adjustment, this 3-year contract provided for a separate pay plan with a 10 percent salary increase retroactive to pay period 2, 1969, and a 6 percent salary increase in 1970 for engineers and architects; plus merit steps based on service and education for the engineering technicians represented by TEAM. The city had offered 4 percent each year. Provision was made for reopening negotiations in 1970 on the subject of wages to be paid in 1971, changes in the general pension program to be extended to create uniformity with any changes for general city employees, and other items that might be mutually agreed on. This was the first time that such a reopener clause had been included in one of the city's contracts or memorandums of understanding with a labor union. Local 195's 2-year contract covering bridge operators (formerly bridgetenders) and boat operators called for a one pay range reallocation in addition to the same 1969 and 1970 pay increases as agreed to by District Council 48. The factfinder in the Teamsters' contract dispute recommended that the union's truckdrivers and special equipment operators get raises identical to those granted to most other general city employees for 1969 and 1970. Teamsters' Local 242, representing about 450 employees, had demanded that

they get "prevailing rates," the rates paid truckdrivers in the building construction industry. The factfinder concluded that the union had failed to justify its demands for prevailing rates, which were higher than city rates. The city had contended that it was misleading to compare city wages with those in the construction industry, because the city's fringe benefits were more generous.

WERC continues active role in representation cases

The city was involved in five representation cases during 1969. A bargaining unit represented by District Council 48 was established in the Department of Central Electronic Data Services. A significant representation case initiated in 1967 was settled in July 1969, when the Wisconsin Supreme Court affirmed WERC and Circuit Court decisions to create a bargaining unit of the city's attorneys to be represented by the Association of Municipal Attorneys of Milwaukee. The Association of Municipal Attorneys, representing the city's 23 assistant attorneys, had petitioned WERC for factfinding in August, 1968, when the city refused to bargain with the Association on a 1968 request for a \$4,000 annual salary increase.

City Attorney rules on legality of negotiations in private

The question of whether the city could legally conduct labor negotiations in private was raised officially in connection with 1969 wage negotiations with the Attorney's Association. The chief negotiator, in a letter of November 4, asked the city attorney for an opinion after reporters on November 3, had refused to leave a bargaining session at which the city's negotiating team decided that negotiations had to be conducted in private. The City Attorney, in his reply of November 5, said that the State Supreme Court, in a recent decision involving the Milwaukee School Board, had stated that "While preliminary steps of the bargaining process between a school board and a teachers' majority representative union may be carried on in private, once the bargaining period is past, no final action can be taken until the recommended changes in salary schedules are made public and discussed in an open meeting, which is the final step in the negotiation process." The City Attorney wrote, "If you do determine that you are initiating preliminary negotiating steps then on such basis in the light of the case's declarations we conclude that such steps may be carried on in private."

Two representative cases, one involving police supervisors and one a District Council 48 challenge of the Teamster bargaining unit, were dismissed following

hearings by the Wisconsin Relations Commission. The Professional Policemen's Protective Association had filed a petition for factfinding on July 8, 1966, with the WERC alleging that the city had failed and refused to negotiate with the PPPA as the bargaining representative for all ranks of the Police Department below the Chief of Police. The decision of the WERC, issued on March 12, 1969, held that members of the Police Department holding the rank of lieutenant and above were agents of the Police Department with respect to the relationship of the city and the nonsupervisory ranks of the Police Department. The commission further held that members of the Police Department holding the rank of lieutenant or above, or their representatives, did not have the right to proceed to factfinding. The commission noted that the supervisory duties of members of the Police Department, having the rank of lieutenant and above, had not, since the issuance of its March 19, 1965 decision, changed to such an extent that they were now nonsupervisory employees. The PPPA had raised the identical issue in a petition for representation filed on November

1, 1963, and the commission had then ruled that members of the Police Department having the rank of lieutenant and above were supervisory employees. The city's position was that the ranks of sergeant and above should have been excluded as supervisory when the matter of PPPA certification first was presented to the WERC in 1963. District Council 48 once again unsuccessfully challenged the outcome of the August 9, 1968, representation election in which Teamsters' Local 242 had won the right to represent 398 truckdrivers and equipment operators formerly represented by Local 33 of District Council 48. One additional case concerning employees of the Central Board of Purchases remained pending at the close of 1969.

The Classification Division, as in past years, conducted its annual wage and fringe benefit survey of 27 major cities. In addition it again contracted with BLS for a special survey of wages and fringe benefits in large Milwaukee firms to be made at the same time that BLS conducted its regular annual Area Wage Survey.

--FOOTNOTES--

¹ The strike halted the collection of garbage and household trash that were burned at city incinerators. The strike did not affect the collection of noncombustible materials that were hauled to land fill sites. That work was done by members of

Local 33, District Council 48. The truckdrivers, who were represented by the Teamsters Union, did not strike, but most of them were idled when laborers struck.

1970 Developments

The second year of the 2-year, 1970, union agreement period covered most city nonmanagement employees. Terms of the contracts or memorandums of understanding for most general nonmanagement employees provided for a 20-cents-an-hour increase in wages for 1970, plus an hourly cost-of-living adjustment of 10.7 cents (\$8.59 biweekly) to reflect the change in the BLS Consumer Price Index for Milwaukee between November 1968 and November 1969. Major changes in fringe benefit terms included (1) full payment by the city of major medical insurance and of up to \$8,000 of group life insurance coverage; (2) an increase from 13 cents to 15-cents-an-hour for second shift work and from 18 cents to 20 cents for third shift work; (3) city payment of the employee's pension annuity contribution; and (4) further liberalization of pension benefits. Management employees and nonmanagement employees in a few bargaining units did not receive the same wage increase and cost-of-living adjustment, although most received the same fringe benefit changes.

One exception to the general wage increase and cost-of-living adjustment applying to most nonmanagement employees had been an increase of 6 percent without a cost-of-living increase given to engineering personnel represented by the Technicians, Engineers, and Architects of Milwaukee (TEAM) bargaining unit. This was the result of a 3-year agreement beginning in 1969. In addition, employees represented by the Association of Scientific Personnel and by the Association of Physicians and Dentists bargaining units received an increase of 20-cents-an-hour plus the cost-of-living increase, or 4 percent plus the cost-of-living increase, whichever was greater.

Police and fire service personnel represented by the Policemen's Association and Fire Fighters' Association received a \$250 increase in annual rates effective with the first pay period in 1970, in accordance with their 1969-1970 contracts. In addition, nonsupervisory police officers received another \$270 increase effective pay period 14, while nonsupervisory fire personnel received \$250 more effective pay period 14. Civilian employees in these two bargaining units received the same wage and cost-of-living increases as granted nonmanagement general city employees.

New management pay plan approved

A merit review pay plan for approximately 865 management employees was approved by the Common

Council on January 22. The plan, proposed by the city personnel director, eliminated the automatic pay raises that management employees had received annually in the past. This new plan extended to all management employees who were in 1969 pay ranges 13 and above. All management employees were granted a 5½ percent general salary increase, effective pay period 1, 1970. All management positions were assigned to 31 eight-step pay ranges. (See table 34.) Annual anniversary advances through the sixth step required a favorable recommendation from the department or bureau head after appropriate formal merit review and evaluation of job performance. In addition to the 5½ percent general increase, all management employees receiving a favorable merit review recommendation were also eligible for an additional one-step increase (approximately 4½ percent). Steps 7 and 8 of the plan, called special management review rates, and intended to be used for extraordinary performance, were not activated during 1970. In the early part of 1970, the attorneys, represented by the Association of Municipal Attorneys, were placed under the management pay plan.¹

Unions submit 1971 wage and fringe benefit demands

During 1970, the city was involved in labor negotiations with 17 labor unions having contracts or memorandums of understanding that would expire on December 31.² New wage and fringe demands for 1971 that were submitted by the unions late in January forewarned of a long year of heated and difficult bargaining in the midst of what city officials described as a fiscal crisis of major proportions. By the end of 1970, contract terms remained unsettled with all bargaining units except two, which together represented fewer than 100 workers. The first negotiated agreement occurred in April. This settlement was reached with the Association of Physicians and Dentists and provided that physician and dentist classes be placed under the management merit review pay plan beginning with pay period 9, 1970, through December 31, 1973. Dental hygienists were granted an additional 10-cents-an-hour wage increase for the remainder of 1970.³ The agreement further provided that dental hygienists would receive general wage increases in 1971, 1972, and 1973 equal to the general wage increases granted to other employees of comparable status as determined by the city.

In November, an agreement was reached with the joint bargaining unit of Local 139, International Union

of Operating Engineers and District Council 48 representing about 70 prevailing wage equipment operators.⁴

District Council 48 lists extensive demands for 1971

The largest city union, District Council 48, had submitted demands for a 1971 contract that included a 50-cent-an-hour pay increase, a semiannual instead of an annual cost-of-living adjustment, and a 35-hour week. Other major contract proposals were (1) a change in vacations to provide for 2 weeks after 1 year of service, three after 5 years, four after 10 years, and five after 20; (2) an additional 2½ paid holidays to include a day off on January 15, to honor the memory of the Reverend Martin Luther King Jr., a day off to celebrate the employee's anniversary of joining the union, and a full day off on Good Friday instead of only a half day; (3) a \$15,000 noncontributory life insurance policy; (4) double-time pay for Saturday, Sunday, and holiday work, which was paid at the rate of time and one-half; (5) and 4 hours of guaranteed pay, instead of two, for employees called in on their day off. Other demands included unlimited sick leave, improvements in hospital and medical insurance coverage, a \$10 a member a month contribution to the union's dental and drug prescription plan, liberalized pension benefits, terminal leave pay, a maximum of 1 year of full-paid injury pay for each duty-incurred injury, and a number of miscellaneous items.

Various demands submitted by other large unions

Wage demands of other large city unions included a request by the Policemen's Association that the starting pay for patrolmen be increased \$2,280 a year to a minimum rate of \$10,500 in 1971 with an increase of \$3,780 in the maximum rate, providing a new maximum rate of \$13,500 after 3 years of service, and comparable increases for other jobs in the bargaining unit. The Fire Fighters' Association had asked for pay equality with policemen's salaries, a 40-hour workweek, a cost-of-living increase, and longevity pay of 3 percent for each 5 years of service up to a maximum of 12 percent after 20 years. Public Employees' Local Union 61 demanded an annual salary equal to or better than \$11,800, a quarterly cost-of-living adjustment, and 3 percent longevity pay for each 5 years of service. Teamsters' Local 242 sought a pay raise of \$1-an-hour and reallocation of truckdrivers from pay range 11, which paid a maximum of \$7,308 a year, to pay range 18 with a maximum yearly salary of \$9,703. Like District Council 48, the other unions also had asked for improved fringe benefits that included increased

vacation time, extra holidays, more pay for weekend work, improvements in health and life insurance coverage, extra retirement benefits, numerous reallocations, and a long list of miscellaneous items.

City hints at specific proposals for each union

Although bargaining was not scheduled to begin until April 15, the city's negotiators on March 16, asked the unions to begin bargaining as soon as possible. Rather than submitting a list of city demands as required, the city's chief negotiator and personnel director, in a letter to the respective unions, said the city was prepared to discuss general rates of pay; limitations on time off with pay; pension and insurance improvements; limitations on union activity relating to subjects covered in bargaining; and the duration, form, and content of the contract. The city, the letter said, had specific proposals which would be discussed with each union at the initial and subsequent negotiating sessions.

City's 1970 negotiations with District Council 48 start slowly

Most 1969-70 union contracts and memorandums of understanding incorporated a bargaining timetable that was identical to that included in earlier agreements. This timetable called for mediation, if any, to begin by July 15, if negotiations were not completed. Factfinding, if any, was to begin by August 1, with recommendations issued by October 15. In spite of the timetable, hard bargaining over 1971 economic demands did not get underway until late in October. On October 22, District Council 48's bargaining team announced that it had broken off contract negotiations. The union's executive director said that the city had proposed a 3-year contract with raises averaging about 5 percent the first year, 4 to 4½ percent the second year, and a straight 4½ percent the third. He added that the city had offered a cost-of-living adjustment in 1973 but had offered nothing to cover higher living costs in 1971. The city, he added, was "still hanging on to its first counteroffer, only slightly amended." The union's latest proposal was for a 2-year contract with a 35 cent-per-hour raise on January 1, 15 cents more on July 1, an additional 20 cents on January 1, 1972, and 15 cents in July, 1972. The union also demanded cost-of-living adjustments in January and July of the second year. The union further charged that the city wanted to take away the vested pension rights of employees with less than 10 years of service, and not put any money into their annuity fund until they had 10 years of service. The city's Labor Negotiator, on the other hand, contended that the city's

pension offer would terminate the annuity account for new employees, but that the city would provide them with a fully paid pension system with vesting after 10 years. He said that all employees who had put any money into the annuity portion of the retirement program would continue to have the right to withdraw it if they left their city jobs. He added, though, that since 1968 the city had paid the total cost of the program so new employees would not have anything to withdraw. He also said that the city offered to increase pension benefits under the proposed new three-year contract.

1971 budget includes 5¼ million for anticipated wage increases

The city's negotiating team, in a letter of November 5, to the Finance Committee, proposed that \$5.5 million be appropriated in the 1971 budget for pay and fringe benefits resulting from new wage contracts. It was not known how much money would be needed because negotiations with the city's unions were not completed. The city's budget procedures however, required that the funds be included in the proposed budget to be adopted later in November. It was proposed that \$4 million be placed in a special fund for wage increases and that \$1.5 million be put in the contingent fund to cover fringe benefits and some unforeseeable costs. Subsequently, the Common Council, on November 20, adopted the 1971 budget which included a contingency fund of \$5,250,000, most of which went for anticipated wage raises and fringe benefit changes.

Late in November the city's labor negotiator announced that contract negotiations between the city and District Council 48 would be resumed on December 8. It would be the first bargaining session since mid-October when the union's negotiation team rejected the city's wage offer and broke off talks. On December 2, members of District Council 48 voted unanimously to reject the city's last offer and authorized their leaders to call a strike, if necessary, to win a satisfactory contract.

City petitions WERC for representation election in new Bureau of Sanitation

Two days later, on December 4, the city petitioned the WERC to hold an election as soon as possible to determine which union would represent the approximately 1,000 workers in the newly consolidated Bureau of Sanitation. The new bureau was set up to handle a new waste disposal system that called for a private scavenger firm to haul most of the city's garbage and refuse to landfill sites outside the county beginning January 4. This new system would enable the city to

combine the separate refuse and garbage collections that were presently being handled by the city's Garbage and Street Sanitation Bureaus. Workers in the new bureau coming from the two bureaus had formerly been represented by four unions: Public Employees' Local Union No. 61 had represented garbage collection laborers; District Council 48 had represented street sanitation crews and noncombustible rubbish collectors; truck-drivers had been represented by Teamsters' Local 242; and incinerator plant workers had been represented by Local 125-B of the Firemen and Oilers.

The city, in asking the WERC to hold the election, contended that there should be a single union for all the workers in the new bureau. It said the WERC should consider the matter an emergency because the contracts of the respective unions expired on December 31. The elimination of several hundred jobs under the new waste disposal system and the rivalry among the unions for the right of representing workers was affecting the progress of labor negotiations. The city's labor negotiator and City Personnel Director said that they could not negotiate a new contract without knowing who would represent the workers. The WERC chairman replied that it would be very difficult, if not impossible, to hold the election before December 31.

A layoff plan proposed by the City Personnel Director in anticipation of the creation of the new Bureau of Sanitation, was rejected by the City Service Commission in response to objections by union leaders who contended that such matters were negotiable. City officials had estimated that the city's new waste disposal system would result in laying off from 150 to 250 workers. The proposed plan would provide general guidelines for dismissing the excess workers, but it did not go into detail or specify the number of employees to be dismissed. It suggested that seniority be the basis for determining who would be laid off and proposed that efforts be made to find jobs for workers in other departments.

Negotiations with District Council 48 break off

Negotiations that had resumed on December 8 between the city and District Council 48 broke off again on December 22 when the union rejected a new city offer and set a strike deadline of January 11. The union's director said that the city had only reiterated the position it had made earlier; that offer had already been rejected by the union membership on December 2. The city's Labor Negotiator, however, said that the city had presented a revised and improved offer. The city's offer, he added, included a pay increase of 5½ percent for 1971, a 4 percent raise for 1972, and 3 percent for the

third year, plus cost-of-living adjustments in 1972 and 1973. The offer also included a substantial improvement in the pension program. Both city and union officials said that no further bargaining sessions were scheduled.

The WERC chairman announced on December 29, that a hearing on the city's petition for a representation election for employees in the new Bureau of Sanitation was scheduled for January 6. He also announced that negotiations between the city and District Council 48 would resume on January 5, at the request of the WERC, with the three members of the WERC participating in the talks.

Contracts extended by city and its employee unions

On December 30, the city negotiator said that all labor contracts expiring at midnight on December 31, would be extended either formally or informally. The agreement with the Fire Fighters' Association was extended to January 19, after a meeting on December 30. Another bargaining session was scheduled for January 14. A WERC member had been mediating talks between the city and the association. Earlier on December 15, the Fire Fighters' Association had taken the first strike vote in its history; the results had been overwhelmingly in favor of a walkout if agreement on a new contract had not been reached by December 31.

PPPA membership authorizes strike vote

After a short meeting on December 29, negotiators for the city and the Policemen's Association agreed to extend the Police Association's contract to January 12, after the membership had voted overwhelmingly on December 28, to give their board of trustees, their negotiating team, the authority to call a strike if negotiations failed. It was the first strike vote by policemen in the city's history. An association official emphasized that a vote authorizing the board to call a strike would not necessarily assure a walkout. He assured members that the trustees hoped to return to the bargaining table and obtain a new contract. If the trustees felt a strike was the only way out, he said, another membership meeting would be held. He said the vote would be used to convince the city labor negotiator, other city officials, and the police chief that the trustees wanted to bargain without the threat of disciplinary action by the Police Department for their activities at the bargaining table. Members of the union's board of trustees had been disciplined earlier for such action, he alleged.

Shortly after the announcement that the contract with the Police Association had been extended, the Common Council unanimously passed a resolution

instructing the Police Chief not to take disciplinary action against the police bargaining team members for good faith negotiations on subjects of wages, hours, and conditions of employment in bargaining sessions with the city. The resolution also directed the chief to send an authorized representative to negotiating sessions.

The four unions involved in garbage collection and street sanitation work had been urged by the WERC to keep working, pending a hearing on the city's request for an election to reduce the four unions to one to represent the workers in the new Bureau of Sanitation. Local 242 of the Teamsters' Union, one of the four unions, on December 14, had voted to authorize a strike if contract talks failed. Other city unions were expected to continue to work even if they had not formally extended their agreements.

1970 ends with little to show in metropolitan area public employee negotiations

At the close of 1970, it was estimated that there were more than 25,000 public employees in the Milwaukee area working under terms of agreements that were expiring at midnight on December 31. Included were about 25,000 employees working for the city, the County School Board, the Milwaukee Sewerage Commission, and the Milwaukee Area Technical College (formerly the Milwaukee Vocational School). In addition, there were public employee contracts in many Milwaukee area suburbs that would also expire on New Year's Eve.

Contract negotiations between the five taxing units and more than 30 unions had been underway for many months without a major new contract having been signed. Only two agreements, both with the city, had been reached and they covered less than 100 employees. The independent association representing 24 doctors, dentists, and dental hygienists early in 1970 had accepted coverage under the city's management pay plan rather than negotiate pay rates. The joint bargaining unit of Local 139 of the Operating Engineers and District Council 48, representing 70 prevailing wage heavy equipment operators, also had reached an agreement with the city in November on a 2-year contract. But about 8,500 other city employees represented by 15 unions still did not have new agreements.

Other major taxing units report tentative agreements

Tentative agreements, however, had been reached by the other taxing units covering some of their employees. The school board had reached tentative agreement on a new 2-year contract with the Milwaukee Teachers

Education Association covering 5,400 teachers. The teachers were to vote on the pact by mail, with the results expected by January 18. Tentative agreements also had been reached with three other unions covering about 1,700 school engineers, clerks, truckdrivers, and other employees. No agreements had been reached with substitute teachers, school aides, and accountants. The county had reached a tentative agreement on December 24, with negotiators for the county's largest union, District Council 48 representing about 6,000 employees, but the union membership had voted to reject the agreement. No agreements had been reached with four other unions representing about 460 other county employees. The Technical College had reached tentative agreements with two unions (Local 212 of the American Federation of Teachers and District Council 48) representing all of the school's 680 teaching and nonteaching employees. Ratification meetings were scheduled for early in January. No settlements had been reached by the Sewerage Commission and its three unions representing about 350 employees. The commission had voted to extend the old contracts for 30 days.

Five major taxing unit negotiators confer regularly

Negotiators for the five taxing units had been meeting and coordinating their negotiations with District Council 48, as they had done in previous years.

District Council 48 was certified to represent a large majority of the nonsupervisory employees of Milwaukee County on December 10, 1965. The first bargaining session took place on January 21, 1966 and a 2-year contract for 1967-68 was finally agreed to on February 3, 1967. In subsequent representation elections, District Council 48 was certified to represent laborers and construction job equipment operators, social workers, and pharmacists on August 2, 1966; barbers on March 19, 1968; court reporters on December 22, 1969; part-time hospital attendants and child psychiatric aides on August 6, 1970; and dentists on August 7, 1970. The union's second county contract was for 1969 and 1970 and covered approximately 6,000 employees.

The WERB on July 16, 1963, certified District Council 48 to represent municipal recreation custodial employees on the school board. On December 7, 1966, District Council 48 was certified to represent window cleaners; on June 21, 1967, store clerks, material handlers, and truckdrivers; on May 28, 1969, social work aides; on June 24, 1969, clerical and technical employees; and on February 17, 1970, repair and construction division employees. For the years 1964 through 1968 the school board adopted resolutions that in-

corporated the terms of agreements reached with District Council 48. The first written contract was a 2-year agreement for 1969 and 1970.

The first certification of District Council 48 as a bargaining representative for employees of the Milwaukee Area Technical College was made in November 1968. The union currently represents their clerical, custodial, maintenance, and security guards. Before November 1968, the college recognized District Council 48 and had consummated three 1-year contracts. The first was effective January 1, 1966. Before 1966, there were no contracts but agreements with the union were passed in the form of board resolutions. The various employee groups were recognized by the college at different times; however, by the time District Council 48 was certified by WERC, practically all employees covered by the union had been recognized by the college.

District Council 48 was certified to represent all non-craft and nonsupervisory employees of the Sewerage Commission on April 2, 1965. A resolution was passed by the commission approving and adopting the terms of the first labor agreement on March 31, 1966, which was a 1-year agreement effective January 1, 1966. Subsequently, agreements were each for 2-years (1967-68 and 1969-70). There was much closer coordination than in the past. In March, the Common Council had approved a resolution of its Finance Committee aimed at strengthening the collective bargaining of the five major taxing units in Milwaukee. The proposal spelled out the importance of closer cooperation among the five governmental units to assure (1) development of uniform bargaining conditions in the preparation for negotiations and during negotiations, (2) an exchange of information between the units to effect economies in preparing for negotiations; and (3) a reduction of "whipsaw" bargaining by unions. The resolution asked negotiators for the five units to hold monthly meetings to exchange information. In the past, representatives of the units had held meetings to exchange information on bargaining, but the meetings were infrequent and often of little value. District Council 48's director claimed that they saw the school board appeared to be making the same proposals and counterproposals as advanced by the city, and that they related to what the county had offered. He believed, however, that the five taxing units showed more mistrust and suspicion among themselves than unity of purpose. In 1969, he had suggested that they band together and bargain jointly with his union which represented about 13,500 employees of the city, county, school board, technical college, and Sewerage Commission.⁵

Several representation elections held in 1970

During the course of the year, the city was involved in several representation cases. Natatoria employees in the Bureau of Bridges and Public Buildings voted to decertify their former representative, Local 17, Building Service Employees International Union. Twice during the year, District Council 48, sought to enlarge its representation in the Bureau of Municipal Equipment to cover truckdrivers. The first case was dismissed and the second case resulted in an election being held, which Teamsters Local 242 won. The city, after discussions with District Council 48, agreed, without a WERC election, to recognize the union as the representative of a number of positions in the Department of City Development, some of which were formerly considered by the city to be management. One additional case concerned

the buyers in the Central Board of Purchases, who had asked initially that they be represented, and later had asked to represent the whole department. This resulted in an election being held on February 2, in which neither the Milwaukee Purchasing Department Employees' Independent Union, District Council 48, nor the choice for no representation received a majority of the 27 ballots cast by the 30 eligible voters. Previously, in 1964, "a majority of employees" in purchasing had voted against union representation.

The Classification Division in 1970, as in previous years, conducted a survey of salaries, fringe benefits, and related pay practices of municipal employees in 28 major cities. It also contracted with the BLS to survey additional jobs at the time BLS conducted its regular annual Milwaukee Area Wage Survey in the spring of 1970.

--FOOTNOTES--

¹The Association of Municipal Attorneys was formed in 1965. In 1967, the WERC certified the association as bargaining agent for assistant city attorneys. This action was challenged by the city on the grounds that the attorneys were management employees and thus did not constitute an appropriate bargaining unit. In July 1969, the State Supreme Court upheld the association's right to bargain.

²Technicians, Engineers, and Architects of Milwaukee (TEAM) had a 3-year contract that expired on Dec. 31, 1971. This agreement included a 1970 reopening clause for negotiating wages to be paid in 1971, changes in the general pension plan, and other items mutually agreed to.

³The 10-cents-an-hour wage increase was in addition to the 1970 wage increase called for in the association's 2-year agreement that would have expired on December, 1970.

⁴Prevailing wage employees are outside the scope of this report. A significant aspect of this agreement, which was retroactive to June 1, was that for the first time a city trade union

agreed to a percentage reduction of offset of the prevailing wage rates in return for full city fringe benefits. The 2-year contract provided wages of 95 percent of prevailing wage in the construction industry for the first year (June, 1970-May, 1971) and of 92 percent of the prevailing wage in the construction industry for the second year (June, 1971-May, 1972). Full city fringe benefits, including holidays, were to be granted effective Jan. 3, 1971.

⁵On June 20, 1969, the Executive Director of District Council 48 and the national President of AFSCME, in a meeting of officials of the five taxing units, had proposed unified labor negotiations by the five units, with uniform wages and fringe benefits. Other recommendations in the union's proposed plan to ease the money problems of the five local governments included the establishment of a trust company by the five units with employee pension funds as a major source of deposits and investment capital, and incentives for the 30,000 employees of the five bodies to use the county hospital.

Table 1. General salary changes—general city employees, Milwaukee

Pay period and year	Provisions	Applications, exceptions, and related matters
Pay period 1, 1960	4 percent increase.	All general employees.
Pay period 1, 1961	Increases varied by class. Averaged about 4 percent.	All general employees. Completely revised integrated pay plan adopted; salary increases selectively allocated to classes; improvement of salary rates and pay differentials of technical, professional, and administrative classes; salary increases varied by class.
Pay period 1, 1962	No general increase.	Readopted 1961 pay plan.
Pay period 1, 1963	Advanced one salary step. Equivalent to approximately a 4½ percent increase. Adjustments ranged from \$14 per month in lowest pay range to \$75 per month in highest pay range.	All general employees.
Pay period 1, 1964	3 percent increase. Adjustments ranged from \$8 per month in lowest pay range to \$56 per month in highest pay range.	All general employees.
Pay period 1, 1965	\$12.50 per month (7 cents per hour) or 3 percent, whichever was greater	All general employees. A fund of \$330,000 was established to correct inequities during the year.
Pay period 1, 1966	10 cents per hour or 3 percent, whichever was greater.	All general employees.
Pay period 1, 1967	10 cents per hour or 3 percent, whichever was greater.	All general employees.
Pay period 1, 1968	10 cents per hour or 3 percent, whichever was greater.	All general employees.
	Special increases averaging about 6½ percent in addition to 3 percent increase granted to other employees.	Professional and management classes in pay ranges 24 and above.
Pay period 2, 1969	25 cents per hour or 4 percent, whichever was greater.	All general employees except those represented by Technicians, Engineers, and Architects of Milwaukee (TEAM)
	10 percent.	Employees represented by TEAM. Special pay ranges 17(a), 21(b) and 45 through 48 established for classes covered by TEAM.
Pay period 15, 1969	10 cents per hour.	All employees who received 25 cents an hour in January; employees in pay ranges 3 through 27 affected except for employees represented by Independent Health Department unions noted below.
	One (1) to 10 cents per hour depending on whether the 4 percent general increase granted January 5, 1969 was less than 35 cents but more than 25 cents per hour. No increase where the 4 percent increase in January amounted to 35 cents or more.	Employees who received more than 25 cents an hour in January. The result was that employees in some or all steps in pay ranges 28 through 37 received less than a 10-cent-per-hour increase and employees in pay ranges 38 through 44 received no increase except for employees represented by Independent Health Department unions noted below.
	10 cents per hour or 4 percent, whichever was greater.	Employees represented by the Association of Scientific Personnel and by the Association of Physicians and Dentists.
	Special increases for Graduate Nurse I, Junior Public Health Nurse, and Public Health Nurse II in accordance with agreement with Staff Nurses' Council. Increase for all nurses in bargaining unit averaged approximately 3½ percent.	Special pay range 14(a) established covering Graduate Nurse I and Junior Public Health Nurse formerly allocated to pay range 14. Special pay range 18(a) established for Public Health Nurse II formerly allocated to pay range 18. Public Health Nurse I retained in pay range 17 and received same increase as other classes allocated to pay range 17.

Table 1. General salary changes—general city employees, Milwaukee—Continued

Pay period and year	Provisions	Applications, exceptions, and related matters
Pay period 1, 1970	<p>20 cents per hour plus \$8.50 biweekly (10.7 cents hourly) cost-of-living increase based on change in BLS Consumer Price Index for Milwaukee between November 1968 and November 1969. Cost-of-living adjustment granted at rate of \$1.0349 biweekly for each 1.0 point change in the BLS Consumer Price Index for Milwaukee (1957-59=100) between November, 1968, and November, 1969, effective pay period 1, 1970 provided there was at least a 0.4 point change in the All-Items Index.</p> <p>20 cents per hour plus \$8.59 biweekly (10.7 cents hourly) cost-of-living increases or 4 percent plus cost-of-living increase, whichever was greater.</p> <p>6 percent increase without any cost-of-living increase.</p> <p>5½ percent general increase. In addition, employees receiving a favorable merit review recommendation were advanced one additional step in the normal pay range.</p>	<p>Most general employees except where otherwise noted. Engineering technicians I-III and drafting personnel I-III received salary increases that were intended to maintain former relationships with Engineering technicians IV and V represented by the Technicians, Engineers and Architects of Milwaukee bargaining unit. Salary rates for such classes were provided in special pay ranges 9(a), 13(a), 17(a) and 21(b). Cost-of-living adjustment did not apply to latter pay ranges.</p> <p>Employees represented by the Association of Scientific Personnel and by the Association of Physicians and Dentists. Salary rates included in special pay ranges 21(a), 25(a), 27(a), 28(a), 29(a), 31(a), and 34(a) to provide for 4 percent increases that exceeded 20 cents an hour.</p> <p>Engineering personnel represented by Technicians, Engineers, and Architects of Milwaukee (TEAM) bargaining unit. New salary rates provided in special pay ranges 45 through 48 for classes covered by TEAM.</p> <p>Management personnel in new Management Merit Review Pay Plan for 1970 covering former management classes in 1969 pay ranges 13 and above. Merit review increase was part of general 1970 increase for management employees and separate from any within-range increase which an employee might be eligible for on his anniversary date.</p>

- Notes: Milwaukee usually has 26 biweekly pay periods each year; pay period 1 usually starts several days before January 1 of the new year.
- 1960-1970 All civilian employees in Fire and Police Departments received same general increases as general employees. Civilian classes included in pay plans for general employees.
- 1960-1964 All fire and police service personnel received same general increases as general employees. See General Salary Changes-Police and Fire Service, 1960-70. (See table 2.) Fire and police service classes were included in the single pay plan that covered nearly all City employees.
- 1965 All fire personnel received same general salary increases as general employees. New separate pay plan was established for all police service personnel. See General Salary Changes-Police and Fire Service Personnel, 1960-70. (See table 2.)
- 1966 All fire and police service personnel received same general salary increases as general employees. See General Salary Changes-Police and Fire Service Personnel, 1960-70. (See table 2.)
- 1967 Fire service personnel in ranks above Fire Captain received same general salary increases as general employees. New separate pay plan was established for fire service personnel covering ranks of Firefighters through Fire Captain. Police service personnel in ranks above Lieutenant of Police received same general salary increases as general employees. See General Salary Changes-Police and Fire Service Personnel, 1960-70. (See table 2.)
- 1968 Fire service personnel in ranks above Fire Captain received same general salary increases as general employees. Police service personnel in ranks above Lieutenant of Police received same general increases as general employees. See General Salary Changes-Police and Fire Service Personnel, 1960-70. (See table 2.)
- 1969 Fire service personnel in ranks above Fire Captain received same general salary increases as general employees. Police service personnel in ranks above Lieutenant of Police received same general salary increases as general employees. See General Salary Changes-Police and Fire Service Personnel, 1960-70. (See table 2.)
- 1969 Pay Period 1 Fire service personnel in ranks above Fire Captain received same general salary increases as general employees. Police service personnel in ranks above Lieutenant of Police received same general salary increases as general employees. See General Salary Changes-Police and Fire Service Personnel, 1960-70. (See table 2.)
- 1969 Pay Period 15 Fire service personnel in ranks above Fire Captain received same general salary increases as general employees. Police service personnel in ranks above Lieutenant of Police received same general salary increases as general employees. See General Salary Changes-Police and Fire Service Personnel, 1960-70. (See table 2.)
- 1970 Fire service personnel in ranks above Fire Lieutenant received same general salary increases as general management employees. Police service personnel in ranks above Lieutenant of Police received same general salary increases as general management employees. See General Salary Changes-Police and Fire Service Personnel, 1960-70. (See table 2.)

Table 2. General salary changes—police and fire service personnel, Milwaukee

Pay period and year	Provisions	Applications, exceptions, and related matters
Pay period 1, 1960	Police and Fire--4 percent increase.	All ranks
Pay period 1, 1961	Police and Fire--Increases varied by class.	Completely revised integrated pay plan adopted. See comments under General Salary Changes for General Employees (table 1).
Pay period 1, 1962	Police and Fire--No general increase.	All ranks
Pay period 1, 1963	Police and Fire--Advanced one salary step: Equivalent to approximately a 4½ percent increase.	All ranks
Pay period 1, 1964	Police and Fire--3 percent increase.	All ranks
Pay period 1, 1965	Fire--3 percent or \$12.50 per month (7 cents per hour), whichever was greater. Police--3 percent for ranks of Captain of Police and above	All ranks
Pay period 11, 1965	Police--5½ percent increase for ranks from Police Matron through Lieutenant of Police	New pay plan established for Police personnel provided 15 pay ranges covering all police service ranks from Police Matron up to and including the Chief of Police.
Pay period 1, 1966	Police--3 percent or 10 cents an hour, whichever was greater. Fire--3 percent or 10 cents an hour, whichever was greater.	All ranks. Effective June 12 four pay ranges (71-74) established for Fire service personnel below Fire Captain rank. All ranks
Pay period 1, 1967	Police--Flat increase of \$1,077.24 per year for ranks from Police Patrolman through Lieutenant of Police; 3 percent for ranks of Captain of Police and above. Fire--4 percent increase for ranks of Firefighter through Fire Captain; 3 percent for ranks above Fire Captain.	Police Matron received a 3 percent increase for pay periods 1 through 13. Beginning with pay period 14 first three steps of annual pay range were increased \$300, fourth step \$350, and maximum \$400 over 1967 annual salary rates. New pay plan established for Fire service personnel contained five pay ranges covering ranks of Firefighter through Fire Captain. Ranks above Fire Captain included in general pay schedule.
Pay period 1, 1968	Police--No increase for ranks below Captain of Police except Police Matron; 3 percent ranks of Captain of Police and above plus special increase for management classes. Fire--Flat increase of \$668.70 per year for ranks from Firefighter through Fire Captain; 3 percent for ranks above Fire Captain plus special increase for management classes.	Police service pay plan reduced from 15 pay ranges to 7 pay ranges covering only ranks below Captain of Police. Ranks of Captain of Police and above included in general pay schedule. Police Matron received annual salary increase equal to the increase granted in pay period 14, 1967.
Pay period 1, 1969	Police--Flat increase of \$500 per year for ranks below Captain of Police, and 4 percent for Captain of Police and higher ranks. Fire--Flat increase of \$400 per year for ranks below Battalion Chief, and a 4 percent increase for Battalion Chief and higher ranks.	Recruitment rate for Firefighters was increased \$500 per year.
Pay period 15, 1969	Police--Additional increases for Captain of Police and higher ranks to bring total increases for 1969 to 35 cents an hour where the 4 percent increase in January amounted to less than 35 cents. Fire--Additional increases for Battalion Chief and higher ranks to bring total increase for 1969 to 35 cents an hour where the 4 percent increase in January amounted to less than 35 cents.	
Pay period 1, 1970	Police--Flat increase of \$250 per year for ranks below Lieutenant of Police. 5½ percent for Lieutenant of Police and higher ranks. Fire--Flat increase of \$250 per year for ranks below Fire Captain. 5½ percent increase for Fire Captain and higher ranks.	Management classes (Lieutenant of Police and higher ranks) in new Management Merit Review Pay Plan. In addition to 5½ percent general increase, employees receiving a favorable merit review recommendation were advanced one additional step in the normal pay range. Management classes (Fire Captain and higher ranks) in new Management Merit Review Pay Plan. In addition to 5½ percent general increase, employees receiving a favorable merit review recommendation were advanced one additional step in the normal pay range.
Pay period 14, 1970	Police--Flat increase of \$270 per year for ranks below Lieutenant of Police. No increase for ranks of Lieutenant of Police and above. Fire--Flat increase of \$250 per year for ranks below Fire Captain. No increase for ranks of Fire Captain and above.	Recruitment rate for Firefighters was increased \$270 per year.

Notes: Milwaukee usually has 26 biweekly pay periods each year; pay period 1 usually starts several days before January 1, of the new year. All civilian employees in Fire and Police Departments received same salary increases as general city employees during the period 1960-70. (See table 1.) Civilian classes were included in pay plans for general city employees.

Table 3. Overtime compensation—general city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	<p>One and one-half hours compensatory time off, or compensation in cash at time and one-half rate or at other rate when specifically authorized, for each hour of necessary overtime employment that is worked before or after the normal hours scheduled to be worked in each day, or for hours in excess of the regularly scheduled 40 in a week, and for work performed on legal holidays, or on Saturdays or Sundays when such Saturdays or Sundays are not a part of the scheduled work week.</p> <p>Accumulated compensatory time off credit for each employee shall at no time exceed 180 hours.</p> <p>When cash payment for overtime work is authorized a department may allow compensatory time off when work conditions permit.</p> <p>When cash payment for overtime is authorized, it shall be paid at the rate of time and one-half (biweekly salary rate divided by 80 multiplied by 1.5), unless a different rate is specifically prescribed.</p> <p>In case of death of an active employee, cash payment shall be made to his estate for accrued but unused overtime hours worked, not to exceed payment for 120 hours worked at the rate of time and one-half (180 hours pay).</p>	<p>Cash payment at time and one-half (1.5) for overtime worked by Petroleum Station Custodian authorized when necessary to expedite delivery of petroleum products.</p> <p>Cash payment at time and one-half (1.5) for overtime assignments of nurses at city operated hospitals authorized when necessary to promote the public health and to render more efficient service at city operated hospitals.</p> <p>Cash payment at time and one-half (1.5) for overtime service of firemen at city operated hospitals authorized when necessary due to the shortage of manpower and necessity to control contagion hazards among the residents of the city.</p> <p>Cash payment at time and one-half (1.5) for overtime assignments of meat and food inspectors authorized when necessary to inspect a slaughtering or meat packing plant conducting slaughtering or meat packing for a period of more than 8 hours on Monday through Friday, or on Saturday.</p> <p>Cash payment at time and one-half (1.5) for engineers, draftsmen, engineering aides, project inspectors, and certain other supervisory and technical employees in the Department of Public Works when overtime work is necessary because of the extreme shortage of manpower or in other declared emergencies.</p> <p>Bridgetenders working on any of the 6 principal holidays, or having an off day on any such holiday, received one and one-half hours off during the non-navigable season for each hour worked on such holidays.</p> <p>Cash payment at rate of 1.56 (annual salary divided by 2,000 hours) for overtime worked by foremen, mechanics and laborers in Harbor Commission authorized when overtime is necessary to expedite the loading and unloading of boats and railway cars for economy reasons or to meet the general emergencies and conditions which arise in port operations. Cash payment at time and one-half (1.5) for authorized overtime worked by supporting clerical employees in field operations in such emergencies.</p> <p>Cash payment at time and one-half (1.5) for overtime worked by library staff of Milwaukee Public Library authorized when necessary to maintain normal daily operations.</p> <p>City departments authorized to make cash payment for overtime at time and one-half (1.5) when snow removal work in excess of 40 hours per week is necessary on account of heavy snowfall or special work caused by an emergency as determined by the Commissioner of Public Works.</p> <p>Cash payment at rate of 1.56 authorized for rotating shift employees at filtration plant and pumping stations of Water Department for work in excess of a pre-arranged schedule; pyramiding of overtime authorized.</p> <p>Cash payment at rate of 1.56 for emergency overtime authorized by Commissioner of Public Works for city operating and maintenance workers in trades and labor positions. Cash payment at time and one-half (1.5) for overtime worked by supporting clerical employees in field operations in such emergencies.</p> <p>Cash payment at time and one-half (1.5) authorized for overtime worked by permanent staff members of Board of Election Commissioners on election days or while making official recounts.</p> <p>Employees in management positions excluded from provisions relating to payment in cash or compensatory time off for overtime worked.</p>
1961	-----	<p>Added: Commissioner of Public Works authorized to employ Civil Engineers III and Engineering Technicians VI in the Bureau of Engineers for overtime work and to compensate for scheduled overtime in excess of 40 hours during any one year either in cash or in time off at the rate of time and one-half; overtime hours worked on a regular work day and any overtime of less than four hours on a normal day off not to be credited in such 40-hour overtime bank.</p>
1963	<p>Added: No overtime period of service nor the compensation received therefore, shall be counted as accruing toward credit or deduction on any annuity pension rights.</p>	-----
1966	-----	<p>Change: Bridgetenders to receive 8 days off in lieu of pay or time off for work on holidays at time and one-half, to be taken off during the non-navigable season.</p> <p>Added: Because of extreme shortage of manpower or in other declared emergencies, Commissioner of Public Works authorized to assign Engineering Technicians V, Architectural Designers II, Engineers II, Draftsmen V, and Engineering Draftsmen V for cash payment of overtime work at time and one-half; however, no payment for any overtime of less than two hours in a day nor for the first 40 hours of overtime in any one year, and no overtime of less than two hours in a day to be credited to the limitation of 40 hours in any year.</p>

Table 3. Overtime compensation—general city employees, Milwaukee—Continued

Year	Provisions	Applications, exceptions, and related matters
1968	-----	<p>Added: Cash payment at time and one-half (1.5) authorized for overtime assignments of Health Department nurses, clinic assistants, and clerks in immunization clinics when necessary to promote the public health and render more efficient service at city immunization clinics.</p> <p>Added: Cash payment at the rate of 1.56 authorized for overtime worked in excess of a 100-hour accumulated balance of compensatory time off by certain Department of City Development, Technical and Maintenance Division classes: Building Inspectors; Draftsmen V; Maintenance Technicians; Labor Foremen I; Maintenance Mechanics; Mechanic Helpers; Special Buildings and Ground Laborers; City Laborers (Regular).</p> <p>Eliminated: Provisions for cash payment at time and one-half (1.5) for overtime worked by Petroleum Station Custodian; class was eliminated.</p>
1969	-----	<p>Added: Cash payment at time and one-half (1.5) for overtime assignments of clinic assistants and Health Department nurses authorized when necessary to promote the public health and render more efficient service.</p> <p>Added: Chief of Police authorized to employ Police Department employees in the Buildings and Grounds Division within the certified collective bargaining unit represented by District Council 48 for overtime assignments, and to compensate for such assignments either in cash or in compensatory time off at the rate of time and one-half.</p> <p>Added: Bridge Operators also to receive one additional day off for work on holidays at straight-time rate.</p> <p>Added: Cash payment at rate of time and on-half (1.5) authorized for overtime worked on weekends by computer operators in Department of Central Electronic Data Services to perform emergency work resulting from computer malfunctions.</p>
1970	-----	<p>Added: Cash payment at time and one-half (1.5) authorized when necessary to employ Field Supervisors (Rodent Control) and Foremen I (Rodent Control) in Health Department for overtime work.</p> <p>Added: When necessary, department heads may authorize engineers, architects, engineering technicians and architectural designers in the certified bargaining unit of the Technicians, Engineers, and Architects of Milwaukee for overtime assignments with cash payment at time and one-half (1.5).</p> <p>Change: Bridge Operators to receive 9 days off in lieu of pay or time off for work on holidays at time and one-half, to be taken off during the nonnavigable season. (Additional day off for holiday work eliminated).</p> <p>Commissioner of Public Works authorized to provide cash payment for a maximum of 4 hours of the total time off for Bridge Operators at a straight-time rate.</p>

Note: All civilian employees in the Fire and Police Departments except those in the Police Department's Building and Grounds Division, who are eligible for cash for overtime assignments, receive compensatory time off for overtime assignments at the rate of time and one-half (1.5).

Table 4. Overtime compensation—police and fire service personnel, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	<p>Police--Cash overtime pay authorized on a straight-time basis in lieu of compensatory time off under certain conditions when determined by the Chief of Police to be required to meet the shortage of qualified manpower in the patrol service and to maintain an adequate patrol police force.</p> <p>Fire--One day per year granted as a vacation day in lieu of cash or time off for overtime.</p>	<p>Police--Chief of Police may grant compensatory time off at straight-time rate in lieu of cash overtime pay when feasible at his discretion. Only designated police service classes may receive cash overtime pay.</p> <p>Fire--Day off in lieu of overtime compensation based upon authority of the Chief Engineer, Fire.</p>
1966	<p>Fire--Eliminated the one vacation day per year in lieu of cash or time-off for overtime in exchange for the provision of recall pay for greater alarms and other emergencies.</p>	<p>Fire--Recall pay provided a guaranteed minimum of 3 hours' per recall for emergencies; maximum not to exceed employee's basic daily rate of pay.</p>
1969	<p>Police--Change: Overtime pay authorized at rate of time and one-half either in cash or compensatory time off at discretion of Chief of Police, for time worked on regularly scheduled vacation or off-days unless employee is notified one week in advance.</p> <p>Straight-time pay, either in cash or compensatory time off at discretion of Chief of Police, for first 12 hours overtime worked beyond or prior to employee's 8-hour work day in any one pay period. Overtime worked in excess of 12 hours in any one pay period compensated at rate time and one-half either in cash or compensatory time off at discretion of Chief of Police.</p> <p>Fire--Added: Employees in designated fire service classes on 56-hour average duty week required to remain on duty at the scene of an alarm one-half or less beyond their normal shift are granted compensatory time off for such emergency overtime. When required to remain on duty at scene of an alarm for more than one-half hour, employee is compensated in cash at rate of time and one-half computed on basis of 55.079 hour average duty week for all hours since end of shift.</p> <p>Employees in designated fire service classes on 56-hour average duty week when required to remain in station after end of their normal shift one-half hour or less, due to a greater alarm, granted compensatory time off at straight-time rate for such standby duty. If required standby duty time exceeds one-half hour employee is compensated in cash at straight-time rate computed on basis of 55.079 hour average duty week for all hours since end of shift.</p>	<p>Police--Not applicable to court time and training time.</p> <p>Not applicable to court time, training time, or time worked in connection with a proclaimed civil emergency. Cash overtime provision includes pay for "roll-call time" prior to or after the end of an 8-hour work day.</p> <p>All other overtime compensated at straight-time rate either in cash or compensatory time-off at discretion of Chief of Police.</p> <p>Fire--Added: Maximum pay when required to remain on duty beyond end of normal shift not to exceed employee's basic daily rate. Recall pay provision essentially the same as in 1966. All other overtime compensated at straight time off.</p>

Note: All civilian employees in the Fire and Police Departments except those in the Police Department's Building and Grounds Division, who are eligible for cash for overtime assignments, receive compensatory time off for overtime assignments at the rate of time and one-half (1.5).

Table 5. Shift differential compensation—general city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Second shift - 7 cents per hour Third shift - 11 cents per hour	Applicable to only those employees performing designated work regularly scheduled for the second or third shift. Shifts justifying shift differential compensation identified as follows: <p style="text-align: center;">2nd shift - 3:PM to 11:PM 3rd shift - 11:PM to 7:PM</p> Employee to be eligible for second or third shift premium rates must work not less than 4 hours of his regular workday in either the second or the third shift. Employees satisfying that requirement receive the shift premium for the entire workday. Personnel in positions allocated to pay range 25 and above not eligible for differential payments. Employee absent on compensated leave (vacation, sick leave, etc.) during a period when normally assigned to second or third shift is paid at first shift rates. Employee paid at overtime rate, due to any cause, does not receive shift differential pay in addition for the same hours regardless of period worked.
1961	Change: Second shift - 9 cents per hour Third shift - 13 cents per hour	Change: Personnel in positions allocated to pay ranges 1 through 11 not eligible for shift differential payments. (These positions were assigned to pay range 25 and above in the 1960 pay schedule).
1963	Change: Second shift - 11 cents per hour Third shift - 16 cents per hour	-----
1968	-----	Change: Personnel in positions allocated to pay ranges 20 through 44 not eligible for shift differential payments.
1969	Change: Second shift - 13 cents per hour Third shift - 18 cents per hour	Change: Personnel in positions allocated to pay ranges 21 through 44 not eligible for shift differential payments.
1970	Change: Second shift - 15 cents per hour Third shift - 20 cents per hour	Change: Personnel in positions allocated to pay ranges 21 through 44 for non-management employees and personnel in management pay ranges M-9 through M-32 not eligible for shift differential payments.

Note: Above provisions apply to eligible civilian employees in the Fire and Police Departments. Police and fire service personnel do not receive shift differential compensation.

Table 6. Weekend differential pay—general city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	-----	-----
1964	A differential of 10 cents an hour paid for all hours worked on Saturdays and Sundays on any of the three shifts as a part of a regular work schedule.	Weekend work was defined as any work performed between the hours of 12:01 A.M. Saturday and 12:01 A.M. the following Monday. All employees eligible for shift differential compensation were eligible for "weekend differential". Paid in addition to regular second and third shift premiums, but not in addition to overtime compensation.
1966	Change: Weekend differential increased to 12 cents an hour.	
1967	Change: Weekend differential increased to 15 cents an hour.	
1968	-----	Added: Water Department laboratory employees at the Limwood Avenue Filtration Plant made eligible for weekend differential pay.
1969	-----	Added: Bureau of Street Sanitation city laborers assigned duties as whitewingers on regular schedule to clean streets or green markets and Bureau of Municipal Equipment service maintenance personnel made eligible for weekend differential pay.

Note: Weekend differential pay applies to designated eligible civilian employees in the Fire and Police Departments. (See table 7.)

Table 7. Weekend differential pay—police and fire service personnel, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	-----	-----
1964	A differential of 10 cents an hour paid for work on Saturdays and Sundays by designated Police and Fire Department personnel.	Weekend work for eligible Fire Department personnel was defined as any work performed between the hours of 12:01 A.M. Saturday and 12:01 A.M. the following Monday. Weekend work for eligible Police Department personnel was defined as work on a tour of duty recorded on Police Department duty assignment records as a Saturday or Sunday tour of duty; provided that no police officer may receive weekend differential compensation for more than 16 hours for any one weekend. Eligible Fire Department personnel included Fire Alarm Dispatchers and Assistant Chief Dispatchers. Eligible Police Department personnel included all officer personnel up to and including rank of Lieutenant of Police as well as early and late shift custodial and civilian clerical personnel and elevator operators at the Safety Building.
1965	Police — Change: Weekend differential pay was eliminated for Police Department Officer personnel formerly eligible for weekend differential.	-----
1966	Police and Fire—Change: Weekend differential increased to 12 cents an hour.	Police—Eligible Police Department personnel included Police Aides, Police Matrons, and all Police Department civilian employees in pay ranges 12 through 27 of the pay plan covering general employees. Fire—No change in eligible Fire Department personnel.
1967	Police and Fire—Change: Weekend differential increased to 15 cents an hour.	-----
1968	-----	Police—Eligible Police Department personnel still included civilian employees in former pay ranges 12 through 27 now in pay ranges 3 through 19 in new 1968 pay plan. Fire—Custodial workers in Fire Department made eligible.
1970	-----	Police—Eligible Police Department personnel still included civilian management employees formerly in 1969 pay ranges 13 through 18 (now pay range M-1 through M-6 in new 1970 Management Pay Plan), as well as other civilian employees in pay ranges 3 through 19 in 1970 pay plan for non-management general employees. Fire—No change in eligible Fire Department personnel.

Note: Above provisions also apply to the designated eligible civilian employees in the Police Department. Civilian employees in the Fire Department, in addition to those designated, who are eligible for shift differential compensation also are eligible for weekend differential pay.

Table 8. Vacation provisions—general city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	10 working days with pay after 12 months' service, 15 working days after 10 years, and 20 working days after 25 years.	Eligibility for vacation after 12 months of actual service following appointment, but accumulations retroactive to time of appointment. Employee whose service is expected to continue so as to complete a year's actual service may, after 6 months service, be allowed vacation within the year of appointment if the convenience of the service is promoted thereby. If employee leaves service before completion of the initial 12 month period, vacation is deemed unearned and vacation payments are deducted upon termination of employment. Vacation time is earned at rate of 1 day per month since last anniversary date with a maximum of 10 days per calendar year for employees with less than 10 years service; 1½ days per month with a maximum of 15 days after 10 years; and 2 days per month with a maximum of 20 days after 25 years. Vacation taken before full amount is earned is considered time owed until earned. Vacation time owed city is deducted from compensation of employee leaving service due to resignation, retirement, termination, discharge, lay off, or death. Any employee leaving service due to resignation, retirement, lay off, or death or who takes military leave is paid for earned vacation time accumulated. Discharged employees are not entitled to pay for accumulated vacation time. Each year's vacation must be taken before December 31. Vacation time not taken off by end of year is lost. Employees injured at work or on military leave accumulate vacation time at the same rate as if employed.
1964	Change: 20 working days after 20 years service.	Change: Vacation time earned at rate of 2 days per month since last anniversary date with a maximum of 20 days per calendar year after 20 years' service.
1967	Added: 25 working days after 30 years' service.	Added: Vacation time earned at rate of 2½ days per month since last anniversary date with a maximum of 25 days per calendar year after 30 years' service.
1970	Change: 15 working days after 8 years service.	Change: Vacation time earned at rate of 1½ days per month since last anniversary date with a maximum of 15 days per calendar year after 8 years' service.

Note: Above vacation provisions apply to all civilian employees in the Fire and Police Departments.

Table 9. Vacation provisions—police and fire service personnel, Milwaukee

Year	Provisions	Applications exceptions, and related matters
1960	Police — 10 working days with pay after 12 months; 15 working days after 10 years' service; 20 working days after 25 years. Fire — 14 calendar days after 12 months service; 21 calendar days after 10 years; 28 calendar days after 25 years.	Based on 40-hour workweek. Based on 63-hour workweek.
1964	Police — Change: 20 working days off after 20 years' service. Fire — Change: 28 calendar days off after 20 years' service.	
1966	Fire — Clarification: 5 working days off after 12 months; 7 working days after 10 years; 10 working days after 20 years.	Clarification: Based on adoption of 56-hour workweek.
1967	Police — Added: 25 working days off after 30 years' service. Fire — Added: 12 working days off after 30 years' service.	

Note: Vacation provisions for civilian employees in Fire and Police Departments are the same as for general city employees. (See table 8).

Table 10. Holiday pay provisions—general city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	10 regular holidays plus 2 regular half holidays with pay. In addition maximum of 3½ election days off with pay authorized when applicable.	Regular full days were: New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas. Half-days were: Good Friday afternoon and State Fair (Milwaukee) Day afternoon. Election days were: Municipal Election Day, September Primary Election Day, General Election Day, and Municipal Primary Election Day (afternoon only). Holidays falling on Sunday celebrated on following Monday. Bridgetenders received 6 work days off in lieu of holidays at one and one-half time rate (see overtime compensation). Did not apply to employees who received extra pay in lieu of holidays.
1961	Change: 1½ election days applicable.	Change: Election days were: Municipal Election Day and Municipal Primary Election Day (afternoon only).
1962	Change: 3 election days applicable.	Change: Election days were: Municipal Election Day, September Primary Election Day, and General Election Day.
1963	Change: 8½ regular holidays with pay. Washington's Birthday, Columbus Day, and State Fair (Milwaukee) Day afternoon eliminated as paid holidays, and two work days off with pay added in lieu of 2½ holidays eliminated.	Change: Employees on payroll as of January 1, 1963 authorized 8½ regular holidays, 2 off days in lieu of 2½ holidays eliminated, and maximum of 3½ election days. First off day earned by any employee who remained in service to March 1 of any year and second off day earned by any employee who remained in service to October 1 of any year. Off days taken any time during year with approval of department head. Employees entering service on or after January 1, 1963 authorized 8½ regular holidays (New Year's Day, Lincoln's Birthday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas, and Good Friday afternoon) and maximum of 3½ election days.
1964	Change: 8½ regular holidays with pay. Last normal workday before Christmas and New Year's Day added as paid holidays. Lincoln's Birthday and Veteran's Day eliminated as paid holidays. 3½ election days eliminated, and 3 work days off with pay added in lieu of 3½ election days eliminated.	Change: Employees on payroll as of January 1, 1963 authorized 8½ regular holidays, two work days off in lieu of 2½ holidays eliminated in 1963, and 3 work days off in lieu of 3½ election days eliminated. Employees on payroll as of January 1, 1964 authorized 8½ regular holidays and 3 off days in lieu of 3½ election days dropped. Two off days annually, in lieu of 2½ holidays eliminated in 1963, earned at rate of 2/10 days for each month worked but not to exceed two days annually. Such days scheduled and used in same manner as vacation days with approval of department head. Three off days annually, in lieu of 3½ election days eliminated, earned at rate of 3/10 day for each month worked but not to exceed three days annually. Such days scheduled and used in same manner as vacation days with approval of department head. Employees entering service on or after January 1, 1964 authorized 8½ regular holidays. Memorial Day and Independence Day falling on Saturdays observed as holidays on preceding Fridays.
1966	-----	Added: New Year's Day and Christmas falling on Saturdays to be observed as holidays on following Mondays.
1967	Change: 9½ regular holidays with pay. Friday after Thanksgiving Day provided as paid holiday. Two off days (was 3 work days off) in lieu of 3½ election days eliminated in 1964 in exchange for Friday after Thanksgiving for employees on payroll on January 1, 1964.	Change: Two work days off in lieu of elimination of 3½ election days in 1964 (was 3 work days off previously). Two off days annually earned at rate of 2/10 days for each month worked but not to exceed two days annually. Such days scheduled and used in same manner as vacation days with approval of department head. Employees on payroll as of January 1, 1963 authorized 9½ regular holidays, 2 off days in lieu of 2½ holidays eliminated in 1963, and 2 off days in lieu of elimination of 3½ election days in 1964. Employees on payroll as of January 1, 1964 authorized 9½ regular holidays and 2 off days in lieu of elimination 3½ election days in 1964. Employees entering service on or after January 1, 1964 authorized 9½ regular holiday.
1969	Added: 9½ regular holidays with pay, plus one "floating" work day off earned at 1/10 day for each month worked not to exceed one day annually.	Added: New employees must complete 10 months of actual service during his first calendar year of employment to become eligible for "floating" off day. Eligible employee who leaves due to resignation, retirement, lay off, or death, or who takes military leave is paid for accumulated time to the nearest 1/10 of a day computed from January 1 of year of severance. Discharged employees not entitled to pay for any accumulated time toward said off-day. Employees on payroll as of January 1, 1963 authorized 9½ regular holidays, 2 off days in lieu of 2½ holidays eliminated in 1963, 2 off days in lieu of 3½ election days eliminated in 1964, plus "floating" off day. Employees on payroll as of January 1, 1964 authorized 9½ regular holidays, 2 off days in lieu of 3½ election days eliminated in 1964, plus "floating" off day. Employees entering service on or after January 1, 1964 authorized 9½ regular holidays plus "floating" off day.

Note: Holiday pay provisions for civilian employees in Fire and Police Departments are the same as for general city employees.

Table 11. Holiday pay provisions—police and fire service personnel, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Police—7 off days per annum to compensate for duty on legal holidays. Fire—6 consecutive calendar days off per annum of 24 consecutive hours each for the purpose of compensating for duty on legal holidays.	Police - Worked into regular work schedule. Fire - Scheduled with vacation period.
1969	Fire— See explanation.	Fire-Explanation: Two additional duty days off were granted to fire personnel in 1969 reducing the average work week from 56 hours to 55.079. These were not considered as added vacation days or holidays.

Note: Holiday pay provisions for civilian employees in Fire and Police Departments are the same as for general city employees. (See table 10.)

Table 12. Call-in pay provisions—general city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Employee is credited with two hours pay at his straight-time rate if he reports to work at his regularly-assigned time and is officially excused and sent home due to lack of work or inclement weather before completing two hours of work.	-----
1963	Added: Employee who reports to work for an emergency overtime assignment and who is officially excused before completing three hours of work is credited with three hours pay at time and one-half.	Such credit is given in cash or in compensatory time-off in accordance with Overtime Ordinance provisions.
1968	Added: Employees in Technical and Maintenance Division of the Department of City Development assigned to maintenance function in cases where they report for authorized call-ins to unlock doors for tenants unable to enter their locked apartments are credited with a minimum of 1 hour's pay at time and one-half.	Such credit is given in cash or in compensatory time-off in accordance with Overtime Ordinance provisions.

Note: Call-in pay provisions did not apply to Fire and Police Department personnel until in 1969 when employees in the Police Department's Building and Grounds Division within the certified bargaining unit represented by District Council 48 were made eligible.

Table 13. Owed time provisions—general city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Officially-excused time lost for which employee was compensated constitutes time owed City, and is deducted from employee's pay to the extent he does not work assigned emergency or other overtime assignments except when excused from such assignments for a legitimate reason.	Owed time is made up (worked off) at rate of time and one-half.
1969	Added: Employees who lose time from work during regularly scheduled workweek because of civil disturbances who were ready, willing, and able to report to work are permitted to owe lost time.	-----

Note: Owed time provisions did not apply to Fire and Police Department personnel until in 1969 when employees in the Police Department's Buildings and Grounds Division within the certified collective bargaining unit represented by District Council 48 were made eligible.

Table 14. Annual military training leave pay—city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Leave not to exceed 15 successive calendar days off with full pay in addition to their military pay for such training.	Granted upon presentation of satisfactory evidence of military, air force or naval authority to take such training.
1964	Change: Leave not to exceed 15 successive calendar days off with pay for such training.	Change: Full City pay in addition to their military pay only for employees who, because of honorable service in any of the wars of the United States, are eligible for veteran's preference credit in City employment, as term "Veteran" is defined in Section 16.18 and 63.37 of Wisconsin statutes (1961). Other City employees to receive only the difference between their regular City pay and military pay received during said period.
1969	-----	Change: Wisconsin Statutes (1961) made optional with City's determination of eligibility for veterans preference credit as a basis for full City pay in addition to military pay for such training.
1970	Change: Leave not to exceed 15 successive calendar days off; if taken on an intermittent basis, not to exceed 10 days. All employees subject to such training receive full City pay in addition to their military pay.	Change: Full pay provision retroactive through December 22, 1968. Provision expires December 31, 1970; contribution of benefit is subject to negotiations.

Note: Annual military training leave pay provisions cover all general city employees and all employees of Fire and Police Departments.

Table 15. Military funeral leave pay—city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Time off with pay to attend military funeral of veterans whose leave is requested by a proper veterans' organization for employee's service to conduct a proper military funeral.	-----

Note: Military funeral leave pay provisions cover all general city employees and all employees of Fire and Police Departments.

Table 16. Pay for time off for military induction examinations—city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Time off with pay while taking physical or mental examinations for the purpose of eligibility for induction in armed forces.	-----

Note: Military induction examination pay provisions cover all general city employees and all employees of Fire and Police Departments.

Table 17. Jury duty pay—city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Time off with pay for jury duty or jury service.	Compensation received (exclusive of travel pay) for such duty or service to be paid over to City Treasurer. Employee to retain payments for jury duty service performed on off-days.

Note: Jury duty pay provisions cover general city employees and all employees of Fire and Police Departments.

Table 18. Sick leave benefits—general city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	One and one-quarter (1¼) working days with full pay for each month of service, not to exceed 15 days per year. Total accumulation was limited to 90 working days.	Employee eligible after 6 months service, but sick leave accumulated retroactive to time of appointment. Maximum of 3 days sick leave allowed because of death in immediate family when both death and funeral occur in Milwaukee or its vicinity. When either death or funeral occurs elsewhere, travel time in addition to day of funeral is allowed as sick leave. Any employee sustaining compensable injury or contracting compensable disease under Workmen's Compensation Law has option of accepting sick leave benefits or workmen's compensation after "injury pay" benefits are exhausted. (See Duty-Incurred Disability Benefit Provisions). Separation by resignation or for cause cancels all unused accumulated sick leave allowance. Employee laid off due to lack of work or funds loses accumulated sick leave if not rehired within one year. Sick leave terminates on date of retirement or on date ordinary disability allowance under retirement system becomes effective.
1962	Change: Eliminated 90 days total accumulation limit. Accumulation up to 90 working days now termed the "normal sick leave account" with sick leave granted at full pay. Accumulation in excess of 90 working days now termed the "special sick leave account" with sick granted at half pay.	Added "special sick leave account" not charged until normal sick leave account is exhausted. When the balance in the normal sick leave account falls below 90 working days, additional earned but unused days are credited in employee's "normal sick leave account" until a total of 90 working days is again reached; additional credits are accumulated in the "special sick leave account".
1966	-----	Added: Calendar days used for computations of sick leave used for funeral leave, but sick leave days only charged for regular work days. Definition of immediate family expanded to include mother-in-law and father-in-law for funeral leave.
1967	-----	Added: One day of sick leave with pay allowed to attend funeral of employee's grandparents.

Note: Sick leave benefits for civilian employees in the Fire and Police Departments are earned at the same rate (15 days a year), but their usage and accumulation provisions are somewhat more liberal than for other general city employees. (See table 19.)

Table 19. Sick leave benefits—police and fire service personnel, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Police — 15 working days' sick leave with pay earned per year at rate of 1¼ working days per month of service. No maximum on accumulation	New employees are eligible as soon as any sick leave credit is earned. Maximum amount of sick leave with pay granted for any one period of sick leave not to exceed 365 calendar days, regardless of length of service or amount of sick leave credit accumulated. Absence due to death in family or sickness in family is accounted for separately as provided by rules and regulations of Police Department.
1960	Fire — 21 calendar days' sick leave with pay earned per year at rate of 1 2/3 calendar days per month of service. No maximum on accumulation.	New employees are eligible as soon as any sick leave credit is earned. Maximum amount of sick leave with pay granted for any one period of sick leave not to exceed 365 calendar days, regardless of length of service or amount of sick leave credit accumulated. Sick leave is granted with pay because of death in immediate family, beginning with time of death to and including the day of funeral. Immediate family is defined as husband or wife, brother, sister, parent or child of employee, including foster parents and foster children. Sick leave is granted with pay on the day of funeral of a grandchild, grandparent, father-in-law or mother-in-law of employee.

Note: Above sick leave benefits also apply to all civilian employees in Fire and Police Departments.

Table 20. Health benefit plans—city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	<p>Blue Cross-Blue Shield hospital and surgical-medical care coverage provided employee on a noncontributory basis, and on a contributory basis for family coverage. Participant paid first \$25 of covered in-hospital patient charges. Subscriber and dependents eligible for 70 days of hospital service for each period of disability. Blue-Shield physician fee allowances for services rendered in or out of hospital ranged from up to \$5 to \$700. For medical (non-surgical) care in hospital Blue Shield paid up to \$4 per day for up to 70 days of medical care for each period of disability starting with first day of hospitalization.</p>	<p>City paid entire cost of monthly premium of \$5.43 for single contract (employee coverage). Employee paid \$7.70 and City \$6.87 for family contract coverage premium. Period for same cause, condition, disease or ailment renewed for subscriber after 90 days have elapsed between periods of hospitalization. New employees eligible for enrollment after 30th day of employment. Insured employee going on pension automatically eligible to transfer directly into pension groups with no lapse of protection.</p>
1962	<p>Change: Blue Cross-Blue Shield employee hospital and surgical-medical care coverage made contributory. Hospital care increased from maximum of 70 days to maximum of 120 days. Maximum of 70 days of care in sanitarium for nervous or mental conditions added. Maximum Blue Shield physician fee allowance increased to \$850. Change: Blue-Shield medical (nonsurgical) care in hospital increased from maximum of 70 days to maximum of 120 days.</p>	<p>Change: Employee covered by single contract paid \$1 per month and City paid \$5.17. Employee having family contract coverage paid \$8.70 and City \$8.88. No change in deductible amount of \$25. For readmissions within 20 days no deductible on subsequent hospital stays.</p>
1963	<p>Added: Major Medical coverage provided at employee's option entirely paid by employee. After employee paid out \$100 for covered medical expenses during a calendar year (the deductible amount)—plan paid 80 percent of covered medical expenses thereafter, up to a maximum of \$10,000.</p>	<p>Employee paid monthly Major Medical premium of \$1.16 for single plan and \$2.41 for family plan. Change: City's share of Blue Cross-Blue Shield single plan contract premium increased to \$5.46 and to \$9.74 for family contract premium. No change in employee's share of single and family contract premium.</p>
1964	-----	<p>Change: City's share of Blue Cross-Blue Shield single plan contract premium increased to \$6.14 and to \$13.48 for family contract premium. Employee's share of family contract premium reduced to \$6 from \$8.70. No change in employee's share of single contract premium.</p>
1965	<p>Change: Employee Blue Cross-Blue Shield hospital and medical-surgical care coverage made noncontributory. Family coverage remained contributory until July 1965 when it was made noncontributory also.</p>	<p>Change: Employee made no payment for Blue Cross-Blue Shield single contract coverage and City paid entire cost of monthly premium of \$7.82. Employee paid \$3 per month for family coverage and City \$17 until July 1965. City paid entire monthly premium of \$20 for family coverage beginning July 1965.</p>
1966	<p>Added: Podiatric care added under Blue Cross-Blue Shield plan.</p>	<p>Change: Blue Cross-Blue Shield monthly premium for employee coverage paid by City increased to \$8.36 and to \$21.32 for family coverage. Added: Employee not to receive duplicate coverage for same care by Blue Cross-Blue Shield plan and under another group plan. Employee not to receive duplicate coverage under Blue Cross-Blue Shield plan and under Medicare. Employees entitled to benefits under Medicare to receive those benefits first and Blue Cross-Blue Shield supplemental benefits provided by latter plan.</p>
1967	<p>Change: Hospital care increased from maximum of 120 days to maximum of 365 days, and from 70 days to maximum of 120 days for nervous and mental care. No changes in deductible. Diagnostic services increased from maximum of \$50 per year to maximum of \$100 as provided by \$100 Mutualized Blue Cross-Blue Shield Diagnostic Amendment. Blue Cross paid for outpatient hospital charges for diagnostic X-ray and laboratory examinations for each covered participant per calendar year. Surgical Care-Blue Shield to provide for physician's charges for diagnostic X-ray and laboratory examination for each covered participant per calendar year. Any portion of the \$100 to be used for either the hospital's or the physician's charges. Blue Shield medical (nonsurgical) care by physicians in hospitals up to \$4 per day increased to maximum of 365 days (was 120 days) in general hospital and 120 days of care in sanitarium. No change in Blue Shield physician fee allowances.</p>	<p>Change: Blue Cross-Blue Shield monthly premium for employee coverage paid by City increased to \$8.42 and to \$21.47 for family coverage.</p>
1968	-----	<p>Change: Blue Cross-Blue Shield monthly premium for employee coverage paid by City increased to \$9.18 and to \$23.38 for family coverage.</p>
1969	-----	<p>Change: Blue Cross-Blue Shield monthly premium for employee coverage paid by City increased to \$11.26 and to \$28.66 for family coverage.</p>
1970	<p>Added: Free Major Medical coverage for employee and family dependents provided by City. Formerly employee paid full cost if enrolled.</p>	<p>City paid \$1.15 Major Medical monthly premium for single plan contract and \$2.36 for family contract coverage. Not available to retired employees. If more than one member of family is injured in a common accident, only \$100 deductible is applied to expenses incurred in that accident. Maximum of \$300 in deductibles per family per year. Sanitorium or nursing home service limited to 90 days. Change: Blue Cross-Blue Shield monthly premium for employee coverage paid by City increased to \$12.22 and \$31.12 for family coverage.</p>

Note: Health benefit plans cover general city employees and all employees of Fire and Police Departments.

Table 21. Duty-incurred disability benefits—general city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Full pay ("injury pay") in lieu of workmen's compensation for any duty-incurred injury within scope of Workmen's Compensation Law.	"Injury pay" for the period of time employee may be temporarily totally or temporarily partially disabled not to exceed one calendar year from day following date of injury. Employee has option of accepting sick leave benefits or accepting workmen's compensation after "injury pay" benefits have been exhausted. (See Sick Leave Benefits). Option can be terminated in writing without prejudice to Workmen's Compensation benefits thereafter, but sick leave already used is not restored.
1962	-----	Change: Employee in no case to receive "injury pay" for more than one year (250 working days) during his entire period of employment with the city regardless of the number of compensable injuries involved.

Note: Duty-incurred disability benefits differ for civilian employees in Fire and Police Departments. (See table 22.)

Table 22. Duty-incurred disability benefits—police and fire service personnel, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	Police and Fire — Full pay ("injury pay") in lieu of workmen's compensation for any duty-incurred injury incurred within scope of Workmen's Compensation Law.	"Injury pay" for the period of time employee may be temporarily totally or temporarily partially disabled is subject to the following limitations: <ul style="list-style-type: none"> (a) Injury pay may be granted for a maximum of one year for any one injury or recurrence of such injury. (b) Injury pay may be granted for another full year for any other injury not related to a former injury. Employee has the option of accepting sick leave benefits or accepting workmen's compensation after "injury pay" benefits have been exhausted (See Sick Leave Benefits). Option may be terminated in writing without prejudice to Workmen's Compensation benefits thereafter, but sick leave already used is not restored.

Note: Above benefits also apply to all civilian employees in Fire and Police Departments.

Table 23. Group life insurance—city employees, Milwaukee

Year	Provisions	Applications, exceptions, and related matters
1960	None	
1961	Contributory group life insurance plan on a voluntary basis after 6 months qualifying service, providing insurance coverage equal to employee's basic annual salary to the next higher \$1,000 of earnings.	<p>City and employees shared equally aggregate cost of monthly premium of 50 cents for each \$1,000 of life insurance. Eight (8) cents of premium was placed in a "Group Life Insurance Reserve Fund" for the purpose of stabilizing the monthly premium in future years in a manner to be determined by the Common Council. Entire premium cost was assumed by the City when employee or retiree reached age 65, or when employee was disabled.</p> <p>Employee who waived coverage within 30 days of his original eligibility date, and then applied for coverage must be under age 50, wait one year from date of application, and submit evidence of insurability to insurance company at his own expense.</p> <p>Eligible employee was required to take the maximum coverage provided in the plan. At age 65, coverage was reduced to 75 percent of annual salary; at age 66 to 50 percent of annual salary; and at age 67 and thereafter to 25 percent of annual salary.</p> <p>An insured employee entitled to retire after age 55 after 25 years of service under his respective retirement plan (after 25 years' service regardless of age for police and fire personnel) and who did so paid a monthly premium of 46 cents and City paid 8 cents per month until age 65 when City assumed entire cost of premium. Eight (8) cents of the total premium (4 cents from both the employee and City) was placed in the "Group Life Insurance Reserve Fund".</p> <p>An insured employee who retired without retirement benefits was eligible for coverage if retirement took place at age 60 or older, or in the case of firemen and policemen at age 57 or older. Such employees were required to pay the same premium until age 65 as employees retiring earlier with retirement benefits.</p>
1962	-----	<p>Change: City and employee shared equally aggregate cost of monthly premium of 42 cents per \$1,000 of insurance. Contribution of equal payments of 4 cents by City and employee to the "Group Life Insurance Reserve Fund" was eliminated, since fund was eliminated.</p> <p>Retired employee was required to pay monthly premium of 42 cents and City paid 4 cents until age 65.</p>
1964	-----	<p>Change: Employee paid monthly premium of 21 cents and City paid 29 cents per \$1,000 of insurance.</p> <p>Retired employee was required to pay monthly premium of 44 cents and City paid 6 cents until age 65.</p>
1967	-----	<p>Employee paid monthly premium of 21 cents and City paid 31 cents per \$1,000 of insurance.</p> <p>No change in premium costs for retired employees.</p>
1968	-----	<p>Change: Employee paid monthly premium of 21 cents and City paid 32 cents per \$1,000 of insurance.</p> <p>Retired employee was required to pay monthly premium of 47 cents and City paid 6 cents until age 65. Retirement plan was changed to permit retirement after age 55 with 20 years of service (previously after 25 years of service).</p>
1969	<p>Change: Free group life insurance on a voluntary basis after 6 months qualifying service providing coverage equal to employee's basic annual salary to next \$1,000 up to maximum of \$7,000. Contributory plan for coverage above \$7,000 equal to employee's basic annual salary to the next \$1,000.</p>	<p>Change: City assumed full cost of monthly premium of 54 cents per \$1,000 of insurance up to maximum of \$7,000. Employee paid monthly premium of 21 cents and City paid 33 cents per \$1,000 for coverage above \$7,000.</p> <p>Retired employee was required to pay monthly premium of 48 cents and City paid 6 cents until age 65.</p>
1970	<p>Change: Free group life insurance on an voluntary basis after 6 months qualifying service providing coverage equal to employee's basic annual salary to next \$1,000 up to maximum of \$8,000. Contributory plan for coverage above \$8,000 equal to employee's basic annual salary to next \$1,000.</p>	<p>Change: City assumed full cost of monthly premium of 56 cents per \$1,000 of insurance up to maximum of \$8,000. Employee paid monthly premium of 21 cents and City paid 35 cents per \$1,000 for coverage above \$8,000.</p> <p>Retired employee paid entire monthly premium cost of 56 cents until age 65. Reduction in amount of free insurance coverage for employee's who retired prior to January 1, 1970 commences at age 65; reduction provision same as in 1961.</p> <p>Change: Effective for employees retiring after January 1, 1970, no reduction in insurance coverage occurs at age 65; at age 66 coverage is reduced to 66-2/3 percent; and at age 67 and thereafter coverage is reduced to 33-1/3 percent. City continued to pay premiums for retirees age 65 and over.</p>

Note: Group life insurance covers general city employees and all employees of Fire and Police Departments.

Table 24. 1970 Retirement benefits under employees' retirement system—city employees, Milwaukee

Provisions	Applications, exceptions, and related matters
<p>Participation requirements - Employees become members of the System as a condition of employment.</p>	
<p>Types of membership - (1) Coordinated Plan (coordinated with Social Security Program) (2) Basic or Non-Coordinated Plan (3) Plan for Firemen and Policemen</p>	<p>All general employees who have entered service on or after January 1, 1958, are automatically members of this plan. Also includes employees with prior service who subsequently have elected to participate in the Social Security Program. Includes those general employees who entered service prior to January 1, 1958 and who did not elect to join the Coordinated Plan at the time it was established, or have not joined subsequently when permitted to. Firemen and policemen are not eligible for Social Security Act coverage.</p>
<p>Employee contributions - General employees: City pays full contribution rate of 5½ percent of employee's earnings (excluding overtime compensation). Policemen and firemen: City pays 6 percent of full contribution rate of 7 percent of employee's earnings (excluding overtime compensation). Employee pays remaining one percent.</p>	<p>Also see Firemen and Policemen's Survivorship Fund.</p>
<p>Service retirement - General employees: Age 60 Policemen and firemen: Age 52 with 25 year's service or at age 57.</p>	<p>General employees must retire at age 70, and policemen and firemen at age 63. See separation benefits</p>
<p>Service retirement allowance - General employees: Annual allowance is equal to \$1.90 per each \$100 of employee's final average salary for each year of service. Policemen and firemen: Annual allowance is equal to \$2.15 per each \$100 of employee's final average salary for each of the first 25 years, and \$2.30 for each year over 25.</p>	<p>Employee's final average salary is the average of his basic compensation (without overtime pay) during the 3 years when his compensation was the highest. If an employee is a member of the Coordinated Plan, and entitled to a Social Security benefit at age 65, the maximum allowance he can receive from Social Security and the City is 80 percent of his final average salary. Firemen and policemen are not eligible for Social Security Act coverage. At time of retirement employee must select one of the several reduced allowance options described under Optional Benefits to provide death benefit to designated beneficiaries.</p>
<p>Ordinary disability retirement allowance - General employees: Annual allowance is equal to \$1.71 per \$100 of employee's final average salary for each year of service to disability. Policemen and firemen: Annual allowance is equal to \$1.935 per \$100 of employee's final average salary for each of the first 25 years of service, plus \$2.07 for each year over 25.</p>	<p>Minimum ordinary disability allowance is 25 percent of employee's final average salary. If employee has less than 10 years of service, the allowance is paid as long as he is disabled up to one-quarter of the time he worked for City. If employee has over 10 years of service, the allowance is payable as long as he is disabled. If a person is employed and received earnings while receiving a disability allowance, his earnings plus allowance cannot exceed the current salary for the position held at retirement. Ordinary disability allowance is also subject to the 80% limit, indicated above, if employee is member of Coordinated Plan and receives a Social Security disability benefit.</p>
<p>Duty disability retirement allowance - 75 percent of employee's final average salary plus additional allowance based on employee's contributions.</p>	<p>Paid instead of ordinary disability allowance if employee is totally and permanently disabled as a result of an injury while performing his job. Duty disability allowance is subject to 100% limit for a Coordinated Plan member when he becomes eligible for Social Security benefits. State or Federal Compensation payments on account of the same disability are offset against allowance.</p>
<p>Ordinary death benefits - Contributions together with interest paid designated beneficiary. If employee has over one year of service, an additional benefit of one-half his final average salary is paid to beneficiary.</p>	<p>Beneficiary can take benefit as lump sum, or as monthly payments over any time period, or as a lifetime benefit. Also see Firemen and Policemen's Survivorship Fund benefits.</p>
<p>Duty death benefits - Contributions together with interest paid beneficiary and, instead of lump sum ordinary death benefit, a pension of one-half of employee's final average salary is paid to widow or children as long as widow is unmarried or employee's children are under 18, or to a dependent father or mother.</p>	<p>Also see Firemen and Policemen's Survivorship Fund benefits.</p>

See notes at end of table.

Table 24. 1970 Retirement benefits under employees' retirement system—city employees, Milwaukee—Continued

Provisions	Applications, exceptions, and related matters
<p>Separation benefits -</p> <p>Employee on ceasing to be employed by City can always request accumulated contributions returned in cash.</p> <p>If employee voluntarily leaves service after working 5 years he is eligible for deferred retirement allowance if he leaves contributions in system. At age 60 (or age 57 for firemen and policemen) he is entitled to a retirement allowance based on years of service and final average salary at time he leaves the City's service.</p> <p>If employee is separated from service for any cause other than fault or delinquency on his part after 15 years of service and after reaching age 55, he can elect to have allowance start immediately, but allowance will be reduced to take into account that it starts at an earlier date.</p> <p>If employee is involuntarily separated from service for any cause other than fault or delinquency on his part, he has option to elect an immediate allowance (actuarially reduced) or leave contributions in the System for a retirement allowance payable at the minimum service retirement age.</p> <p>Optional reduced allowance benefits -</p> <p>Option 1-a: Reduced retirement allowance for life provided that if retiree dies before he has received payments from that portion of allowance equal to his contributions with interest, the balance, if any, will be paid to his beneficiary in a lump sum.</p> <p>Option 1-b: Reduced retirement allowance for life provided that if retiree dies before he has received total allowance payments equal to his contributions plus interest, the balance, if any, will be paid to his beneficiary in a lump sum.</p> <p>Option 2: Reduced retirement allowance for life provided that if retiree dies, the same reduced allowance will continue to beneficiary for life.</p> <p>Option 3: Reduced retirement allowance for life provided that if retiree dies one-half of the reduced allowance will continue to beneficiary for life.</p> <p>Option 4: Any other optional allowance approved by Annuity and Pension Board.</p> <p>Protective survivorship option -</p> <p>An employee continuing to work after reaching minimum retirement age may elect the Protective Survivorship Option six months before he reaches minimum service retirement age of 60 (age 57 or age 52 with 25 years of service for firemen or policemen). With this option, he must elect Option 2, 3, or 4 as the form of retirement allowance to be paid after retirement or in event of his death before retirement.</p> <p>Firemen and Policemen's Survivorship Fund -</p> <p>Firemen and policemen pay an annual contribution of 0.87 percent of the first \$6,000 of annual earnings (a maximum of \$52.20 yearly) to the fund and City matches contribution.</p> <p>Fund pays</p> <p>(a) \$200 per month to widow as long as there is one or more unmarried children under 18.</p> <p>(b) \$100 per month to widow starting at age 62 if there are no unmarried children under age 18, and widow does not remarry</p>	<p>Option 1-b provides a slightly higher current allowance but reduced the benefit payable to the beneficiary.</p> <p>This option provides beneficiary with a life-time pension instead of the lump sum death benefit beneficiary would receive as provided under "Ordinary Death Benefit."</p> <p>When all children reach age 18, benefit ceases until widow reaches age 62, when benefit of \$100 per month starts, if not remarried at that time.</p> <p>If widow remarries, the \$200 allowance continues as long as there are two or more children under 18.</p> <p>If, after death or remarriage of widow there remained only one child, allowance would be \$100 per month until child reached 18.</p> <p>If there is a disabled dependent child whose disability commenced before age of 18, child may be eligible to have benefits continued on after age 18.</p> <p>If there is no surviving widow or children, dependent parents may be eligible for benefits.</p> <p>Widower is entitled to same benefits as widow, except that if there are no children eligible for benefits, benefit paid to widower commences at age 65.</p>

NOTES: This summary of retirement benefits is limited to current 1970 benefits provided by the Employees' Retirement System of the City of Milwaukee. The System was established January 1, 1938, under provisions of Chapter 396, Wisconsin Laws of 1937. The Retirement System law has been amended from time to time and the following major changes were made:

1947: Firemen, policemen, and elected officials brought under the System. City given Home Rule powers to amend the Retirement Act.

1951: Basic formula of the System changed to increase retirement benefits; the final average salary, upon which benefits were figured, was changed to the average of the five highest earnings years; and contribution rates were increased to provide for the increased benefits.

1957: System divided to permit members desiring Social Security coverage to elect such coverage under a modified plan coordinated with Social Security.

1958: Since January 1, 1958, all eligible new employees are automatically enrolled under the Coordinated Plan. Firemen and Policemen's Survivorship Fund created.

1959: Members who were eligible to come within provisions of the Coordinated Plan at time it was created but did not do so given opportunity to be transferred to the group covered by the Coordinated Plan retroactive to January 1, 1956, or the date covered earnings first paid, if later.

Table 24. 1970 Retirement benefits under employees' retirement system—city employees, Milwaukee—Continued

NOTES--Continued

- 1960: Provisions made to limit the annual salary on which contributions were made to the Firemen and Policemen's Survivorship Fund to \$6,000, and to reduce the period of creditable service required for eligibility for ordinary disability retirement for firemen and policemen from 15 years to 10 years.
Limit on the final average salary to be used in determining the reduction offset in the pension payable after a member of the Coordinated Plan becomes eligible for Social Security benefits changed so that with respect to service prior to January 1, 1960, only the first \$4,200 of final average salary is used, and after that date the first \$4,800 of the final average salary is used. Reduction was limited to 50 percent of the member's Social Security primary insurance benefit.
Provision regarding the lump sum death benefit payable on the death of a member of the Coordinated Plan was changed so that dependents eligible to receive Survivor's insurance benefits under the Social Security Act received the same benefit from the System as those who were not so eligible; however, an adjustment was made for the lump sum amount paid by Social Security.
An additional optional plan (Option 1-b) was created which members could select at time of retirement. This option is similar to the original Option 1, which was renumbered Option 1-a. Option 1-b provides a slightly higher current allowance but reduces the benefit payable to the beneficiary.
Changes made with respect to excess contributions to provide that a member could withdraw such contributions.
- 1961: Changes made to permit eligible Non-Coordinated Plan members to elect transfer to the Coordinated Plan prior to June 1, 1962; to reduce creditable service requirement for eligibility for ordinary disability retirement for general employees from 15 to 10 years, the same as for firemen and policemen; and to remove the maximum pension provision and the State Workmen's Compensation Award offset against accidental death benefits payable to dependents of members.
- 1963: Firemen's and policemen's survivorship benefits increased to provide a monthly allowance of \$175 for a widow with one or more children, or \$87.50 per month for an individual benefit (one dependent child or a widow).
- 1964: Change made in disability provisions to provide that earnings limit should be based on difference between retirement allowance and current salary for position.
- 1965: Change made to remove the offset under the Coordinated Plan effective January 1, 1967, for all members who retired after December 31, 1965. The 70 percent Coordinated Plan limit was not removed.
Non-Coordinated Plan members given another opportunity to transfer to the Coordinated Plan during 1966.
Provisions made for a member to make one lump sum payment into an excess contribution account of an amount equal to the amount deducted from his annuity account for retroactive Social Security taxes.
- 1966: Firemen's and policemen's survivorship benefits increased to provide an allowance of \$200 per month for a widow with one or more children, or \$100 per month for an individual benefit, (one dependent child or a widow).
- 1967: Change made to provide that a fireman or policeman who retired after July 1, 1967, because of an approved disability, was eligible to participate in the firemen and policemen's survivorship benefits by continuing his contributions to the survivorship fund.
- 1968: Firemen and Policemen's Survivorship Fund contribution rate increased to 0.87 percent of the first \$6,000 earnings.
Outside earnings allowance for disability pensioners increased.
Provision made for the employer to pay the employee's contribution.
Final average salary changed to a highest 3-year average. Rate of employee contribution set at 5.5 percent of basic salary for general employees and 7 percent for firemen and policemen.
Computation of service retirement allowance simplified. Service retirement formula for general employees changed to 1.9 percent of final average salary for each year of creditable service. Service retirement formula for firemen and policemen changed to 2.15 percent of final average salary for the first 25 years of creditable service and 2.30 percent for each year thereafter.
Firemen and policemen attaining age 52 with 25 years of creditable service made eligible for full service retirement allowance.
Coordinated Plan limit of 70 percent was increased to 75 percent for retirements after January 1, 1969.
Optional survivorship plan was provided for active members, to be elected within the 6 months prior to attainment of the minimum service retirement age.
- 1969: Coordinated Plan limit was increased from 75 percent to 80 percent after January 1, 1970.
- 1970: Provision made to remove the \$250 Coordinated Plan offset from the Ordinary Death benefit.

Table 25. Clothing allowance and related practices—city employees, Milwaukee

Year	General Employees	Fire and Police Service Personnel
1960	Public health nurses and sanitation inspectors: \$60 annual uniform replacement allowance. Hospital personnel exposed to communicable diseases (nurses, maids, janitors and laundry workers): Uniforms provided daily.	Fire and police-uniformed: \$250 initial issue uniform allowance; \$90 annual uniform replacement allowance after 12 months' service.
1961	Change: Public health nurses and sanitation inspectors: Annual uniform replacement allowance increased from \$60 to \$90.	Change: Fire and Police - uniformed: Annual uniform replacement allowance increased to \$125.
1963	-----	Change: Police-uniformed: Initial issue uniform allowance increased to \$290. Police-motorcycle: \$260 initial issue uniform allowance provided.
1964	Added: Automotive mechanics and helpers: Coverall service provided. Garbage collection laborers: Raingear furnished. Aborists: Work shoes furnished.	Change: Police-uniformed: Initial issue uniform allowance increased to \$305. Police-motorcycle: Initial issue uniform allowance increased to \$270. Added: Detectives, detective sergeants and policewomen-non-uniformed: \$60 annual clothing replacement allowance. Change: Fire-uniformed: Initial issue uniform allowance increased to \$260.
1965	Added: Museum guards: \$60 annual uniform replacement allowance. Museum truck drivers: Uniform jackets and caps furnished.	-----
1966	Added: Water Department meter readers in field: \$38 annual uniform replacement allowance.	Change: Police-uniformed: Initial issue uniform allowance increased to \$330. Police-motorcycle: Initial issue uniform allowance increased to \$295.
1967	-----	Change: Detectives and policewomen-non-uniformed: Annual clothing allowance increased to \$125.
1968	Added: Licensed practical nurses: \$90 annual uniform replacement allowance.	-----
1969	-----	Change: Police-uniformed: Initial issue uniform allowance increased to \$375. Police-motorcycle: Initial issue uniform allowance increased to \$330. Detective sergeants-non-uniformed: Annual clothing allowance increased to \$125. Fire-uniformed: Initial issue uniform allowance increased to \$310; and annual uniform replacement allowance increased to \$135.

Table 26. 1960 salary rates, all city employees, Milwaukee ¹

Pay range	Interval	Biweekly, monthly, and annual salary rates					
		Step rates					
		1	2	3	4	5	6
1	Biweekly	\$122.81	\$131.60	\$136.79	\$141.98	\$147.17	\$153.39
	Monthly	267.54	286.70	298.00	309.31	320.61	334.18
	Annual	3,210.48	3,440.40	3,576.00	3,711.72	3,847.32	4,010.16
2	Biweekly	144.56	150.08	156.69	-	-	-
	Monthly	314.94	326.97	341.35	-	-	-
	Annual	3,779.28	3,923.64	4,096.20	-	-	-
3	Biweekly	150.08	156.69	164.70	-	-	-
	Monthly	326.97	341.35	358.81	-	-	-
	Annual	3,923.64	4,096.20	4,305.72	-	-	-
4	Biweekly	147.17	153.39	160.60	166.20	172.79	-
	Monthly	320.61	334.18	349.87	362.08	376.43	-
	Annual	3,847.32	4,010.16	4,198.44	4,344.96	4,517.16	-
5	Biweekly	166.20	173.92	181.75	184.04	-	-
	Monthly	362.08	378.89	395.95	400.95	-	-
	Annual	4,344.96	4,546.68	4,751.40	4,811.40	-	-
6		Not in use					
	Biweekly	173.92	181.75	189.63	-	-	-
	Monthly	378.89	395.95	413.12	-	-	-
7	Biweekly	173.92	181.75	189.63	-	-	-
	Monthly	378.89	395.95	413.12	-	-	-
	Annual	4,546.68	4,751.40	4,957.44	-	-	-
8	Biweekly	176.35	184.47	192.36	-	-	-
	Monthly	384.20	401.89	419.06	-	-	-
	Annual	4,610.40	4,822.68	5,028.72	-	-	-
9	Biweekly	166.20	172.79	180.56	188.55	196.44	-
	Monthly	362.08	376.43	393.37	410.78	427.96	-
	Annual	4,344.96	4,517.16	4,720.44	4,929.36	5,135.32	-
10	Biweekly	181.75	191.29	199.17	-	-	-
	Monthly	395.95	416.73	433.90	-	-	-
	Annual	4,751.40	5,000.76	5,206.80	-	-	-
11		Not in use					
	Biweekly	191.29	199.46	207.34	-	-	-
	Monthly	416.73	434.53	451.71	-	-	-
12	Biweekly	191.29	199.46	207.34	-	-	-
	Monthly	416.73	434.53	451.71	-	-	-
	Annual	5,000.76	5,214.36	5,420.52	-	-	-
13	Biweekly	180.56	188.55	196.44	206.00	213.88	-
	Monthly	393.37	410.78	427.96	448.78	465.96	-
	Annual	4,720.44	4,929.36	5,135.52	5,385.36	5,591.52	-
14	Biweekly	196.44	206.00	213.88	-	-	-
	Monthly	427.96	448.78	465.96	-	-	-
	Annual	5,135.52	5,385.36	5,591.52	-	-	-
15	Biweekly	196.44	202.99	211.45	219.34	-	-
	Monthly	427.96	442.22	460.66	477.84	-	-
	Annual	5,135.52	5,306.64	5,527.92	5,734.08	-	-
16	Biweekly	196.44	202.99	211.45	219.34	227.82	-
	Monthly	427.96	442.22	460.66	477.84	496.32	-
	Annual	5,135.52	5,306.64	5,527.92	5,734.08	5,955.84	-
17	Biweekly	219.34	227.82	238.92	-	-	-
	Monthly	477.84	496.32	520.50	-	-	-
	Annual	5,734.08	5,955.84	6,246.00	-	-	-
18	Biweekly	213.88	224.07	234.14	244.69	-	-
	Monthly	465.96	488.16	510.10	533.08	-	-
	Annual	5,591.52	5,857.92	6,121.20	6,396.96	-	-
19	Biweekly	224.07	234.14	244.69	-	-	-
	Monthly	488.16	510.10	533.08	-	-	-
	Annual	5,857.92	6,121.20	6,396.96	-	-	-
20	Biweekly	234.14	244.69	256.26	-	-	-
	Monthly	510.10	533.08	558.28	-	-	-
	Annual	6,121.20	6,396.96	6,699.36	-	-	-
21	Biweekly	244.69	256.26	267.81	-	-	-
	Monthly	533.08	558.28	583.44	-	-	-
	Annual	6,396.96	6,699.36	7,001.28	-	-	-
22	Biweekly	234.14	244.69	255.09	265.30	276.02	-
	Monthly	510.10	533.08	555.74	577.98	601.33	-
	Annual	6,121.20	6,396.96	6,668.88	6,935.76	7,215.96	-
23	Biweekly	252.17	263.52	275.43	287.77	-	-
	Monthly	549.38	574.10	600.04	626.93	-	-
	Annual	6,592.56	6,889.20	7,200.48	7,523.16	-	-

See footnote at end of table.

Table 26. 1960 salary rates, all city employees, Milwaukee—Continued

Pay range	Interval	Biweekly, monthly, and annual salary rates					
		Step rates					
		1	2	3	4	5	6
24	Biweekly	\$276.02	\$287.77	\$299.11	\$311.38	\$324.12	-
	Monthly	601.33	626.93	651.64	678.36	706.12	-
	Annual	7,215.96	7,523.16	7,819.68	8,140.32	8,473.44	-
25	Biweekly	325.99	339.28	354.20	368.29	-	-
	Monthly	710.20	739.15	771.64	802.34	-	-
	Annual	8,522.40	8,869.80	9,259.68	9,628.08	-	-
26	Biweekly	354.20	368.29	382.39	396.17	409.73	-
	Monthly	771.64	802.34	833.06	863.09	892.62	-
	Annual	9,259.68	9,628.08	9,996.72	10,357.08	10,711.44	-
27	Biweekly	382.39	396.17	409.73	423.29	436.84	-
	Monthly	833.06	863.09	892.62	922.16	951.68	-
	Annual	9,996.72	10,357.08	10,711.44	11,065.92	11,420.16	-
28	Biweekly	409.73	423.29	436.84	450.40	463.96	-
	Monthly	892.62	922.16	951.68	981.22	1,010.77	-
	Annual	10,711.44	11,065.92	11,420.16	11,774.64	12,129.24	-
29	Biweekly	436.84	450.40	463.96	477.77	491.07	-
	Monthly	951.68	981.22	1,010.77	1,040.86	1,069.83	-
	Annual	11,420.16	11,774.64	12,129.24	12,490.32	12,837.96	-
30	Biweekly	463.96	477.77	491.07	504.62	518.18	-
	Monthly	1,010.77	1,040.86	1,069.83	1,099.35	1,128.89	-
	Annual	12,129.24	12,490.32	12,837.96	13,192.20	13,546.68	-
31	Biweekly	504.62	518.18	545.29	558.58	-	-
	Monthly	1,099.35	1,128.89	1,187.96	1,216.91	-	-
	Annual	13,192.20	13,546.68	14,255.52	14,602.92	-	-
32	Biweekly	541.07	566.88	592.68	618.49	-	-
	Monthly	1,178.76	1,234.98	1,291.20	1,347.42	-	-
	Annual	14,145.12	14,819.76	15,494.40	16,169.04	-	-
33	Biweekly	585.22	612.33	639.92	-	-	-
	Monthly	1,274.94	1,334.00	1,394.11	-	-	-
	Annual	15,299.28	16,008.00	16,729.32	-	-	-

In 1960 there was a single pay plan that covered nearly all city employees, including all employees of the Fire and Police Departments. Pay ranges 1, 4, 9, 13, 18, 22, and 24 included clerical, administrative, technical, and professional classes. The remaining pay ranges, up through pay range 23, contained trades, labor, custodial, and public safety jobs. Pay ranges 25 through 33 included management positions, which did not receive additional pay or compensatory time off for overtime worked.

City employees are paid biweekly.

Classes included in pay range 1 were Blueprint Trimmer, Clerk I, Clerk Stenographer I, Clerk Typist I, Key punch Operator I, and Library Aide I.

Classes included in pay range 2 were Bindery Sewer I, Custodial Worker I, Elevator Operator I, and Laundry Worker I.

Classes included in pay range 33 were Commissioner of Health and Commissioner of Public Works.

Classes included in pay range 32 were Attorney V, Chief Engineer-Fire Department, Chief of Police, City Engineer, Deputy City Attorney, Deputy Commissioner of Public Works, Municipal Port Director, and Tax Commissioner.

Table 27. 1961-67 salary rates (Biweekly), all city employees, Milwaukee¹

Pay range	Year	Biweekly salary rates					
		Step rates					
		1	2	3	4	5	6
1	1961	\$690.41	\$724.93	\$759.45	\$793.97	\$828.49	-
	1962	690.41	724.93	759.45	793.97	828.49	-
	1963	724.93	759.45	793.97	828.49	863.01	-
	1964	774.64	780.10	815.56	851.02	886.48	-
	1965	769.08	805.70	842.33	878.95	915.57	-
	1966	792.15	829.87	867.60	905.32	943.04	-
	1967	815.91	854.77	893.63	932.48	971.33	-
2	1961	607.56	635.18	662.79	690.41	724.93	-
	1962	607.56	635.18	662.79	690.41	724.93	-
	1963	635.18	662.79	690.41	724.93	759.45	-
	1964	652.44	680.81	709.18	744.64	780.10	-
	1965	673.86	703.16	732.46	769.08	805.70	-
	1966	694.08	742.25	754.43	792.15	829.87	-
	1967	714.90	745.98	777.06	815.91	854.77	-
3	1961	529.32	552.33	579.95	607.56	635.18	-
	1962	529.32	552.33	579.95	607.56	635.18	-
	1963	552.33	579.95	607.56	635.18	662.79	-
	1964	567.34	595.71	624.08	652.44	680.81	-
	1965	585.96	615.26	644.56	673.86	703.16	-
	1966	603.54	633.72	663.90	694.08	724.25	-
	1967	621.65	652.73	683.82	714.90	745.98	-
4	1961	483.29	506.30	529.32	552.33	579.95	-
	1962	483.29	506.30	529.32	552.33	579.95	-
	1963	506.30	529.32	552.33	579.95	607.56	-
	1964	520.07	543.70	567.34	595.71	624.08	-
	1965	537.14	561.55	585.96	615.26	644.56	-
	1966	553.25	578.40	603.54	633.72	663.90	-
	1967	569.85	595.75	621.65	652.73	683.82	-
5	1961	439.56	460.27	483.29	506.30	529.32	-
	1962	439.56	460.27	483.29	506.30	529.32	-
	1963	460.27	483.29	506.30	529.32	552.33	-
	1964	472.79	496.43	520.07	543.70	567.34	-
	1965	488.30	512.72	537.14	561.55	585.96	-
	1966	502.95	528.10	553.25	578.40	603.54	-
	1967	518.04	543.94	569.85	595.75	621.65	-
6	1961	418.85	439.56	460.27	483.29	506.30	-
	1962	418.85	439.56	460.27	483.29	506.30	-
	1963	439.56	460.27	483.29	506.30	529.32	-
	1964	451.51	472.79	496.43	520.07	543.70	-
	1965	466.33	488.30	512.72	537.14	561.55	-
	1966	480.32	502.95	528.10	553.25	578.40	-
	1967	494.73	518.04	543.94	569.85	595.75	-
7	1961	382.03	400.44	418.85	439.56	460.27	-
	1962	382.03	400.44	418.85	439.56	460.27	-
	1963	400.44	418.85	439.56	460.27	483.29	-
	1964	411.32	430.24	451.51	472.79	496.43	-
	1965	424.82	444.36	466.33	488.30	512.72	-
	1966	437.56	457.69	480.32	502.95	528.10	-
	1967	450.69	471.42	494.73	518.04	543.94	-
8	1961	347.51	363.62	382.03	400.44	418.85	-
	1962	347.51	363.62	382.03	400.44	418.85	-
	1963	363.62	382.03	400.44	418.85	439.56	-
	1964	373.50	392.41	411.32	430.24	451.51	-
	1965	385.76	405.29	424.82	444.36	466.33	-
	1966	397.33	417.45	437.56	457.69	480.32	-
	1967	409.25	429.97	450.69	471.42	494.73	-
9	1961	317.59	331.40	347.51	363.62	382.03	-
	1962	317.59	331.40	347.51	363.62	382.03	-
	1963	331.40	347.51	363.62	382.03	400.44	-
	1964	340.41	356.95	373.50	392.41	411.32	-
	1965	351.58	368.67	385.76	405.29	424.82	-
	1966	362.13	379.73	397.33	417.45	437.56	-
	1967	372.99	391.12	409.25	429.97	450.69	-
10	1961	303.78	317.59	331.40	347.51	363.62	-
	1962	303.78	317.59	331.40	347.51	363.62	-
	1963	317.59	331.40	347.51	363.62	382.03	-
	1964	326.22	340.41	356.95	373.50	392.41	-
	1965	336.93	351.58	368.67	385.76	405.29	-
	1966	347.04	362.13	379.73	397.33	417.45	-
	1967	357.45	372.99	391.12	409.25	429.97	-
11	1961	265.12	277.08	289.97	303.78	317.59	-
	1962	265.12	277.08	289.97	303.78	317.59	-
	1963	277.08	289.97	303.78	317.59	331.40	-
	1964	284.62	297.86	312.04	326.22	340.41	-
	1965	293.96	307.63	322.28	336.93	351.58	-
	1966	302.78	316.86	331.95	347.04	362.13	-
	1967	311.86	326.37	341.91	357.45	372.99	-

See footnote at end of table.

Table 27. 1961-67 salary rates (Biweekly), all city employees, Milwaukee¹—Continued

Pay range	Year	Biweekly salary rates					
		Step rates					
		1	2	3	4	5	6
12	1961	\$253.61	\$265.12	\$277.08	\$289.97	\$303.78	-
	1962	253.61	265.12	277.08	289.97	303.78	-
	1963	265.12	277.08	289.97	303.78	317.59	-
	1964	272.33	284.62	297.86	312.04	326.22	-
	1965	281.26	293.96	307.63	322.28	336.93	-
	1966	289.70	302.78	316.86	331.95	347.04	-
	1967	298.39	311.86	326.37	341.91	357.45	-
13	1961	242.56	253.61	265.12	277.08	289.97	-
	1962	242.56	253.61	265.12	277.08	289.97	-
	1963	253.61	265.12	277.08	289.97	303.78	-
	1964	260.51	272.33	284.62	297.86	312.04	-
	1965	269.05	281.26	293.96	307.63	322.28	-
	1966	277.12	289.70	302.78	316.86	331.95	-
	1967	285.43	298.39	311.86	326.37	341.91	-
14	1961	232.44	242.56	253.61	265.12	277.08	-
	1962	232.44	242.56	253.61	265.12	277.08	-
	1963	242.56	253.61	265.12	277.08	289.97	-
	1964	249.16	260.51	272.33	284.62	297.86	-
	1965	257.34	269.05	281.26	293.96	307.63	-
	1966	265.34	277.12	289.70	302.78	316.86	-
	1967	273.34	285.43	298.39	311.86	326.37	-
15	1961	222.77	232.44	242.56	253.61	265.12	-
	1962	222.77	232.44	242.56	253.61	265.12	-
	1963	232.44	242.56	253.61	265.12	277.08	-
	1964	238.76	249.16	260.51	272.33	284.62	-
	1965	246.59	257.34	269.05	281.26	293.96	-
	1966	254.59	265.34	277.12	289.70	302.78	-
	1967	262.59	273.34	285.43	298.39	311.86	-
16	1961	213.57	222.77	232.44	242.56	253.61	-
	1962	213.57	222.77	232.44	242.56	253.61	-
	1963	222.77	232.44	242.56	253.61	265.12	-
	1964	228.83	238.76	249.16	260.51	272.33	-
	1965	236.34	246.59	257.34	269.05	281.26	-
	1966	244.34	254.59	265.34	277.12	289.70	-
	1967	252.34	262.59	273.34	285.43	298.39	-
17	1961	204.82	213.57	222.77	232.44	242.56	-
	1962	204.82	213.57	222.77	232.44	242.56	-
	1963	213.57	222.77	232.44	242.56	253.61	-
	1964	219.37	228.83	238.76	249.16	260.51	-
	1965	226.57	236.34	246.59	257.34	269.05	-
	1966	234.57	244.34	254.59	265.34	277.12	-
	1967	242.57	252.34	262.59	273.34	285.43	-
18	1961	196.54	204.82	213.57	222.77	232.44	-
	1962	196.54	204.82	213.57	222.77	232.44	-
	1963	204.82	213.57	222.77	232.44	242.56	-
	1964	210.39	219.37	228.83	238.76	249.16	-
	1965	217.30	226.57	236.34	246.59	257.34	-
	1966	225.30	234.57	244.34	254.59	265.34	-
	1967	233.30	242.57	252.34	262.59	273.34	-
19	1961	189.17	196.54	204.82	213.57	222.77	-
	1962	189.17	196.54	204.82	213.57	222.77	-
	1963	196.54	204.82	213.57	222.77	232.44	-
	1964	201.88	210.39	219.37	228.83	238.76	-
	1965	208.50	217.30	226.57	236.34	246.59	-
	1966	216.50	225.30	234.57	244.34	254.59	-
	1967	224.50	233.30	242.57	252.34	262.59	-
20	1961	180.89	189.17	196.54	204.82	213.57	-
	1962	180.89	189.17	196.54	204.82	213.57	-
	1963	189.17	196.54	204.82	213.57	222.77	-
	1964	194.32	201.88	210.39	219.37	228.83	-
	1965	200.69	208.50	217.30	226.57	236.34	-
	1966	208.69	216.50	225.30	234.57	244.34	-
	1967	216.69	224.50	233.30	242.57	252.34	-
21	1961	173.52	180.89	189.17	196.54	204.82	-
	1962	173.52	180.89	189.17	196.54	204.82	-
	1963	180.89	189.17	196.54	204.82	213.57	-
	1964	185.81	194.32	201.88	210.39	219.37	-
	1965	192.07	200.69	208.50	217.30	226.57	-
	1966	200.07	208.69	216.50	225.30	234.57	-
	1967	208.07	216.69	224.50	233.30	242.57	-
22	1961	166.16	173.52	180.89	189.17	196.54	-
	1962	166.16	173.52	180.89	189.17	196.54	-
	1963	173.52	180.89	189.17	196.54	204.82	-
	1964	178.24	185.81	194.32	201.88	210.39	-
	1965	184.48	192.07	200.69	208.50	217.30	-
	1966	192.48	200.07	208.69	216.50	225.30	-
	1967	200.48	208.07	216.69	224.50	233.30	-

See footnote at end of table.

Table 27. 1961-67 salary rates (Biweekly), all city employees, Milwaukee¹—Continued

Pay range	Year	Biweekly salary rates					
		Step rates					
		1	2	3	4	5	6
23	1961	\$158.79	\$166.16	\$173.52	\$180.89	\$189.17	-
	1962	158.79	166.16	173.52	180.89	189.17	-
	1963	158.79	166.16	173.52	180.89	189.17	\$ 196.54
	1964	163.11	170.68	178.24	185.81	194.32	201.88
	1965	169.31	176.90	184.48	192.07	200.69	208.50
	1966	177.31	184.90	192.48	200.07	208.69	216.50
	1967	185.31	192.90	200.48	208.07	216.69	224.50
24	1961	152.35	158.79	166.16	173.52	180.89	-
	1962	152.35	158.79	166.16	173.52	180.89	-
	1963	158.79	166.16	173.52	180.89	189.17	-
	1964	163.11	170.68	178.24	185.81	194.32	-
	1965	169.31	176.90	184.48	192.07	200.69	-
	1966	177.31	184.90	192.48	200.07	208.69	-
	1967	185.31	192.90	200.48	208.07	216.69	-
25	1961	139.46	145.91	152.35	158.79	166.16	-
	1962	139.46	145.91	152.35	158.79	166.16	-
	1963	145.91	152.35	158.79	166.16	173.52	-
	1964	149.87	156.49	163.11	170.68	178.24	-
	1965	156.04	162.67	169.31	176.90	184.48	-
	1966	164.04	170.67	177.31	184.90	192.48	-
	1967	172.04	178.67	185.31	192.90	200.48	-
26	1961	133.48	139.46	145.91	152.35	158.79	-
	1962	133.48	139.46	145.91	152.35	158.79	-
	1963	133.48	139.46	145.91	152.35	158.79	166.16
	1964	137.11	143.25	149.87	156.49	163.11	170.68
	1965	143.24	149.40	156.04	162.67	169.31	176.90
	1966	151.24	157.40	164.04	170.67	177.31	184.90
	1967	159.24	165.40	172.04	178.67	185.31	192.90
27	1961	127.96	133.48	139.46	145.91	152.35	-
	1962	127.96	133.48	139.46	145.91	152.35	-
	1963	127.96	133.48	139.46	145.91	152.35	158.79
	1964	131.43	137.11	143.25	149.87	156.49	163.11
	1965	137.55	143.24	149.40	156.04	162.67	169.31
	1966	145.55	151.24	157.40	164.04	170.67	177.31
	1967	153.35	159.24	165.40	172.04	178.67	185.31

¹ In 1961, a completely new pay plan incorporating 27 pay ranges was adopted. This pay plan remained in effect until 1968. Originally it covered nearly all employees, including police and fire department personnel. Excluded were prevailing wage employees, "exempt" employees, and employees of boards and commissions.

Pay ranges 1 through 11 included management positions most of which did not receive additional pay or compensatory time off for overtime worked.

In 1965, a new separate pay plan for police service personnel was established which contained 15 pay ranges covering all ranks from Police Matron up to and including the Chief of Police. (See table 37.)

In 1967, a new separate pay plan for fire personnel was established which contained 5 pay ranges covering ranks of Firefighter through Fire Captain. Ranks above Fire Captain were included in the general pay schedule. (See table 38.)

Classes included in pay range 1 were Commissioner of Health, Commissioner of Public Works, and Director of City Development.

Classes included in pay ranges 2 were Chief Engineer—Fire Department, Chief of Police, City Engineer, Deputy Commissioner of Public Works, Municipal Port Director, and Tax Commissioner. In 1965, Chief of Police was assigned to the new separate pay plan covering all ranks of police personnel.

Classes included in pay range 27 were Clerk I, Clerk Stenographer I, Clerk Typist I, Key Punch Operator I, and Library Aide I.

Classes included in pay range 26 were Bindery Sewer I, Custodial Worker I, Elevator Operator I, and Laundry Worker I.

Table 28. 1961-67 salary rates (Monthly), all city employees, Milwaukee¹

Pay range	Year	Monthly salary rates					
		Step rates					
		1	2	3	4	5	6
1	1961	\$1,500.00	\$1,575.00	\$1,650.00	\$1,725.00	\$1,800.00	-
	1962	1,500.00	1,575.00	1,650.00	1,725.00	1,800.00	-
	1963	1,575.00	1,650.00	1,725.00	1,800.00	1,875.00	-
	1964	1,622.25	1,699.50	1,776.75	1,854.00	1,931.25	-
	1965	1,670.92	1,750.49	1,830.05	1,909.62	1,989.19	-
	1966	1,721.04	1,802.99	1,884.96	1,966.92	2,048.87	-
	1967	1,772.66	1,857.09	1,941.52	2,025.92	2,110.33	-
2	1961	1,320.00	1,380.00	1,440.00	1,500.00	1,575.00	-
	1962	1,320.00	1,380.00	1,440.00	1,500.00	1,575.00	-
	1963	1,380.00	1,440.00	1,500.00	1,550.00	1,650.00	-
	1964	1,421.40	1,483.20	1,545.00	1,622.25	1,699.50	-
	1965	1,464.04	1,527.70	1,591.35	1,670.92	1,750.49	-
	1966	1,507.97	1,573.52	1,639.09	1,721.04	1,802.99	-
	1967	1,553.21	1,620.73	1,688.26	1,722.66	1,857.09	-
3	1961	1,150.00	1,200.00	1,260.00	1,320.00	1,380.00	-
	1962	1,150.00	1,200.00	1,260.00	1,320.00	1,380.00	-
	1963	1,200.00	1,260.00	1,320.00	1,380.00	1,440.00	-
	1964	1,236.00	1,297.80	1,359.60	1,421.40	1,483.20	-
	1965	1,273.08	1,336.73	1,400.39	1,464.04	1,527.70	-
	1966	1,311.26	1,376.83	1,442.40	1,507.97	1,573.52	-
	1967	1,350.61	1,418.13	1,485.68	1,553.21	1,620.73	-
4	1961	1,050.00	1,100.00	1,150.00	1,200.00	1,260.00	-
	1962	1,050.00	1,100.00	1,150.00	1,200.00	1,260.00	-
	1963	1,100.00	1,150.00	1,200.00	1,260.00	1,320.00	-
	1964	1,133.00	1,184.50	1,236.00	1,297.80	1,359.60	-
	1965	1,166.99	1,220.04	1,273.08	1,336.73	1,400.39	-
	1966	1,202.00	1,256.64	1,311.26	1,376.83	1,442.40	-
	1967	1,238.07	1,294.34	1,350.61	1,418.13	1,484.68	-
5	1961	955.00	1,000.00	1,050.00	1,100.00	1,150.00	-
	1962	955.00	1,000.00	1,050.00	1,100.00	1,150.00	-
	1963	1,000.00	1,050.00	1,100.00	1,150.00	1,200.00	-
	1964	1,030.00	1,081.50	1,133.00	1,184.50	1,236.00	-
	1965	1,060.90	1,113.95	1,166.99	1,220.04	1,273.08	-
	1966	1,092.72	1,147.36	1,202.00	1,256.64	1,311.26	-
	1967	1,125.50	1,181.77	1,238.07	1,294.34	1,350.61	-
6	1961	910.00	955.00	1,000.00	1,050.00	1,100.00	-
	1962	910.00	955.00	1,000.00	1,050.00	1,100.00	-
	1963	955.00	1,000.00	1,050.00	1,100.00	1,150.00	-
	1964	983.65	1,030.00	1,081.00	1,133.00	1,184.50	-
	1965	1,013.16	1,060.90	1,113.95	1,166.99	1,220.04	-
	1966	1,043.55	1,092.72	1,147.36	1,202.00	1,256.64	-
	1967	1,074.86	1,125.50	1,181.77	1,238.07	1,294.34	-
7	1961	830.00	870.00	910.00	955.00	1,000.00	-
	1962	830.00	870.00	910.00	955.00	1,000.00	-
	1963	870.00	910.00	955.00	1,000.00	1,050.00	-
	1964	896.00	937.30	983.65	1,030.00	1,081.50	-
	1965	922.98	965.42	1,013.16	1,060.90	1,113.95	-
	1966	950.65	994.39	1,043.55	1,092.72	1,147.36	-
	1967	979.18	1,024.22	1,074.86	1,125.50	1,181.77	-
8	1961	755.00	790.00	830.00	870.00	910.00	-
	1962	755.00	790.00	830.00	870.00	910.00	-
	1963	790.00	830.00	870.00	910.00	955.00	-
	1964	813.70	854.90	896.10	937.30	983.65	-
	1965	838.11	880.55	922.98	965.42	1,013.16	-
	1966	863.25	906.96	950.65	994.39	1,043.55	-
	1967	889.14	934.16	979.18	1,024.22	1,074.86	-
9	1961	690.00	720.00	755.00	790.00	830.00	-
	1962	690.00	720.00	755.00	790.00	830.00	-
	1963	720.00	755.00	790.00	830.00	870.00	-
	1964	741.60	777.65	813.70	854.90	896.10	-
	1965	763.85	800.98	838.11	880.55	922.98	-
	1966	786.77	825.01	863.25	906.96	950.65	-
	1967	810.37	849.76	889.14	934.16	979.18	-
10	1961	660.00	690.00	720.00	755.00	790.00	-
	1962	660.00	690.00	720.00	755.00	790.00	-
	1963	690.00	720.00	755.00	790.00	830.00	-
	1964	710.70	741.60	777.65	813.70	854.90	-
	1965	732.02	763.85	800.98	838.11	880.55	-
	1966	753.99	786.77	825.01	863.25	906.96	-
	1967	776.60	810.37	849.76	889.14	934.16	-
11	1961	576.00	602.00	630.00	660.00	690.00	-
	1962	576.00	602.00	630.00	660.00	690.00	-
	1963	602.00	630.00	660.00	690.00	720.00	-
	1964	620.06	648.90	679.80	710.70	741.60	-
	1965	638.66	668.37	700.19	732.02	763.85	-
	1966	657.83	688.42	721.20	753.99	786.77	-
	1967	677.55	709.08	742.84	776.60	810.37	-

See footnote at end of table.

Table 28. 1961-67 salary rates (Monthly), all city employees, Milwaukee—Continued

Pay range	Year	Monthly salary rates					
		Step rates					
		1	2	3	4	5	6
12	1961	\$551.00	\$576.00	\$602.00	\$630.00	\$660.00	-
	1962	551.00	576.00	602.00	630.00	660.00	-
	1963	576.00	602.00	630.00	660.00	690.00	-
	1964	593.28	620.06	648.90	679.80	710.70	-
	1965	611.08	638.66	668.37	700.19	732.02	-
	1966	629.41	657.83	688.42	721.20	753.99	-
	1967	648.29	677.55	709.08	742.84	776.60	-
13	1961	527.00	551.00	576.00	602.00	630.00	-
	1962	527.00	551.00	576.00	602.00	630.00	-
	1963	551.00	576.00	602.00	630.00	660.00	-
	1964	567.53	593.28	620.06	648.90	679.80	-
	1965	584.56	611.08	638.66	668.37	700.19	-
	1966	602.08	629.41	657.83	688.42	721.20	-
	1967	620.13	648.29	677.55	709.08	742.84	-
14	1961	505.00	527.00	551.00	576.00	602.00	-
	1962	505.00	527.00	551.00	576.00	602.00	-
	1963	527.00	551.00	576.00	602.00	630.00	-
	1964	542.81	567.53	593.28	620.06	648.90	-
	1965	559.09	584.56	611.08	638.66	668.37	-
	1966	576.48	602.08	629.41	657.83	688.42	-
	1967	593.86	620.13	648.29	677.55	709.08	-
15	1961	484.00	505.00	527.00	551.00	576.00	-
	1962	484.00	505.00	527.00	551.00	576.00	-
	1963	505.00	527.00	551.00	576.00	602.00	-
	1964	520.15	542.81	567.53	593.28	620.06	-
	1965	535.75	559.09	584.56	611.08	638.66	-
	1966	553.13	576.48	602.08	629.41	657.83	-
	1967	570.51	593.86	620.13	648.29	677.55	-
16	1961	464.00	484.00	505.00	527.00	551.00	-
	1962	464.00	484.00	505.00	527.00	551.00	-
	1963	484.00	505.00	527.00	551.00	576.00	-
	1964	498.52	520.15	542.81	567.53	593.28	-
	1965	513.48	535.75	559.09	584.56	611.08	-
	1966	530.86	553.13	576.48	602.08	629.41	-
	1967	548.24	570.51	593.86	620.13	648.29	-
17	1961	445.00	464.00	484.00	505.00	527.00	-
	1962	445.00	464.00	484.00	505.00	527.00	-
	1963	464.00	484.00	505.00	527.00	551.00	-
	1964	477.92	498.52	520.15	542.81	567.53	-
	1965	492.26	513.48	535.75	559.09	584.56	-
	1966	509.63	530.86	553.13	576.48	602.08	-
	1967	527.01	548.24	570.51	593.86	620.13	-
18	1961	427.00	445.00	464.00	484.00	505.00	-
	1962	427.00	445.00	464.00	484.00	505.00	-
	1963	445.00	464.00	484.00	505.00	527.00	-
	1964	458.35	477.92	498.52	520.15	542.81	-
	1965	472.10	492.26	513.48	535.75	559.09	-
	1966	489.49	509.63	530.86	553.13	576.48	-
	1967	506.87	527.01	548.24	570.51	593.86	-
19	1961	411.00	427.00	445.00	464.00	484.00	-
	1962	411.00	427.00	445.00	464.00	484.00	-
	1963	427.00	445.00	464.00	484.00	505.00	-
	1964	439.81	458.35	477.92	498.52	520.15	-
	1965	453.00	472.10	492.26	513.48	535.75	-
	1966	470.37	489.49	509.63	530.86	553.13	-
	1967	487.75	506.87	527.01	548.24	570.51	-
20	1961	393.00	411.00	427.00	445.00	464.00	-
	1962	393.00	411.00	427.00	445.00	464.00	-
	1963	411.00	427.00	445.00	464.00	484.00	-
	1964	423.33	439.81	458.35	477.92	498.52	-
	1965	436.03	453.00	472.10	492.26	513.48	-
	1966	453.40	470.37	489.49	509.63	530.86	-
	1967	470.79	487.75	506.87	527.01	548.24	-
21	1961	377.00	393.00	411.00	427.00	445.00	-
	1962	377.00	393.00	411.00	427.00	445.00	-
	1963	393.00	411.00	427.00	445.00	464.00	-
	1964	404.79	423.33	439.81	458.35	477.92	-
	1965	417.29	436.03	453.00	472.10	492.26	-
	1966	434.68	453.40	470.37	489.49	509.63	-
	1967	452.06	470.79	487.75	506.87	527.01	-
22	1961	361.00	377.00	393.00	411.00	427.00	-
	1962	361.00	377.00	393.00	411.00	427.00	-
	1963	377.00	393.00	411.00	427.00	445.00	-
	1964	388.31	404.79	423.33	439.81	458.35	-
	1965	400.81	417.29	436.03	453.00	472.10	-
	1966	418.19	434.68	453.40	470.37	489.49	-
	1967	435.57	452.06	470.79	487.75	506.87	-

See footnote at end of table.

Table 28. 1961-67 salary rates, (Monthly), all city employees, Milwaukee¹—Continued

Pay range	Year	Monthly salary rates					
		Step rates					
		1	2	3	4	5	6
23	1961	\$345.00	\$361.00	\$377.00	\$393.00	\$411.00	-
	1962	345.00	361.00	377.00	393.00	411.00	-
	1963	345.00	361.00	377.00	393.00	411.00	\$427.00
	1964	355.35	371.83	388.31	404.79	423.33	439.81
	1965	367.85	384.33	400.81	417.29	436.03	453.00
	1966	385.23	401.72	418.19	434.68	453.40	470.37
	1967	402.61	419.10	435.57	452.06	470.79	487.75
24	1961	331.00	345.00	361.00	377.00	393.00	-
	1962	331.00	345.00	361.00	377.00	393.00	-
	1963	345.00	361.00	377.00	393.00	411.00	-
	1964	355.35	371.83	388.31	404.79	423.33	-
	1965	367.85	384.33	400.81	417.29	436.03	-
	1966	385.23	401.72	418.19	434.68	453.40	-
	1967	402.61	419.10	435.57	452.06	470.79	-
25	1961	303.00	317.00	331.00	345.00	361.00	-
	1962	303.00	317.00	331.00	345.00	361.00	-
	1963	317.00	331.00	345.00	361.00	377.00	-
	1964	326.51	340.93	355.35	371.83	388.31	-
	1965	339.01	353.43	367.85	384.33	400.81	-
	1966	356.40	370.80	385.23	401.72	418.19	-
	1967	373.78	388.18	402.61	419.10	435.57	-
26	1961	290.00	303.00	317.00	331.00	345.00	-
	1962	290.00	303.00	317.00	331.00	345.00	-
	1963	290.00	303.00	317.00	331.00	345.00	361.00
	1964	298.70	312.09	326.51	340.93	355.35	371.83
	1965	311.20	324.59	339.01	353.43	367.85	384.33
	1966	328.59	341.97	356.40	370.80	385.23	401.72
	1967	345.97	359.35	373.78	388.18	402.61	419.10
27	1961	278.00	290.00	303.00	317.00	331.00	-
	1962	278.00	290.00	303.00	317.00	331.00	-
	1963	278.00	290.00	303.00	317.00	331.00	345.00
	1964	286.34	298.70	312.09	326.51	340.93	355.35
	1965	298.84	311.20	324.59	339.01	353.43	367.85
	1966	316.23	328.59	341.97	356.40	370.80	385.23
	1967	333.61	345.97	359.35	373.78	388.18	402.61

¹ See footnote 1, table 27.

Table 29. 1961-67 salary rates (Annual), all city employees, Milwaukee

Pay range	Year	Annual salary rates					
		Step rates					
		1	2	3	4	5	6
1	1961	\$18,000.00	\$18,900.00	\$19,800.00	\$20,700.00	\$21,600.00	-
	1962	18,000.00	18,900.00	19,800.00	20,700.00	21,600.00	-
	1963	18,900.00	19,800.00	20,700.00	21,600.00	22,500.00	-
	1964	19,467.00	20,394.00	21,321.00	22,248.00	23,175.00	-
	1965	20,051.01	21,005.82	21,960.63	22,915.44	23,870.25	-
	1966	20,652.48	21,635.90	22,619.57	23,602.99	24,586.40	-
	1967	21,271.94	22,285.08	23,298.21	24,311.09	25,323.96	-
2	1961	15,840.00	16,560.00	17,280.00	18,000.00	18,900.00	-
	1962	15,840.00	16,560.00	17,280.00	18,000.00	18,900.00	-
	1963	16,560.00	17,280.00	18,000.00	18,900.00	19,800.00	-
	1964	17,056.80	17,798.40	18,540.00	19,467.00	20,394.00	-
	1965	17,568.50	18,332.35	19,096.20	20,051.01	21,005.82	-
	1966	18,095.66	18,882.23	19,669.07	20,652.48	21,635.90	-
	1967	18,638.46	19,448.76	20,259.06	21,271.94	22,285.08	-
3	1961	13,800.00	14,400.00	15,120.00	15,840.00	16,560.00	-
	1962	13,800.00	14,400.00	15,120.00	15,840.00	16,560.00	-
	1963	14,400.00	15,120.00	15,840.00	16,560.00	17,280.00	-
	1964	14,832.00	15,573.60	16,315.20	17,056.80	17,798.40	-
	1965	15,276.96	16,040.81	16,804.66	17,568.50	18,332.35	-
	1966	15,735.15	16,521.99	17,308.82	18,095.66	18,882.23	-
	1967	16,207.30	17,017.60	17,828.16	18,638.46	19,448.76	-
4	1961	12,600.00	13,200.00	13,800.00	14,400.00	15,120.00	-
	1962	12,600.00	13,200.00	13,800.00	14,400.00	15,120.00	-
	1963	13,200.00	13,800.00	14,400.00	15,120.00	15,840.00	-
	1964	13,596.00	14,214.00	14,832.00	15,573.60	16,315.20	-
	1965	14,003.88	14,640.42	15,276.96	16,040.81	16,804.66	-
	1966	14,424.02	15,079.71	15,735.15	16,521.99	17,308.82	-
	1967	14,856.80	15,532.05	16,207.30	17,017.60	17,828.16	-
5	1961	11,460.00	12,000.00	12,600.00	13,200.00	13,800.00	-
	1962	11,460.00	12,000.00	12,600.00	13,200.00	13,800.00	-
	1963	12,000.00	12,600.00	13,200.00	13,800.00	14,400.00	-
	1964	12,360.00	12,978.00	13,596.00	14,214.00	14,832.00	-
	1965	12,730.80	13,367.34	14,003.88	14,640.42	15,276.96	-
	1966	13,112.63	13,768.32	14,424.02	15,079.71	15,735.15	-
	1967	13,506.04	14,181.29	14,856.80	15,532.05	16,207.30	-
6	1961	10,920.00	11,460.00	12,000.00	12,600.00	13,200.00	-
	1962	10,920.00	11,460.00	12,000.00	12,600.00	13,200.00	-
	1963	11,460.00	12,000.00	12,600.00	13,200.00	13,800.00	-
	1964	11,803.80	12,360.00	12,978.00	13,596.00	14,214.00	-
	1965	12,157.91	12,730.80	13,367.34	14,003.88	14,640.42	-
	1966	12,522.63	13,112.63	13,768.32	14,424.02	15,079.71	-
	1967	12,898.32	13,506.04	14,181.29	14,856.80	15,532.05	-
7	1961	9,960.00	10,440.00	10,920.00	11,460.00	12,000.00	-
	1962	9,960.00	10,440.00	10,920.00	11,460.00	12,000.00	-
	1963	10,440.00	10,920.00	11,460.00	12,000.00	12,600.00	-
	1964	10,753.20	11,247.60	11,803.80	12,360.00	12,978.00	-
	1965	11,075.80	11,585.03	12,157.91	12,730.80	13,367.34	-
	1966	11,407.81	11,932.63	12,522.63	13,112.63	13,768.32	-
	1967	11,750.13	12,290.59	12,898.32	13,506.04	14,181.29	-
8	1961	9,060.00	9,480.00	9,960.00	10,440.00	10,920.00	-
	1962	9,060.00	9,480.00	9,960.00	10,440.00	10,920.00	-
	1963	9,480.00	9,960.00	10,440.00	10,920.00	11,460.00	-
	1964	9,764.40	10,258.80	10,753.20	11,247.60	11,803.80	-
	1965	10,057.33	10,566.56	11,075.80	11,585.03	12,157.91	-
	1966	10,358.96	10,883.52	11,407.81	11,932.63	12,522.63	-
	1967	10,669.73	11,209.93	11,750.13	12,290.59	12,898.32	-
9	1961	8,280.00	8,640.00	9,060.00	9,480.00	9,960.00	-
	1962	8,280.00	8,640.00	9,060.00	9,480.00	9,960.00	-
	1963	8,640.00	9,060.00	9,480.00	9,960.00	10,440.00	-
	1964	8,899.20	9,331.80	9,764.40	10,258.80	10,753.20	-
	1965	9,166.18	9,611.75	10,057.33	10,566.56	11,075.80	-
	1966	9,441.25	9,900.10	10,358.96	10,883.52	11,407.81	-
	1967	9,724.38	10,197.06	10,669.73	11,209.93	11,750.13	-
10	1961	7,920.00	8,280.00	8,640.00	9,060.00	9,480.00	-
	1962	7,920.00	8,280.00	8,640.00	9,060.00	9,480.00	-
	1963	8,280.00	8,640.00	9,060.00	9,480.00	9,960.00	-
	1964	8,528.40	8,899.20	9,331.80	9,764.40	10,258.80	-
	1965	8,784.25	9,166.18	9,611.75	10,057.33	10,566.56	-
	1966	9,047.83	9,441.25	9,900.10	10,358.96	10,883.52	-
	1967	9,319.23	9,724.38	10,197.06	10,669.73	11,209.93	-
11	1961	6,912.00	7,224.00	7,560.00	7,920.00	8,280.00	-
	1962	6,912.00	7,224.00	7,560.00	7,920.00	8,280.00	-
	1963	7,224.00	7,560.00	7,920.00	8,280.00	8,640.00	-
	1964	7,440.72	7,786.80	8,157.60	8,528.40	8,899.20	-
	1965	7,663.94	8,020.40	8,402.33	8,784.25	9,166.18	-
	1966	7,893.91	8,260.99	8,654.41	9,047.83	9,441.25	-
	1967	8,130.64	8,508.93	8,914.08	9,319.23	9,724.38	-

See footnote at end of table.

Table 29. 1961-67 salary rates (Annual), all city employees, Milwaukee¹—Continued

Pay range	Year	Annual salary rates					
		Step rates					
		1	2	3	4	5	6
12	1961	\$6,612.00	\$6,912.00	\$7,224.00	\$7,560.00	\$7,920.00	-
	1962	6,612.00	6,912.00	7,224.00	7,560.00	7,920.00	-
	1963	6,912.00	7,224.00	7,560.00	7,920.00	8,280.00	-
	1964	7,119.36	7,440.72	7,786.80	8,157.60	8,528.40	-
	1965	7,332.94	7,663.94	8,020.40	8,402.33	8,784.25	-
	1966	7,552.89	7,893.91	8,260.99	8,654.41	9,047.83	-
	1967	7,779.45	8,130.64	8,508.93	8,914.08	9,319.23	-
13	1961	6,324.00	6,612.00	6,912.00	7,224.00	7,560.00	-
	1962	6,324.00	6,612.00	6,912.00	7,224.00	7,560.00	-
	1963	6,612.00	6,912.00	7,224.00	7,560.00	7,920.00	-
	1964	6,810.36	7,119.36	7,440.72	7,786.80	8,157.60	-
	1965	7,014.67	7,332.94	7,663.94	8,020.40	8,402.33	-
	1966	7,224.91	7,552.89	7,893.91	8,260.99	8,654.41	-
	1967	7,441.57	7,779.45	8,130.64	8,508.93	8,914.08	-
14	1961	6,060.00	6,324.00	6,612.00	6,912.00	7,224.00	-
	1962	6,060.00	6,324.00	6,612.00	6,912.00	7,224.00	-
	1963	6,324.00	6,612.00	6,912.00	7,224.00	7,560.00	-
	1964	6,513.72	6,810.36	7,119.36	7,440.72	7,786.80	-
	1965	6,709.13	7,014.67	7,332.94	7,663.94	8,020.40	-
	1966	6,917.79	7,224.91	7,552.89	7,893.91	8,260.99	-
	1967	7,126.36	7,441.57	7,779.45	8,130.64	8,508.93	-
15	1961	5,808.00	6,060.00	6,324.00	6,612.00	6,912.00	-
	1962	5,808.00	6,060.00	6,324.00	6,612.00	6,912.00	-
	1963	6,060.00	6,324.00	6,612.00	6,912.00	7,224.00	-
	1964	6,241.80	6,513.72	6,810.36	7,119.36	7,440.72	-
	1965	6,429.05	6,709.13	7,014.67	7,332.94	7,663.94	-
	1966	6,637.53	6,917.79	7,224.91	7,552.89	7,893.91	-
	1967	6,846.10	7,126.36	7,441.57	7,779.45	8,130.64	-
16	1961	5,568.00	5,808.00	6,060.00	6,324.00	6,612.00	-
	1962	5,568.00	5,808.00	6,060.00	6,324.00	6,612.00	-
	1963	5,808.00	6,060.00	6,324.00	6,612.00	6,912.00	-
	1964	5,982.24	6,241.80	6,513.72	6,810.36	7,119.36	-
	1965	6,161.71	6,429.05	6,709.13	7,014.67	7,332.94	-
	1966	6,370.29	6,637.53	6,917.79	7,224.91	7,552.89	-
	1967	6,578.86	6,846.10	7,126.36	7,441.57	7,779.45	-
17	1961	5,340.00	5,568.00	5,808.00	6,060.00	6,324.00	-
	1962	5,340.00	5,568.00	5,808.00	6,060.00	6,324.00	-
	1963	5,568.00	5,808.00	6,060.00	6,324.00	6,612.00	-
	1964	5,735.04	5,982.24	6,241.80	6,513.72	6,810.36	-
	1965	5,907.09	6,161.71	6,429.05	6,709.13	7,014.67	-
	1966	6,115.58	6,370.29	6,637.53	6,917.79	7,224.91	-
	1967	6,324.15	6,578.86	6,846.10	7,126.36	7,441.57	-
18	1961	5,124.00	5,340.00	5,568.00	5,808.00	6,060.00	-
	1962	5,124.00	5,340.00	5,568.00	5,808.00	6,060.00	-
	1963	5,340.00	5,568.00	5,808.00	6,060.00	6,324.00	-
	1964	5,500.20	5,735.04	5,982.24	6,241.80	6,513.72	-
	1965	5,665.21	5,907.09	6,161.71	6,429.05	6,709.13	-
	1966	5,873.89	6,115.58	6,370.29	6,637.53	6,917.79	-
	1967	6,082.46	6,324.15	6,578.86	6,846.10	7,126.36	-
19	1961	4,932.00	5,124.00	5,340.00	5,568.00	5,808.00	-
	1962	4,932.00	5,124.00	5,340.00	5,568.00	5,808.00	-
	1963	5,124.00	5,340.00	5,568.00	5,808.00	6,060.00	-
	1964	5,277.72	5,500.20	5,735.04	5,982.24	6,241.80	-
	1965	5,436.05	5,665.21	5,907.09	6,161.71	6,429.05	-
	1966	5,644.46	5,873.89	6,115.58	6,370.29	6,637.53	-
	1967	5,853.04	6,082.46	6,324.15	6,578.86	6,846.10	-
20	1961	4,716.00	4,932.00	5,124.00	5,340.00	5,568.00	-
	1962	4,716.00	4,932.00	5,124.00	5,340.00	5,568.00	-
	1963	4,932.00	5,124.00	5,340.00	5,568.00	5,808.00	-
	1964	5,079.96	5,277.72	5,500.20	5,735.04	5,982.24	-
	1965	5,232.36	5,436.05	5,665.21	5,907.09	6,161.71	-
	1966	5,440.85	5,644.46	5,873.89	6,115.58	6,370.29	-
	1967	5,649.42	5,853.04	6,082.46	6,324.15	6,578.86	-
21	1961	4,524.00	4,716.00	4,932.00	5,124.00	5,340.00	-
	1962	4,524.00	4,716.00	4,932.00	5,124.00	5,340.00	-
	1963	4,716.00	4,932.00	5,124.00	5,340.00	5,568.00	-
	1964	4,857.48	5,079.96	5,277.72	5,500.20	5,735.04	-
	1965	5,007.48	5,232.36	5,436.05	5,665.21	5,907.09	-
	1966	5,216.11	5,440.85	5,644.46	5,873.89	6,115.58	-
	1967	5,424.68	5,649.42	5,853.04	6,082.46	6,324.15	-
22	1961	4,332.00	4,524.00	4,716.00	4,932.00	5,124.00	-
	1962	4,332.00	4,524.00	4,716.00	4,932.00	5,124.00	-
	1963	4,524.00	4,716.00	4,932.00	5,124.00	5,340.00	-
	1964	4,659.72	4,857.48	5,079.96	5,277.72	5,500.20	-
	1965	4,809.72	5,007.48	5,232.36	5,436.05	5,665.21	-
	1966	5,018.23	5,216.11	5,440.85	5,644.46	5,873.89	-
	1967	5,226.80	5,424.68	5,649.42	5,853.04	6,082.46	-

See footnote at end of table.

Table 29. 1961-67 salary rates (Annual), all city employees, Milwaukee¹—Continued

Pay range	Year	Annual salary rates					
		Step rates					
		1	2	3	4	5	6
23	1961	\$4,140.00	\$4,332.00	\$4,524.00	\$4,716.00	\$4,932.00	-
	1962	4,140.00	4,332.00	4,524.00	4,716.00	4,932.00	-
	1963	4,140.00	4,332.00	4,524.00	4,716.00	4,932.00	\$ 5,126.00
	1964	4,264.20	4,461.96	4,659.72	4,857.48	5,079.96	5,277.72
	1965	4,414.20	4,611.96	4,809.72	5,007.48	5,232.36	5,436.05
	1966	4,622.73	4,820.61	5,018.23	5,216.11	5,440.85	5,646.46
	1967	4,831.30	5,029.18	5,226.80	5,424.68	5,649.42	5,853.04
24	1961	3,972.00	4,140.00	4,332.00	4,524.00	4,716.00	-
	1962	3,972.00	4,140.00	4,332.00	4,524.00	4,716.00	-
	1963	4,140.00	4,332.00	4,524.00	4,716.00	4,932.00	-
	1964	4,264.20	4,461.96	4,659.72	4,857.48	5,079.96	-
	1965	4,414.20	4,611.96	4,809.72	5,007.48	5,232.36	-
	1966	4,622.73	4,820.61	5,018.23	5,216.11	5,440.85	-
	1967	4,831.30	5,029.18	5,226.80	5,424.68	5,649.42	-
25	1961	3,636.00	3,804.00	3,972.00	4,140.00	4,332.00	-
	1962	3,636.00	3,804.00	3,972.00	4,140.00	4,332.00	-
	1963	3,804.00	3,972.00	4,140.00	4,332.00	4,524.00	-
	1964	3,918.12	4,091.16	4,264.20	4,461.96	4,659.72	-
	1965	4,068.12	4,241.16	4,414.20	4,611.96	4,809.72	-
	1966	4,276.76	4,449.61	4,622.73	4,820.61	5,018.23	-
	1967	4,485.33	4,658.18	4,831.30	5,029.18	5,226.80	-
26	1961	3,480.00	3,636.00	3,804.00	3,972.00	4,140.00	-
	1962	3,480.00	3,636.00	3,804.00	3,972.00	4,140.00	-
	1963	3,480.00	3,636.00	3,804.00	3,972.00	4,140.00	4,332.00
	1964	3,584.40	3,745.08	3,918.12	4,091.16	4,264.20	4,461.96
	1965	3,734.40	3,895.08	4,068.12	4,241.16	4,414.20	4,611.96
	1966	3,943.04	4,103.64	4,276.76	4,449.61	4,622.73	4,820.61
	1967	4,151.61	4,312.21	4,485.33	4,658.18	4,831.30	5,029.18
27	1961	3,336.00	3,480.00	3,636.00	3,804.00	3,972.00	-
	1962	3,336.00	3,480.00	3,636.00	3,804.00	3,972.00	-
	1963	3,336.00	3,480.00	3,636.00	3,804.00	3,972.00	4,140.00
	1964	3,436.08	3,584.40	3,745.08	3,918.12	4,091.16	4,264.20
	1965	3,586.08	3,734.40	3,895.08	4,068.12	4,241.16	4,414.20
	1966	3,794.70	3,943.04	4,103.64	4,276.76	4,449.61	4,622.73
	1967	4,003.27	4,151.61	4,312.21	4,485.33	4,658.18	4,831.30

¹ See footnote 1, table 27.

Table 30. 1968-69 general salary rates (Biweekly), city employees, Milwaukee¹

Pay range	Year	Biweekly salary rates						
		Step rates						
		1	2	3	4	5	6	7
3	1968	\$161.55	\$167.24	\$173.40	\$180.04	\$186.67	\$193.31	-
	January 1969	181.55	187.24	193.40	200.04	206.67	213.31	-
	July 1969	189.55	195.24	201.40	208.04	214.67	221.31	-
4	1968	167.24	173.40	180.04	186.67	193.31	200.90	-
	January 1969	187.24	193.40	200.04	206.67	213.31	220.90	-
	July 1969	195.24	201.40	208.04	214.67	221.31	228.90	-
5	1968	180.04	186.67	193.31	200.90	208.48	-	-
	January 1969	200.04	206.67	213.31	220.90	228.48	-	-
	July 6, 1969	208.04	214.67	221.31	228.90	236.48	-	-
7	1968	193.31	200.90	208.48	216.07	224.69	-	-
	January 1969	213.31	220.90	228.48	236.07	244.69	-	-
	July 6, 1969	221.31	228.90	236.48	244.07	252.69	-	-
8	1968	193.31	200.90	208.48	216.07	224.69	232.50	-
	January 1969	213.31	220.90	228.48	236.07	244.69	252.50	-
	July 6, 1969	221.31	228.90	236.48	244.07	252.69	260.50	-
9	1968	208.48	216.07	224.69	232.50	241.30	-	-
	January 1969	228.48	236.07	244.69	252.50	261.30	-	-
	July 6, 1969	236.48	244.07	252.69	260.50	269.30	-	-
10	1968	216.07	224.69	232.50	241.30	250.57	-	-
	January 1969	236.07	244.69	252.50	261.30	270.57	-	-
	July 6, 1969	244.07	252.69	260.50	269.30	278.57	-	-
11	1968	224.69	232.50	241.30	250.57	260.34	-	-
	January 1969	244.69	252.50	261.30	270.57	280.34	-	-
	July 6, 1969	252.69	260.60	269.30	278.57	288.34	-	-
12	1968	232.50	241.30	250.57	260.34	270.59	-	-
	January 1969	252.50	261.30	270.57	280.34	290.59	-	-
	July 6, 1969	260.50	269.30	278.57	288.34	298.59	-	-
13	1968	241.30	250.57	260.34	270.59	281.54	-	-
	January 1969	261.30	270.57	280.34	290.59	301.54	-	-
	July 6, 1969	269.30	278.57	288.34	298.59	309.54	-	-
14	1968	250.57	260.34	270.59	281.54	293.99	-	-
	January 1969	270.57	280.34	290.59	301.54	313.99	-	-
	July 6, 1969	278.57	288.34	298.59	309.54	321.99	-	-
14(a)	July 6, 1969	290.59	301.54	313.99	327.34	-	-	-
15	1968	260.34	270.59	281.54	293.99	307.34	-	-
	January 1969	280.34	290.59	301.54	313.99	327.34	-	-
	July 6, 1969	288.34	298.59	309.54	321.99	335.34	-	-
16	1968	270.59	281.54	293.99	307.34	321.22	-	-
	January 1969	290.59	301.54	313.99	327.34	341.22	-	-
	July 6, 1969	298.59	309.54	321.99	335.34	349.22	-	-
17	1968	281.54	293.99	307.34	321.22	336.16	-	-
	January 1969	301.54	313.99	327.34	341.22	356.16	-	-
	July 6, 1969	309.54	321.99	335.34	349.22	364.16	-	-
17(a)	January 1969	309.70	323.39	338.07	353.34	369.78	387.38	\$404.99
	July 1969	309.70	323.39	338.07	353.34	369.78	387.38	404.99
18	1968	293.99	307.34	321.22	336.16	352.17	-	-
	January 1969	313.99	327.34	341.22	356.16	372.17	-	-
	July 6, 1969	321.99	335.34	349.22	364.16	380.17	-	-
18(a)	July 6, 1969	341.22	356.16	372.17	385.25	-	-	-
19	1968	307.34	321.22	336.16	352.17	368.17	-	-
	January 1969	327.34	341.22	356.16	372.17	388.17	-	-
	July 6, 1969	335.34	349.22	364.16	380.17	396.17	-	-
20	1968	321.22	336.16	352.17	368.17	384.18	-	-
	January 1969	341.22	356.16	372.17	388.17	404.18	-	-
	July 6, 1969	349.22	364.16	380.17	396.17	412.18	-	-
21	1968	336.16	352.17	368.17	384.18	398.57	-	-
	January 1969	356.16	372.17	388.17	404.18	418.57	-	-
	July 6, 1969	364.16	380.17	396.17	412.18	426.57	-	-
21(b)	January 1969	369.78	387.38	404.99	422.60	438.42	455.57	472.70
	July 1969	369.78	387.38	404.99	422.60	438.42	455.57	472.70
24	1968	384.18	398.57	414.15	429.73	450.33	-	-
	January 1969	404.18	418.57	434.15	449.73	470.33	-	-
	July 6, 1969	412.18	426.57	442.15	457.73	478.33	-	-
25	1968	398.57	414.15	429.73	450.33	470.95	-	-
	January 1969	418.57	434.15	449.73	470.33	490.95	-	-
	July 6, 1969	426.57	442.15	457.73	478.33	498.95	-	-

See footnote at end of table.

Table 30. 1968-69 general salary rates (Biweekly), city employees, Milwaukee¹—Continued

Pay range	Year		Biweekly salary rates						
			Step rates						
			1	2	3	4	5	6	7
26	1968		\$414.15	\$429.73	\$450.33	\$470.95	\$494.58	-	-
	1969	January	434.15	449.73	470.33	490.95	514.58	-	-
		July 6, 1969	442.15	457.73	478.33	498.95	522.58	-	-
27	1968		429.73	450.33	470.95	494.58	517.69	-	-
	1969	January	449.73	470.33	490.95	514.58	538.40	-	-
		July 6, 1969	457.73	478.33	498.95	522.58	545.69	-	-
28	1968		450.33	470.95	494.58	517.69	543.83	-	-
	1969	January	470.33	490.95	514.58	538.40	565.58	-	-
		July 6, 1969	478.33	498.95	522.58	545.69	571.83	-	-
29	1968		470.95	494.58	517.69	543.83	569.45	-	-
	1969	January	490.95	514.58	538.40	565.58	592.23	-	-
		July 6, 1969	498.95	522.58	545.69	571.83	597.45	-	-
30	1968		494.58	517.69	543.83	569.45	595.59	-	-
	1969	January	514.58	538.40	565.58	592.23	619.41	-	-
		July 6, 1969	522.58	545.69	571.83	597.45	623.59	-	-
31	1968		517.69	543.83	569.45	595.59	621.23	-	-
	1969	January	538.40	565.58	592.23	619.41	646.08	-	-
		July 6, 1969	545.69	571.83	597.45	623.59	649.23	-	-
32	1968		543.83	569.45	595.59	621.23	652.39	-	-
	1969	January	565.58	592.23	619.41	646.08	678.49	-	-
		July 6, 1969	571.83	597.45	623.59	649.23	680.39	-	-
33	1968		569.45	595.59	621.23	652.39	683.55	-	-
	1969	January	592.23	619.41	646.08	678.49	710.89	-	-
		July 6, 1969	597.45	623.59	649.23	680.39	711.55	-	-
34	1968		595.59	621.23	652.39	683.55	714.21	-	-
	1969	January	619.41	646.08	678.49	710.89	742.78	-	-
		July 6, 1969	623.59	649.23	680.39	711.55	742.78	-	-
35	1968		621.23	652.39	683.55	714.21	745.37	-	-
	1969	January	646.08	678.49	710.89	742.78	775.18	-	-
		July 6, 1969	649.23	680.39	711.55	742.78	775.18	-	-
36	1968		652.39	683.55	714.21	745.37	776.54	-	-
	1969	January	678.49	710.89	742.78	775.18	807.60	-	-
		July 6, 1969	680.39	711.55	742.78	775.18	807.60	-	-
37	1968		683.55	714.21	745.37	776.54	817.74	-	-
	1969	January	710.89	742.78	775.18	807.60	850.45	-	-
		July 6, 1969	711.55	742.78	775.18	807.60	850.45	-	-
38	1968		714.21	745.37	776.54	817.74	869.52	-	-
	1969	January	742.78	775.18	807.60	850.45	904.30	-	-
		July 6, 1969	742.78	775.18	807.60	850.45	904.30	-	-
39	1968		745.37	776.54	817.74	869.52	921.27	-	-
	1969	January	775.18	807.60	850.45	904.30	958.12	-	-
		July 6, 1969	775.18	807.60	850.45	904.30	958.12	-	-
40	1968		807.60	850.45	904.30	958.12	1,011.97	-	-
	1969	January	807.60	850.45	904.30	958.12	1,011.97	-	-
		July 6, 1969	807.60	850.45	904.30	958.12	1,011.97	-	-
41	1968		817.74	869.52	921.27	973.05	1,024.83	-	-
	1969	January	850.45	904.30	958.12	1,011.97	1,065.82	-	-
		July 6, 1969	850.45	904.30	958.12	1,011.97	1,065.82	-	-
44	1968		973.05	1,024.83	1,075.91	1,129.91	1,186.29	-	-
	1969	January	1,011.97	1,065.82	1,118.95	1,175.11	1,233.74	-	-
		July 6, 1969	1,011.97	1,065.82	1,118.95	1,175.11	1,233.74	-	-

¹ The salary ordinance establishing salary rates for 1968 reversed and renumbered the pay range numbering system previously used from 1961 through 1967 so that the lowest pay range number included the lowest salary rates and the highest pay range number included the highest salary rates.

Pay ranges 1, 2, 6, 22, 23, 42, and 43 were not used.

Pay ranges 21 through 44 included management positions which did not receive pay or compensatory time off for overtime worked.

Fire service ranks of Firefighter through Fire Captain were covered by a separate pay plan having 5 pay ranges. (See table 38.) Ranks above Fire Captain included in general pay schedule.

In 1968 the police service pay plan adopted in 1965 was reduced from 15 pay ranges to 7 pay ranges covering only ranks below Captain of Police. (See table 37.) Ranks of Captain of Police and above included in general pay schedule.

In 1969 a new separate pay plan providing for 4 pay ranges was established for nearly all positions covered by the Technicians, Engineers, and Architects of Milwaukee (TFAM) collective bargaining unit. (See table 35.) Engineering Technicians, IV was reallocated to newly established pay range 17 (a) and Engineering Technician V was reallocated to newly established pay range 21 (b) in the general salary schedule.

Classes included in pay range 3 were Clerk I, Clerk Stenographer I, Clerk Typist I, Key Punch Operator I, and Library Aide I.

Classes included in pay range 4 were Bindery Sewer I, Custodial Worker I, Elevator Operator, and Laundry Worker I.

Classes included in pay range 41 were Chief Engineer—Fire Department, Chief of Police, City Engineer, Deputy Commissioner of Health, Deputy Commissioner of Public Works, Municipal Port Director, and Tax Commissioner. Deputy of City Development was added in 1969.

Table 31. 1968-69 general salary rates (Monthly), city employees, Milwaukee¹

Pay range	Year	Monthly salary rates						
		Step rates						
		1	2	3	4	5	6	7
3	1968	\$350.99	\$363.35	\$376.73	\$391.16	\$405.56	\$419.99	-
	January 1969	394.44	406.80	420.18	434.61	449.01	463.44	-
	July 6, 1969	411.82	424.18	437.57	451.99	466.40	480.82	-
4	1968	363.35	376.73	391.16	405.56	419.99	436.48	-
	January 1969	406.80	420.18	434.61	449.01	463.44	479.93	-
	July 6, 1969	424.18	437.57	451.99	466.40	480.82	497.31	-
5	1968	391.16	405.56	419.99	436.48	452.95	-	-
	January 1969	434.61	449.01	463.44	479.93	496.40	496.40	-
	July 6, 1969	451.99	466.40	480.82	497.31	513.78	-	-
7	1968	419.99	436.48	452.95	469.44	488.17	-	-
	January 1969	463.44	479.93	496.40	512.89	531.62	531.62	-
	July 6, 1969	480.82	497.31	513.78	530.27	549.00	-	-
8	1968	419.99	436.48	452.95	469.44	488.17	505.13	-
	January 1969	463.44	479.93	496.40	512.89	531.62	531.62	548.58
	July 6, 1969	480.82	497.31	513.78	530.27	549.00	565.97	-
9	1968	452.95	469.44	488.17	505.13	524.25	-	-
	January 1969	496.40	512.89	531.62	548.58	567.70	567.70	-
	July 6, 1969	513.78	530.27	549.00	565.97	585.09	-	-
10	1968	469.44	488.17	505.13	524.25	544.39	-	-
	January 1969	512.89	531.62	548.58	567.70	587.84	587.84	-
	July 6, 1969	530.27	549.00	565.97	585.09	605.23	-	-
11	1968	488.17	505.13	524.25	544.39	565.62	-	-
	January 1969	531.62	548.58	567.70	587.84	609.07	609.07	-
	July 6, 1969	549.00	565.96	585.09	605.23	626.45	-	-
12	1968	505.13	524.25	544.39	565.62	587.89	-	-
	January 1969	548.58	567.70	587.84	609.07	631.34	631.34	-
	July 6, 1969	565.96	585.09	605.23	626.45	648.72	-	-
13	1968	524.25	544.39	565.62	587.89	611.68	-	-
	January 1969	567.70	587.84	609.07	631.34	655.13	655.13	-
	July 6, 1969	585.09	605.23	626.45	648.72	672.51	-	-
14	1968	544.39	565.62	587.89	611.68	638.73	-	-
	January 1969	587.84	609.07	631.34	655.13	682.18	682.18	-
	July 6, 1969	605.23	626.45	648.72	672.51	699.56	-	-
14(a)	July 6, 1969	631.34	655.13	682.18	711.18	-	-	-
15	1968	565.62	587.89	611.68	638.73	667.73	-	-
	January 1969	609.07	631.34	655.13	682.18	711.18	711.18	-
	July 6, 1969	626.45	648.72	672.51	699.56	728.57	-	-
16	1968	587.89	611.68	638.73	667.73	697.89	-	-
	January 1969	631.34	655.13	682.18	711.18	741.34	741.34	-
	July 6, 1969	648.72	672.51	699.56	728.57	758.72	-	-
17	1968	611.68	638.73	667.73	697.89	730.35	-	-
	January 1969	655.13	682.18	711.18	741.34	773.80	773.80	-
	July 6, 1969	672.51	699.56	728.57	758.72	791.18	-	-
17(a)	January 1969	672.85	702.60	734.50	767.68	803.39	841.64	\$879.88
	July 6, 1969	672.85	702.60	734.50	767.68	803.39	841.64	879.88
	1968	611.68	638.73	667.73	730.35	765.13	-	-
18	January 1969	682.18	711.18	741.34	773.80	808.58	-	-
	July 6, 1969	699.56	728.57	758.72	791.18	825.97	-	-
	18(a)	July 6, 1969	741.34	773.80	808.58	837.00	-	-
19	1968	667.73	697.89	730.35	765.13	799.89	-	-
	January 1969	711.18	741.34	773.80	808.58	843.34	843.34	-
	July 6, 1969	728.57	758.72	791.18	825.97	860.73	-	-
20	1968	697.89	730.35	765.13	799.89	834.68	-	-
	January 1969	741.34	773.80	808.58	843.34	878.13	878.13	-
	July 6, 1969	758.72	791.18	825.97	860.73	895.51	-	-
21	1968	730.35	765.13	799.89	834.68	865.94	-	-
	January 1969	773.80	808.58	843.34	878.13	909.39	909.39	-
	July 6, 1969	791.18	825.97	860.73	895.51	926.77	-	-
21(b)	January 1969	803.39	841.64	879.88	918.15	952.53	989.77	1,027.00
	July 6, 1969	803.39	841.64	879.88	918.15	952.53	989.77	1,027.00
	1968	834.68	865.94	899.79	933.64	978.40	-	-
24	January 1969	878.13	909.39	943.24	977.09	1,021.85	-	-
	July 6, 1969	895.51	926.77	960.62	994.47	1,039.23	-	-
	1968	865.94	899.79	933.64	978.40	1,023.19	-	-
25	January 1969	909.39	943.24	977.09	1,021.85	1,066.64	-	-
	July 6, 1969	926.77	960.62	994.47	1,039.23	1,084.03	-	-

See footnote at end of table.

Table 31. 1968-69 general salary rates (Monthly), city employees, Milwaukee¹—Continued

Pay range	Year	Monthly salary rates						
		Step rates						
		1	2	3	4	5	6	7
26	1968	\$899.79	\$933.64	\$978.40	\$1,023.19	\$1,074.53	-	-
	January 1969	943.24	977.09	1,021.85	1,066.64	1,117.98	-	-
	July 6, 1969	960.62	994.47	1,039.23	1,084.03	1,135.37	-	-
27	1968	933.64	978.40	1,023.19	1,074.53	1,124.74	-	-
	January 1969	977.09	1,021.85	1,066.64	1,117.98	1,169.73	-	-
	July 6, 1969	994.47	1,039.23	1,084.03	1,135.37	1,185.58	-	-
28	1968	978.40	1,023.19	1,074.53	1,124.74	1,181.54	-	-
	January 1969	1,021.85	1,066.64	1,117.98	1,169.73	1,228.80	-	-
	July 6, 1969	1,039.23	1,084.03	1,135.37	1,185.58	1,242.37	-	-
29	1968	1,023.19	1,074.53	1,124.74	1,181.54	1,237.20	-	-
	January 1969	1,066.64	1,117.98	1,169.73	1,228.80	1,286.69	-	-
	July 6, 1969	1,084.03	1,135.37	1,185.58	1,242.37	1,298.03	-	-
30	1968	1,074.53	1,124.74	1,181.54	1,237.20	1,293.99	-	-
	January 1969	1,117.98	1,169.73	1,228.80	1,286.69	1,345.75	-	-
	July 6, 1969	1,135.37	1,185.58	1,242.37	1,298.03	1,354.82	-	-
31	1968	1,124.74	1,181.54	1,237.20	1,293.99	1,349.70	-	-
	January 1969	1,169.73	1,228.80	1,286.69	1,345.75	1,403.68	-	-
	July 6, 1969	1,185.58	1,242.37	1,298.03	1,354.82	1,410.53	-	-
32	1968	1,181.54	1,237.20	1,293.99	1,349.70	1,417.39	-	-
	January 1969	1,228.80	1,286.69	1,345.75	1,403.68	1,474.09	-	-
	July 6, 1969	1,242.37	1,298.03	1,354.82	1,410.53	1,478.23	-	-
33	1968	1,237.20	1,293.99	1,349.99	1,417.39	1,485.09	-	-
	January 1969	1,286.69	1,345.75	1,403.68	1,474.09	1,544.50	-	-
	July 6, 1969	1,298.03	1,354.82	1,410.53	1,478.23	1,545.93	-	-
34	1968	1,293.99	1,349.70	1,417.39	1,485.09	1,551.71	-	-
	January 1969	1,345.75	1,403.68	1,474.09	1,544.50	1,613.78	-	-
	July 6, 1969	1,354.82	1,410.53	1,478.23	1,545.93	1,613.78	-	-
35	1968	1,349.70	1,417.39	1,485.09	1,551.71	1,619.41	-	-
	January 1969	1,403.68	1,474.09	1,544.50	1,613.78	1,684.17	-	-
	July 6, 1969	1,410.53	1,478.23	1,545.93	1,613.78	1,684.17	-	-
36	1968	1,417.39	1,485.09	1,551.71	1,619.41	1,687.13	-	-
	January 1969	1,474.09	1,544.50	1,613.78	1,684.17	1,754.61	-	-
	July 6, 1969	1,478.23	1,545.93	1,613.78	1,684.17	1,754.61	-	-
37	1968	1,485.09	1,551.71	1,619.41	1,687.13	1,776.64	-	-
	January 1969	1,544.50	1,613.78	1,684.17	1,754.61	1,847.70	-	-
	July 6, 1969	1,545.93	1,613.78	1,684.17	1,754.61	1,847.70	-	-
38	1968	1,551.71	1,619.41	1,687.13	1,776.64	1,889.14	-	-
	January 1969	1,613.78	1,684.17	1,754.61	1,847.70	1,964.70	-	-
	July 6, 1969	1,613.78	1,684.17	1,754.61	1,847.70	1,964.70	-	-
39	1968	1,619.41	1,687.13	1,776.64	1,889.14	2,001.57	-	-
	January 1969	1,684.17	1,754.61	1,847.70	1,964.70	2,081.63	-	-
	July 6, 1969	1,684.17	1,754.61	1,847.70	1,964.70	2,081.63	-	-
40	1968	1,754.61	1,847.70	1,964.70	2,081.63	2,198.63	-	-
	January 1969	1,754.61	1,847.70	1,964.70	2,081.63	2,198.63	-	-
	July 6, 1969	1,754.61	1,847.70	1,964.70	2,081.63	2,198.63	-	-
41	1968	1,776.64	1,889.14	2,001.57	2,114.07	2,226.57	-	-
	January 1969	1,847.70	1,964.70	2,081.63	2,198.63	2,315.63	-	-
	July 6, 1969	1,847.70	1,964.70	2,081.63	2,198.63	2,315.62	-	-
44	1968	2,114.07	2,226.57	2,337.54	2,454.86	2,577.36	-	-
	January 1969	2,198.63	2,315.62	2,431.05	2,553.07	2,680.45	-	-
	July 6, 1969	2,198.63	2,315.62	2,431.05	2,553.07	2,680.45	-	-

¹ See footnote 1, table 30.

Table 32. 1968-69 general salary rates (Annual), city employees, Milwaukee

Pay range	Year	Annual salary rates						
		Step rates						
		1	2	3	4	5	6	7
3	1968	\$4,211.84	\$4,360.18	\$4,520.78	\$4,693.90	\$4,866.75	\$5,039.87	-
	January 1969	4,733.27	4,881.61	5,042.21	5,215.33	5,388.18	5,561.30	-
	July 6, 1969	4,941.84	5,090.19	5,250.79	5,423.90	5,596.75	5,769.87	-
4	1968	4,360.18	4,520.78	4,693.90	4,866.75	5,039.87	5,237.75	-
	January 1969	4,881.61	5,042.21	5,215.33	5,388.18	5,561.30	5,759.18	-
	July 6, 1969	5,090.19	5,250.79	5,423.90	5,596.75	5,769.87	5,967.75	-
5	1968	4,693.90	4,866.75	5,039.87	5,237.75	5,435.37	-	-
	January 1969	5,215.33	5,388.18	5,561.30	5,759.18	5,956.80	-	-
	July 6, 1969	5,423.90	5,596.75	5,769.87	5,967.75	6,165.37	-	-
7	1968	5,039.87	5,237.75	5,435.37	5,633.25	5,857.99	-	-
	January 1969	5,561.30	5,759.18	5,956.80	6,154.68	6,379.42	-	-
	July 6, 1969	5,769.87	5,967.75	6,165.37	6,363.25	6,587.99	-	-
8	1968	5,039.87	5,237.75	5,435.37	5,633.25	5,857.99	6,061.61	-
	January 1969	5,561.30	5,759.18	5,956.80	6,154.68	6,379.42	6,583.04	-
	July 6, 1969	5,769.87	5,967.75	6,165.37	6,363.25	6,587.99	6,791.61	-
9	1968	5,435.37	5,633.25	5,857.99	6,061.61	6,291.03	-	-
	January 1969	5,956.80	6,154.68	6,379.42	6,583.04	6,812.46	-	-
	July 6, 1969	6,165.37	6,363.25	6,587.99	6,791.61	7,021.04	-	-
10	1968	5,633.25	5,857.99	6,061.61	6,291.03	6,532.72	-	-
	January 1969	6,154.68	6,379.42	6,583.04	6,812.46	7,054.15	-	-
	July 6, 1969	6,363.25	6,587.99	6,791.61	7,021.04	7,262.72	-	-
11	1968	5,857.99	6,061.61	6,291.03	6,532.72	6,787.43	-	-
	January 1969	6,379.42	6,583.04	6,812.46	7,054.15	7,308.86	-	-
	July 6, 1969	6,587.99	6,791.61	7,021.04	7,262.72	7,517.44	-	-
12	1968	6,061.61	6,291.03	6,532.72	6,787.43	7,054.67	-	-
	January 1969	6,583.04	6,812.46	7,054.15	7,308.86	7,576.10	-	-
	July 6, 1969	6,791.61	7,021.04	7,262.72	7,517.44	7,784.67	-	-
13	1968	6,291.03	6,532.72	6,787.43	7,054.67	7,340.15	-	-
	January 1969	6,812.46	7,054.15	7,308.86	7,576.10	7,861.58	-	-
	July 6, 1969	7,021.04	7,262.72	7,517.44	7,784.67	8,070.15	-	-
14	1968	6,532.72	6,787.43	7,054.67	7,340.15	7,664.74	-	-
	January 1969	7,054.15	7,308.86	7,576.10	7,861.58	8,186.17	-	-
	July 6, 1969	7,262.72	7,517.44	7,784.67	8,070.15	8,394.74	-	-
14(a)	July 6, 1969	7,576.10	7,861.58	8,186.17	8,534.22	-	-	-
15	1968	6,787.43	7,054.67	7,340.15	7,664.74	8,012.79	-	-
	January 1969	7,308.86	7,576.10	7,861.58	8,186.17	8,534.22	-	-
	July 6, 1969	7,517.44	7,784.67	8,070.15	8,394.74	8,742.79	-	-
16	1968	7,054.67	7,340.15	7,664.74	8,012.79	8,374.66	-	-
	January 1969	7,576.10	7,861.58	8,186.17	8,534.22	8,896.09	-	-
	July 6, 1969	7,784.67	8,070.15	8,394.74	8,742.79	9,104.66	-	-
17	1968	7,340.15	7,664.74	8,012.79	8,374.66	8,764.17	-	-
	January 1969	7,861.58	8,186.17	8,534.22	8,896.09	9,285.60	-	-
	July 6, 1969	8,070.15	8,394.74	8,742.79	9,104.66	9,494.17	-	-
17(a)	January 1969	8,074.20	8,431.20	8,814.00	9,212.16	9,640.68	10,099.68	\$10,558.56
	July 6, 1969	8,074.20	8,431.20	8,814.00	9,212.16	9,640.68	10,099.68	10,558.56
	1968	7,664.74	8,012.79	8,374.66	8,764.17	9,181.58	-	-
18	January 1969	8,186.17	8,534.22	8,896.09	9,285.60	9,703.01	-	-
	July 6, 1969	8,394.74	8,742.79	9,104.66	9,494.17	9,911.58	-	-
	18(a)	July 6, 1969	8,896.09	9,285.60	9,703.01	10,044.02	-	-
19	1968	8,012.79	8,374.66	8,764.17	9,181.58	9,598.72	-	-
	January 1969	8,534.22	8,896.09	9,285.60	9,703.01	10,120.15	-	-
	July 6, 1969	8,742.79	9,104.66	9,494.17	9,911.58	10,328.72	-	-
20	1968	8,374.66	8,764.17	9,181.58	9,598.72	10,016.12	-	-
	January 1969	8,896.09	9,285.60	9,703.01	10,120.15	10,537.55	-	-
	July 6, 1969	9,104.66	9,494.17	9,911.58	10,328.72	10,746.12	-	-
21	1968	8,764.17	9,181.58	9,598.72	10,016.12	10,391.29	-	-
	January 1969	9,285.60	9,703.01	10,120.15	10,537.55	10,912.72	-	-
	July 6, 1969	9,494.17	9,911.58	10,328.72	10,746.12	11,121.29	-	-
21(b)	January 1969	9,640.68	10,099.68	10,558.56	11,017.80	11,430.36	11,877.24	12,324.00
	July 6, 1969	9,640.68	10,099.68	10,558.56	11,017.80	11,430.36	11,877.24	12,324.00
	1968	10,016.12	10,391.29	10,797.48	11,203.67	11,740.75	-	-
24	January 1969	10,537.55	10,912.72	11,318.91	11,725.10	12,262.18	-	-
	July 6, 1969	10,746.12	11,121.29	11,527.48	11,933.68	12,470.75	-	-
	1968	10,391.29	10,797.48	11,203.67	11,740.75	12,278.34	-	-
25	January 1969	10,912.72	11,318.91	11,725.10	12,262.18	12,799.77	-	-
	July 6, 1969	11,121.29	11,527.48	11,933.68	12,470.75	13,008.34	-	-

See footnote at end of table.

Table 32. 1968-69 general salary rates (Annual), city employees, Milwaukee¹—Continued

Pay range	Year	Annual salary rates						
		Step rates						
		1	2	3	4	5	6	7
26	1968	\$10,797.48	\$11,203.67	\$11,740.75	\$12,278.34	\$12,894.41	-	-
	January 1969	11,318.91	11,725.10	12,262.18	12,799.77	13,415.84	-	-
	July 6, 1969	11,527.48	11,933.68	12,470.75	13,008.34	13,624.41	-	-
27	1968	11,203.67	11,740.75	12,278.34	12,894.41	13,496.92	-	-
	January 1969	11,725.10	12,262.18	12,799.77	13,415.84	14,036.79	-	-
	July 6, 1969	11,933.68	12,470.75	13,008.34	13,624.41	14,226.92	-	-
28	1968	11,740.75	12,278.34	12,894.41	13,496.92	14,178.42	-	-
	January 1969	12,262.18	12,799.77	13,415.84	14,036.79	14,745.56	-	-
	July 6, 1969	12,470.75	13,008.34	13,624.41	14,226.92	14,908.43	-	-
29	1968	12,278.34	12,894.41	13,496.92	14,178.42	14,846.37	-	-
	January 1969	12,799.77	13,415.84	14,036.79	14,745.56	15,440.23	-	-
	July 6, 1969	13,008.34	13,624.41	14,226.92	14,908.43	15,576.38	-	-
30	1968	12,894.41	13,496.92	14,178.42	14,846.37	15,527.88	-	-
	January 1969	13,415.84	14,036.79	14,745.56	15,440.23	16,149.00	-	-
	July 6, 1969	13,624.41	14,226.92	14,908.43	15,576.38	16,257.88	-	-
31	1968	13,496.92	14,178.42	14,846.37	15,527.88	16,196.35	-	-
	January 1969	14,036.79	14,745.56	15,440.23	16,149.00	16,844.21	-	-
	July 6, 1969	14,226.92	14,908.43	15,576.38	16,257.88	16,926.35	-	-
32	1968	14,178.42	14,846.37	15,527.88	16,196.35	17,008.74	-	-
	January 1969	14,745.56	15,440.23	16,149.00	16,844.21	17,689.09	-	-
	July 6, 1969	14,908.43	15,576.38	16,257.88	16,926.35	17,738.74	-	-
33	1968	14,846.37	15,527.88	16,196.35	17,008.74	17,821.12	-	-
	January 1969	15,440.23	16,149.00	16,844.21	17,689.09	18,533.97	-	-
	July 6, 1969	15,576.38	16,257.88	16,926.35	17,738.74	18,551.13	-	-
34	1968	15,527.88	16,196.35	17,008.74	17,821.12	18,620.47	-	-
	January 1969	16,149.00	16,844.21	17,689.09	18,533.97	19,365.34	-	-
	July 6, 1969	16,257.88	16,926.35	17,738.74	18,551.13	19,365.34	-	-
35	1968	16,196.35	17,008.74	17,821.12	18,620.47	19,432.86	-	-
	January 1969	16,844.21	17,689.09	18,533.97	19,365.34	20,210.05	-	-
	July 6, 1969	16,926.35	17,738.74	18,551.13	19,365.34	20,210.05	-	-
36	1968	17,008.74	17,821.12	18,620.47	19,432.86	20,245.51	-	-
	January 1969	17,689.09	18,533.97	19,365.34	20,210.05	21,055.29	-	-
	July 6, 1969	17,738.74	18,551.13	19,365.34	20,210.05	21,055.29	-	-
37	1968	17,821.12	18,620.47	19,432.86	20,245.51	21,319.65	-	-
	January 1969	18,533.97	19,365.34	20,210.05	21,055.29	22,172.45	-	-
	July 6, 1969	18,551.13	19,365.34	20,210.05	21,055.29	22,172.45	-	-
38	1968	18,620.47	19,432.86	20,245.51	21,319.65	22,669.63	-	-
	January 1969	19,365.34	20,210.05	21,055.29	22,175.45	23,576.39	-	-
	July 6, 1969	19,365.34	20,210.05	21,055.29	22,175.45	23,576.39	-	-
39	1968	19,432.86	20,245.51	21,319.65	22,669.63	24,018.82	-	-
	January 1969	20,210.05	21,055.29	22,175.45	23,576.39	24,979.56	-	-
	July 6, 1969	20,210.05	21,055.29	22,175.45	23,576.39	24,979.56	-	-
40	January 1969	21,055.29	22,175.45	23,576.39	24,979.56	26,383.50	-	-
	July 6, 1969	21,055.29	22,175.45	23,576.39	24,979.56	26,383.50	-	-
	1968	21,319.65	22,669.63	24,018.82	25,368.80	26,718.78	-	-
41	January 1969	22,175.45	23,576.39	24,979.56	26,383.50	27,787.45	-	-
	July 6, 1969	22,175.45	23,576.39	24,979.56	26,383.50	27,787.45	-	-
	1968	25,368.80	26,718.78	28,050.51	29,458.37	30,928.27	-	-
44	January 1969	26,383.50	27,787.45	29,172.63	30,636.80	32,165.36	-	-
	July 6, 1969	26,383.50	27,787.45	29,172.63	30,636.80	32,165.36	-	-

¹ See footnote 1, table 30.

Table 33. 1970 nonmanagement salary rates (Biweekly, Monthly, and Annual), city employees, Milwaukee¹

Pay range	Interval	Biweekly, monthly, and annual salary rates						
		Step rates						
		1	2	3	4	5	6	7
3 ²	Biweekly	\$214.14	\$219.83	\$225.99	\$232.63	\$239.26	\$245.90	-
	Monthly	465.24	477.60	490.99	505.41	519.82	534.24	-
	Annual	5,582.93	5,731.28	5,891.88	6,064.99	6,237.85	6,410.96	-
4 ³	Biweekly	219.83	225.99	232.63	239.26	245.90	253.49	-
	Monthly	477.60	490.99	505.41	519.82	534.24	550.73	-
	Annual	5,731.28	5,891.88	6,064.99	6,237.85	6,410.96	6,608.84	-
5	Biweekly	232.63	239.26	245.90	253.49	261.07	-	-
	Monthly	505.41	519.82	534.24	550.73	567.20	-	-
	Annual	6,064.96	6,237.85	6,410.96	6,608.84	6,806.46	-	-
8	Biweekly	245.90	253.49	261.07	268.66	277.28	-	-
	Monthly	534.24	550.73	567.20	583.69	602.42	-	-
	Annual	6,410.96	6,608.84	6,806.46	7,004.35	7,229.08	-	-
9	Biweekly	261.07	268.66	277.28	285.09	293.89	-	-
	Monthly	567.20	583.69	602.42	619.39	638.51	-	-
	Annual	6,806.46	7,004.35	7,229.08	7,432.70	7,662.13	-	-
9(a) ⁴	Biweekly	251.94	261.99	271.09	281.36	292.16	-	-
	Monthly	547.36	569.21	588.98	611.28	634.76	-	-
	Annual	6,568.32	6,830.52	7,067.76	7,335.36	7,617.12	-	-
10	Biweekly	268.66	277.28	285.09	293.89	303.16	-	-
	Monthly	583.69	602.42	619.39	638.51	658.65	-	-
	Annual	7,004.35	7,229.08	7,432.70	7,662.13	7,903.31	-	-
11	Biweekly	277.28	285.09	293.89	303.16	312.93	-	-
	Monthly	602.42	619.39	638.51	658.65	679.88	-	-
	Annual	7,229.08	7,432.70	7,662.13	7,903.81	8,158.53	-	-
12	Biweekly	285.09	293.89	303.16	312.93	323.18	-	-
	Monthly	619.39	638.51	658.65	679.88	702.14	-	-
	Annual	7,432.70	7,662.13	7,903.81	8,158.53	8,425.76	-	-
13	Biweekly	293.89	303.16	312.93	323.18	334.13	-	-
	Monthly	638.51	658.65	679.88	702.14	725.93	-	-
	Annual	7,662.13	7,903.81	8,158.53	8,425.76	8,711.24	-	-
13(a) ⁴	Biweekly	292.16	303.56	315.51	328.28	342.79	358.36	-
	Monthly	634.76	659.51	685.48	713.22	744.76	778.57	-
	Annual	7,617.12	7,914.12	8,225.76	8,558.64	8,937.12	9,342.84	-
14	Biweekly	303.16	312.93	323.18	334.13	346.58	-	-
	Monthly	658.65	679.88	702.14	725.93	752.98	-	-
	Annual	7,903.81	8,158.53	8,425.76	8,711.24	9,035.83	-	-
15	Biweekly	312.93	323.18	334.13	346.58	359.93	-	-
	Monthly	679.88	702.14	725.93	752.98	781.99	-	-
	Annual	8,158.53	8,425.76	8,711.24	9,035.83	9,383.89	-	-
16	Biweekly	323.18	334.13	346.58	359.93	373.81	-	-
	Monthly	702.14	725.93	752.98	781.99	812.14	-	-
	Annual	8,425.76	8,711.24	9,035.83	9,383.89	9,745.76	-	-
17	Biweekly	334.13	346.58	359.93	373.81	388.75	-	-
	Monthly	725.93	752.98	781.99	812.14	844.60	-	-
	Annual	8,711.24	9,035.83	9,383.89	9,745.76	10,135.26	-	-
17(a) ⁴	Biweekly	328.28	342.79	358.36	374.54	391.96	410.63	\$ 429.28
	Monthly	713.22	744.76	778.57	813.74	851.59	892.14	932.67
	Annual	8,558.64	8,937.12	9,342.84	9,764.88	10,219.08	10,705.68	11,192.04
18	Biweekly	346.58	359.93	373.81	388.75	404.76	-	-
	Monthly	752.98	781.99	812.14	844.60	879.39	-	-
	Annual	9,035.83	9,383.89	9,745.76	10,135.26	10,552.67	-	-
19	Biweekly	359.93	373.81	388.75	404.76	420.76	-	-
	Monthly	781.99	812.14	844.60	879.39	914.15	-	-
	Annual	9,383.89	9,745.76	10,135.26	10,552.67	10,969.81	-	-
20	Biweekly	373.81	388.75	404.76	420.76	436.77	-	-
	Monthly	812.14	844.60	879.39	914.15	948.93	-	-
	Annual	9,745.76	10,135.26	10,552.67	10,969.81	11,387.21	-	-
21	Biweekly	388.75	404.76	420.76	436.77	451.16	-	-
	Monthly	844.60	879.39	914.15	948.93	980.20	-	-
	Annual	10,135.26	10,552.67	10,969.81	11,387.21	11,762.38	-	-
21(a)	Biweekly	388.75	404.76	420.76	437.26	452.22	-	-
	Monthly	844.60	879.39	914.15	949.99	982.50	-	-
	Annual	10,135.26	10,552.67	10,969.81	11,399.91	11,790.09	-	-
21(b) ⁴	Biweekly	391.96	410.63	429.28	447.96	464.73	482.90	501.06
	Monthly	851.59	892.14	932.67	973.24	1,009.68	1,049.15	1,088.62
	Annual	10,219.08	10,705.68	11,192.04	11,678.88	12,116.16	12,589.80	13,063.44

See footnotes at end of table.

Table 33. 1970 nonmanagement salary rates (Biweekly, Monthly, and Annual), city employees, Milwaukee¹—Continued

Pay range	Interval	Biweekly, monthly, and annual salary rates						
		Step rates						
		1	2	3	4	5	6	7
24	Biweekly	\$436.77	\$451.16	\$466.74	\$482.32	\$502.92	-	-
	Monthly	948.93	980.20	1,014.05	1,047.90	1,092.65	-	-
	Annual	11,387.21	11,762.38	12,168.58	12,574.77	13,111.34	-	-
24(a)	Biweekly	447.96	464.73	482.90	501.06	525.09	-	-
	Monthly	973.24	1,009.68	1,049.15	1,088.62	1,140.81	-	-
	Annual	11,678.88	12,116.16	12,589.80	13,063.44	13,689.72	-	-
25	Biweekly	451.16	466.74	482.32	502.92	523.54	-	-
	Monthly	980.20	1,014.05	1,047.90	1,092.65	1,137.45	-	-
	Annual	11,762.38	12,168.58	12,574.77	13,111.84	13,649.43	-	-
25(a)	Biweekly	452.22	468.43	484.63	506.05	527.50	-	-
	Monthly	982.50	1,017.70	1,052.91	1,099.46	1,146.05	-	-
	Annual	11,790.09	12,212.53	12,634.98	13,193.53	13,752.62	-	-
26	Biweekly	466.74	482.32	502.92	523.54	547.17	-	-
	Monthly	1,014.05	1,047.90	1,092.65	1,137.45	1,188.79	-	-
	Annual	12,168.58	12,574.77	13,111.84	13,649.43	14,265.50	-	-
27	Biweekly	482.32	502.92	523.54	547.17	570.28	-	-
	Monthly	1,047.90	1,092.65	1,137.45	1,188.79	1,239.00	-	-
	Annual	12,574.77	13,111.84	13,649.43	14,265.50	14,868.01	-	-
27(a)	Biweekly	484.63	506.05	527.50	552.07	576.11	-	-
	Monthly	1,052.91	1,099.46	1,146.05	1,199.44	1,251.66	-	-
	Annual	12,634.98	13,193.53	13,752.62	14,393.34	15,019.95	-	-
28(a)	Biweekly	506.05	527.50	552.07	576.11	603.29	-	-
	Monthly	1,099.46	1,146.05	1,199.44	1,251.66	1,310.72	-	-
	Annual	13,193.53	13,752.62	14,393.34	15,019.95	15,728.72	-	-
29(a) ⁵	Biweekly	527.50	552.07	576.11	603.29	629.94	-	-
	Monthly	1,146.05	1,199.44	1,251.66	1,310.72	1,368.61	-	-
	Annual	13,752.62	14,393.34	15,019.95	15,728.72	16,423.39	-	-
31(a) ⁶	Biweekly	576.11	603.29	629.94	657.12	683.79	-	-
	Monthly	1,251.66	1,310.72	1,368.61	1,427.67	1,485.61	-	-
	Annual	15,019.95	15,728.72	16,423.39	17,132.15	17,827.35	-	-
34(a) ⁷	Biweekly	657.12	683.79	716.20	748.60	781.08	-	-
	Monthly	1,427.67	1,485.61	1,556.02	1,626.43	1,696.99	-	-
	Annual	17,132.15	17,827.35	18,672.24	19,517.13	20,363.90	-	-

¹ The salary ordinance establishing salary rates for 1970 covering general employees provided separate pay plans for nonmanagement and management employees. (See table 34 for management salary rates.) It also provided for a separate pay plan for nearly all positions covered by the Technicians, Engineers, and Architects of Milwaukee (TEAM) collective bargaining unit. (See table 36.)

Pay ranges 1, 2, 6, 22, 23, 30, 32, and 33 were not used.

A separate pay plan having 5 pay ranges covered fire service ranks of Firefighter through Fireboat Pilot. (See table 38.) Ranks of Fire Captain and above included in management pay plan.

A separate pay plan having 7 pay ranges covered police service ranks of Police Matron through Chief Document Examiner and Radio Mechanic Foreman. (See table 37.) Ranks of Lieutenant of Police and above included in management pay plan.

² Classes included in pay range 3 included Clerk I, Clerk Stenographer I, Clerk Typist I, Key Punch Operator I, and Library Aide I.

³ Classes included in pay range 4 included Bindery Sewer I, Custodial Worker I, Elevator Operator I, and Laundry Worker I.

⁴ Salary rates in all pay ranges except 9(a), 13(a), 17(a), and 21(b) included \$8.59 biweekly, \$18.66 monthly, and \$223.95 annual CPI adjustment based on the BLS Consumer Price Index for Milwaukee. Pay ranges 9(a), 13(a), 17(a) and 21(b) included engineering draftsmen and technician positions and were not subject to the CPI adjustment. Step rates 6 and 7 for pay ranges 17(a) and 21(b) were established to recognize education and length of service.

⁵ Classes included in pay range 29(a) included Chemist V and Virologist I.

⁶ Classes included in pay range 31(a) included Physician I.

⁷ Classes included in pay range 34(a) included Public Health Physician I.

Table 34. 1970 management salary rates (Biweekly, Monthly, and Annual), city employees, Milwaukee¹

Pay range	Interval	Biweekly, monthly, and annual salary rates							
		Step rates							
		1	2	3	4	5	6	7	8
M-1 ²	Biweekly	\$284.11	\$293.89	\$304.20	\$315.01	\$326.56	\$339.70	\$353.78	\$368.43
	Monthly	617.26	638.51	660.91	684.40	709.49	738.04	768.63	800.46
	Annual	7,407.15	7,662.13	7,930.93	8,212.76	8,513.89	8,856.46	9,223.55	9,605.50
M-2 ²	Biweekly	293.89	304.20	315.01	326.56	339.70	353.78	368.43	384.19
	Monthly	638.51	660.71	684.04	709.49	738.04	768.63	800.46	834.70
	Annual	7,662.13	7,930.93	8,212.76	8,513.89	8,856.46	9,223.55	9,605.50	10,016.38
M-3	Biweekly	304.20	315.01	326.56	339.70	353.78	368.43	384.19	401.08
	Monthly	660.71	684.40	709.49	738.04	768.63	800.46	834.70	871.39
	Annual	7,930.93	8,212.76	8,513.89	8,856.46	9,223.55	9,605.50	10,016.38	10,456.73
M-4	Biweekly	315.01	326.56	339.70	353.78	368.43	384.19	401.08	417.96
	Monthly	684.40	709.49	738.04	768.63	800.46	834.70	871.39	908.07
	Annual	8,212.76	8,513.89	8,856.46	9,223.55	9,605.50	10,016.38	10,456.73	10,896.81
M-5	Biweekly	326.56	339.70	353.78	368.43	384.19	401.08	417.96	434.85
	Monthly	709.49	738.04	768.63	800.46	834.70	871.39	908.07	944.76
	Annual	8,513.89	8,856.46	9,223.55	9,605.50	10,016.38	10,456.73	10,896.81	11,337.16
M-6	Biweekly	339.70	353.78	368.43	384.19	401.08	417.96	434.85	450.03
	Monthly	738.04	768.63	800.46	834.70	871.39	908.07	944.76	977.74
	Annual	8,856.46	9,223.55	9,605.50	10,016.38	10,456.73	10,896.81	11,337.16	11,732.93
M-7	Biweekly	353.78	368.43	384.19	401.08	417.96	434.85	450.03	466.47
	Monthly	768.63	800.46	834.70	871.39	908.07	944.76	977.74	1,013.46
	Annual	9,223.55	9,605.50	10,016.38	10,456.73	10,896.81	11,337.16	11,732.93	12,161.54
M-8	Biweekly	368.43	384.19	401.08	417.96	434.85	450.03	466.47	482.91
	Monthly	800.46	834.70	871.39	908.07	944.76	977.74	1,013.46	1,049.18
	Annual	9,605.50	10,016.38	10,456.73	10,896.81	11,337.16	11,732.93	12,161.54	12,590.15
M-9	Biweekly	384.19	401.08	417.96	434.85	450.03	466.47	482.91	504.64
	Monthly	834.70	871.39	908.07	944.76	977.74	1,013.46	1,049.18	1,096.39
	Annual	10,016.38	10,456.73	10,896.81	11,337.16	11,732.93	12,161.54	12,590.15	13,156.69
M-10	Biweekly	401.08	417.96	434.85	450.03	466.47	482.91	504.64	526.39
	Monthly	871.39	908.07	944.76	977.74	1,013.46	1,049.18	1,096.39	1,143.60
	Annual	10,456.73	10,896.81	11,337.16	11,732.93	12,161.54	12,590.15	13,156.69	13,723.74
M-11	Biweekly	417.96	434.85	450.03	466.47	482.91	504.64	526.39	551.32
	Monthly	908.07	944.76	977.74	1,013.46	1,049.18	1,096.39	1,143.60	1,197.81
	Annual	10,896.81	11,337.16	11,732.93	12,161.54	12,590.15	13,156.69	13,723.74	14,373.70
M-12	Biweekly	434.85	450.03	466.47	482.91	504.64	526.39	551.32	575.70
	Monthly	944.76	977.74	1,013.46	1,049.18	1,096.39	1,143.60	1,197.81	1,250.78
	Annual	11,337.16	11,732.93	12,161.54	12,590.15	13,156.69	13,723.74	14,373.70	15,009.32
M-13	Biweekly	450.03	466.47	482.91	504.64	526.39	551.32	575.70	603.28
	Monthly	977.74	1,013.46	1,049.18	1,096.39	1,143.60	1,197.81	1,250.78	1,310.70
	Annual	11,732.93	12,161.54	12,590.15	13,156.69	13,723.74	14,373.70	15,009.32	15,728.37
M-14	Biweekly	466.47	482.91	504.64	526.39	551.32	575.70	603.28	630.31
	Monthly	1,013.46	1,049.18	1,096.39	1,143.60	1,197.81	1,250.78	1,310.70	1,369.42
	Annual	12,161.54	12,590.15	13,156.69	13,723.74	14,373.70	15,009.32	15,728.37	16,433.08
M-15	Biweekly	482.91	504.64	526.39	551.32	575.70	603.28	630.31	657.89
	Monthly	1,049.18	1,096.39	1,143.60	1,197.81	1,250.78	1,310.70	1,369.42	1,429.34
	Annual	12,590.15	13,156.69	13,723.74	14,373.70	15,009.32	15,728.37	16,433.08	17,152.13
M-16	Biweekly	504.64	526.39	551.32	575.70	603.28	630.31	657.89	684.94
	Monthly	1,096.39	1,143.60	1,197.81	1,250.78	1,310.70	1,369.42	1,429.34	1,488.11
	Annual	13,156.69	13,723.74	14,373.70	15,009.32	15,728.37	16,433.08	17,152.13	17,857.36
M-17	Biweekly	526.39	551.32	575.70	603.28	630.31	657.89	684.94	717.81
	Monthly	1,143.60	1,197.81	1,250.78	1,310.70	1,369.42	1,429.34	1,488.11	1,559.53
	Annual	13,723.74	14,373.70	15,009.32	15,728.37	16,433.08	17,152.13	17,857.36	18,714.33
M-18	Biweekly	551.32	575.70	603.28	630.31	657.89	684.94	717.81	750.69
	Monthly	1,197.81	1,250.78	1,310.70	1,369.42	1,429.34	1,488.11	1,559.53	1,630.96
	Annual	14,373.70	15,009.32	15,728.37	16,433.08	17,152.13	17,857.36	18,714.33	19,571.56
M-19	Biweekly	575.70	603.28	630.31	657.89	684.94	717.81	750.69	783.63
	Monthly	1,250.78	1,310.70	1,369.42	1,429.34	1,488.11	1,559.53	1,630.96	1,702.53
	Annual	15,009.32	15,728.37	16,433.08	17,152.13	17,857.36	18,714.33	19,571.56	20,430.35
M-20	Biweekly	603.28	630.31	657.89	684.94	717.81	750.69	783.63	817.81
	Monthly	1,310.70	1,369.42	1,429.34	1,488.11	1,559.53	1,630.96	1,702.53	1,776.79
	Annual	15,728.37	16,433.08	17,152.13	17,857.36	18,714.33	19,571.56	20,430.35	21,321.48
M-21	Biweekly	630.31	657.89	684.94	717.81	750.69	783.63	817.81	852.02
	Monthly	1,369.42	1,429.34	1,488.11	1,559.53	1,630.96	1,702.53	1,776.79	1,851.12
	Annual	16,433.08	17,152.13	17,857.36	18,714.33	19,571.56	20,430.35	21,321.48	22,213.38
M-22	Biweekly	657.89	684.94	717.81	750.69	783.63	817.81	852.02	897.22
	Monthly	1,429.34	1,488.11	1,559.53	1,630.96	1,702.53	1,776.79	1,851.12	1,949.32
	Annual	17,152.13	17,857.36	18,714.33	19,571.56	20,430.35	21,321.48	22,213.38	23,391.81

See footnotes at end of table.

Table 34. 1970 management salary rates (Biweekly, Monthly, and Annual), city employees, Milwaukee¹—Continued

Pay range	Intervals	Biweekly, monthly, and annual salary rates							
		Step rates							
		1	2	3	4	5	6	7	8
M-23	Biweekly	\$ 684.94	\$ 717.81	\$ 750.69	\$ 783.63	\$ 817.81	\$ 852.02	\$ 897.22	\$ 954.04
	Monthly	1,488.11	1,559.53	1,630.96	1,702.53	1,776.79	1,851.12	1,949.32	2,072.77
	Annual	17,857.36	18,714.33	19,571.56	20,430.35	21,321.48	22,213.38	23,391.81	24,873.19
M-24	Biweekly	717.81	750.69	783.63	817.81	852.02	897.22	954.04	1,010.82
	Monthly	1,559.53	1,630.96	1,702.53	1,776.79	1,851.12	1,949.32	2,072.77	2,196.13
	Annual	18,714.33	19,571.56	20,430.35	21,321.48	22,213.38	23,391.81	24,873.19	26,353.52
M-25	Biweekly	750.69	783.63	817.81	852.02	897.22	954.04	1,010.82	1,067.63
	Monthly	1,630.96	1,702.53	1,776.79	1,851.12	1,949.32	2,072.77	2,196.13	2,319.55
	Annual	19,571.56	20,430.35	21,321.48	22,213.38	23,391.81	24,873.19	26,353.52	27,834.64
M-26	Biweekly	783.63	817.81	852.02	897.22	954.04	1,010.82	1,067.63	1,124.44
	Monthly	1,702.53	1,776.79	1,851.12	1,949.32	2,072.77	2,196.13	2,319.55	2,442.98
	Annual	20,430.35	21,321.48	22,213.38	23,391.81	24,873.19	26,353.52	27,834.64	29,315.76
M-27	Biweekly	817.81	852.02	897.22	954.04	1,010.82	1,067.63	1,124.44	1,180.49
	Monthly	1,776.79	1,851.12	1,949.32	2,072.77	2,196.13	2,319.55	2,442.98	2,566.76
	Annual	21,321.48	22,213.38	23,391.81	24,873.19	26,353.52	27,834.64	29,315.76	30,777.06
M-28	Biweekly	852.02	897.22	954.04	1,010.82	1,067.63	1,124.44	1,180.49	1,239.74
	Monthly	1,851.12	1,949.32	2,072.77	2,196.13	2,319.55	2,442.98	2,566.76	2,693.48
	Annual	22,213.38	23,391.81	24,873.19	26,353.52	27,834.64	29,315.76	30,777.06	32,321.79
M-29 ³	Biweekly	897.22	954.04	1,010.82	1,067.63	1,124.44	1,139.17	1,239.74	1,301.60
	Monthly	1,949.32	2,072.77	2,196.13	2,319.55	2,442.98	2,475.00	2,693.48	2,827.88
	Annual	23,391.81	24,873.19	26,353.52	27,834.64	29,315.76	29,700.00	32,321.79	33,934.57
M-32 ⁴	Biweekly	1,067.63	1,124.44	1,180.49	1,239.74	1,301.60	1,327.12	1,435.01	1,506.76
	Monthly	2,319.55	2,442.98	2,566.76	2,693.48	2,827.88	2,883.33	3,117.73	3,273.62
	Annual	27,834.64	29,315.76	30,777.06	32,321.79	33,934.57	34,600.00	37,412.76	39,283.39
M-35 ⁵	Biweekly	1,239.74	1,301.60	1,366.68	1,435.01	1,506.76	1,582.10	1,661.20	1,774.26
	Monthly	2,693.48	2,827.88	2,969.28	3,117.73	3,273.62	3,437.30	3,609.15	3,789.61
	Annual	32,321.79	33,934.57	35,631.30	37,412.76	39,283.39	41,247.60	43,309.85	45,475.35

¹ The salary ordinance establishing salary rates for 1970 covering general employees provided separate pay plans for management and nonmanagement employees. (See table 33 for nonmanagement salary rates.) It also provided for a separate pay plan for nearly all positions covered by the Technicians, Engineers, and Architects of Milwaukee (TEAM) collective bargaining unit. (See table 35.)

The newly established management merit review pay plan extended to all management employees who were in 1969 pay ranges 13 and above. Step rate 6 was the maximum rate. Step rates 7 and 8, special merit review rates intended for extraordinary performance, were not activated during 1970.

Pay ranges 30, 31, 33, and 34 were not used.

A separate pay plan having 5 pay ranges covered fire service ranks below Fire Captain. (See table 38.) Higher ranks were included in management pay plan.

A separate pay plan having 7 pay ranges covered police service ranks below Lieutenant of Police. (See table 37.) Higher ranks were included in management pay plan.

² Classes included in pay range M-1 included Bridgetender Foreman, Custodial Work Supervisor I, and Museum Guard III.

Classes included in pay range M-2 Arborist III, Assistant Duplicating Services Supervisor, Custodial Work Supervisor II, Key Punch Supervisor, Park Foreman, Parking Repairman III, School Crossing Guard Supervisor, Street Services Foreman I, and Water Distribution Foreman II.

³ Classes included in pay range M-29 included Chief Engineer-Fire, Chief of Police, City Attorney, City Engineer, Deputy Commissioner of City Development, Deputy Commissioner of Health, Deputy Commissioner of Public Works, Municipal Port Director, and Tax Commissioner.

⁴ Classes included in pay range M-32 included Commissioner of Health, Commissioner of Public Works, and Commissioner of City Development.

⁵ Classes included in pay range M-35 included Mayor.

Table 35. 1969 salary rates for engineers and architects, city employees, Milwaukee

Pay range	Interval	Biweekly, monthly, and annual salary rates				
		Step rates				
		1	2	3	4	5
45	Biweekly	\$353.34	\$369.78	\$387.38	\$404.99	\$422.60
	Monthly	767.68	803.39	841.64	879.88	918.15
	Annual	9,212.16	9,640.68	10,099.68	10,558.56	11,017.80
46	Biweekly	404.99	422.60	438.42	455.57	472.70
	Monthly	879.88	918.15	952.53	989.77	1,027.00
	Annual	10,558.56	11,017.80	11,430.36	11,877.24	12,324.00
47	Biweekly	455.57	472.70	495.37	518.04	544.03
	Monthly	989.77	1,027.00	1,076.24	1,125.51	1,181.98
	Annual	11,877.24	12,324.00	12,914.88	13,506.12	14,183.76
48	Biweekly	518.04	544.03	569.46	598.21	626.40
	Monthly	1,125.51	1,181.98	1,237.21	1,299.69	1,360.92
	Annual	13,506.12	14,183.76	14,846.52	15,596.28	16,331.04

Note: A separate pay plan having 4 pay ranges was established in 1969 to provide special salary rates for engineers and architects in positions included in the Technicians, Engineers, and Architects of Milwaukee (TEAM) collective bargaining unit.

Table 36. 1970 salary rates for engineers and architects, city employees, Milwaukee

Pay range	Interval	Biweekly, monthly, and annual salary rates				
		Step rates				
		1	2	3	4	5
45	Biweekly	\$374.54	\$391.96	\$410.63	\$429.28	\$447.96
	Monthly	813.74	851.59	892.14	932.67	973.24
	Annual	9,764.88	10,219.08	10,705.68	11,192.04	11,678.88
46	Biweekly	429.28	447.96	464.73	482.90	501.06
	Monthly	932.67	973.24	1,009.68	1,049.15	1,088.62
	Annual	11,192.04	11,678.88	12,116.16	12,589.80	13,063.44
47	Biweekly	482.90	501.06	525.09	549.13	576.68
	Monthly	1,049.15	1,088.62	1,140.81	1,193.04	1,252.90
	Annual	12,589.80	13,063.44	13,689.72	14,316.48	15,034.80
48	Biweekly	569.13	576.68	603.62	634.11	663.98
	Monthly	1,193.04	1,252.90	1,311.44	1,377.67	1,442.58
	Annual	14,316.48	15,034.80	15,737.28	16,532.04	17,310.96

Note: Classes included in pay ranges 45 through 48 were not eligible for a cost-of-living adjustment in 1970.

Table 37. 1965-1970 police service salary rates (Biweekly, Monthly, Annual), Milwaukee

Pay range			Year	Biweekly salary rates					
1965 ^{1/}	1966	1968		Step rates					
	1967 ^{2/}	1970 ^{3/}		1	2	3	4	5	6
P-1	41 41		1965	\$673.86	\$703.16	\$732.46	\$769.08	\$805.70	-
			1966	694.08	724.25	754.43	792.15	829.87	-
			1967	714.90	745.98	777.06	815.91	854.77	-
			1968-70	See footnote ^{3/}					
P-2	42 42		1965	537.14	561.55	585.96	615.26	644.56	-
			1966	553.25	578.40	603.54	633.72	663.90	-
			1967	569.85	595.75	621.65	652.73	683.82	-
			1968-70	See footnote ^{3/}					
P-3	43 43		1965	488.30	512.72	537.14	561.55	585.96	-
			1966	502.95	528.10	553.25	578.40	603.54	-
			1967	518.04	543.94	569.85	595.75	621.65	-
			1968-70	See footnote ^{3/}					
P-4	44 44		1965	466.33	488.30	512.72	537.14	561.55	-
			1966	480.32	502.95	528.10	553.25	578.40	-
			1967	494.73	518.04	543.94	569.85	595.75	-
			1968-70	See footnote ^{3/}					
P-5	45 45		1965	424.82	444.36	466.33	488.30	512.72	-
			1966	437.56	457.69	480.32	502.95	528.10	-
			1967	450.69	471.42	494.73	518.04	543.94	-
			1968-70	See footnote ^{3/}					
P-6	46 46		1965	385.76	405.29	424.82	444.36	466.33	-
			1966	397.33	417.45	437.56	457.69	480.32	-
			1967	409.25	429.97	450.69	471.42	494.73	-
			1968-70	See footnote ^{3/}					
P-7	47 47		1965	351.58	368.67	385.76	405.29	424.82	-
			1966	382.05	397.33	417.45	437.56	-	-
			1967	393.51	409.25	429.97	450.69	-	-
			1968-70	See footnote ^{3/}					
P-8	48 48		1965	336.93	351.58	368.67	385.76	405.29	-
			1966	366.12	382.05	397.33	417.45	-	-
			1967	377.10	393.51	409.25	429.97	-	-
			1968-70	See footnote ^{3/}					
P-9	49 49	49	1965	324.55	340.00	355.46	-	-	-
			1966	350.20	366.12	382.05	-	-	-
			1967	360.71	377.10	393.51	-	-	-
			1968	390.45	406.33	422.21	-	-	-
			1969	410.70	426.62	442.55	-	-	-
			1970 ^{4/}	420.29	436.21	452.14	-	-	-
			1970 ^{5/}	430.64	446.56	462.49	-	-	-
			1968-70	See footnote ^{3/}					
P-10	50 50	50	1965	293.96	307.63	322.28	336.93	351.58	-
			1966	334.29	350.20	366.12	-	-	-
			1967	344.32	360.71	377.10	-	-	-
			1968	374.58	390.45	406.33	-	-	-
			1969	394.79	410.70	426.62	-	-	-
			1970 ^{4/}	404.38	420.29	436.21	-	-	-
			1970 ^{5/}	414.73	430.64	446.56	-	-	-
			1968-70	See footnote ^{3/}					
P-11	51 51	51	1965	310.13	324.55	340.00	-	-	-
			1966	319.43	334.29	350.20	-	-	-
			1967	329.01	344.32	360.71	-	-	-
			1968	359.76	374.58	390.45	-	-	-
			1969	379.93	394.79	410.70	-	-	-
			1970 ^{4/}	389.52	404.38	420.29	-	-	-
			1970 ^{5/}	399.87	414.73	430.64	-	-	-
			1968-70	See footnote ^{3/}					
P-12	52 52	52	1965	296.73	310.13	324.55	-	-	-
			1966	305.63	319.43	334.29	-	-	-
			1967	314.80	329.01	344.32	-	-	-
			1968	346.00	359.76	374.58	-	-	-
			1969	366.13	379.93	394.79	-	-	-
			1970 ^{4/}	375.72	389.52	404.38	-	-	-
			1970 ^{5/}	386.07	399.87	414.73	-	-	-
			1968-70	See footnote ^{3/}					
P-13	53 53	53	1965	283.86	296.73	310.13	-	-	-
			1966	292.38	305.63	319.43	-	-	-
			1967	301.15	314.80	329.01	-	-	-
			1968	332.79	346.00	359.76	-	-	-
			1969	352.88	366.13	379.93	-	-	-
			1970 ^{4/}	362.47	375.72	389.52	-	-	-
			1970 ^{5/}	372.82	386.07	399.87	-	-	-
			1968-70	See footnote ^{3/}					
P-14	54 54	54	1965	226.57	239.03	249.34	260.16	271.49	\$ 283.86
			1966	234.57	247.03	257.43	268.16	279.63	292.38
			1967	242.57	255.03	265.34	276.20	288.02	301.15
			1968	275.41	286.89	302.19	317.49	332.79	-
			1969	295.34	306.85	322.19	337.53	352.88	-
			1970 ^{4/}	304.93	316.44	331.78	347.12	362.47	-
			1970 ^{5/}	315.29	326.79	342.14	357.48	372.82	-
			1968-70	See footnote ^{3/}					

See footnotes at end of table.

Table 37. 1965-70 police service salary rates (Biweekly, Monthly, Annual), Milwaukee—Continued

Pay range			Year	Biweekly salary rates					
1965 ^{1/}	1966	1968		Step rates					
	and	to		1	2	3	4	5	6
1967 ^{2/}	1967 ^{2/}	1970 ^{3/}							
P-15			1965	\$176.90	\$184.48	\$192.07	\$200.69	\$208.50	-
	55		1966	184.90	192.48	200.07	208.69	216.50	-
	55		1967 ^{4/}	192.90	200.48	208.07	216.69	224.50	-
	55		1967 ^{5/}	196.41	203.99	211.58	222.11	231.84	-
		55	1968	207.35	214.90	222.47	234.90	246.51	-
		55	1969	227.09	234.67	242.26	254.72	266.36	-
		55	1970 ^{4/}	236.68	244.26	251.85	267.76	275.95	-
		55	1970 ^{5/}	247.04	254.62	262.21	274.66	286.31	-

Pay range			Year	Monthly salary rates					
1965 ^{1/}	1966	1968		Step rates					
	and	to		1	2	3	4	5	6
1967 ^{2/}	1967 ^{2/}	1970 ^{3/}							
P-1	41		1965	\$1,464.04	\$1,527.70	\$1,591.35	\$1,670.92	\$1,750.49	-
	41		1966	1,507.97	1,573.52	1,639.09	1,721.04	1,802.99	-
			1967	1,553.21	1,620.73	1,688.26	1,772.66	1,857.09	-
		1968-70	See footnote ^{3/}						
P-2	42		1965	1,166.99	1,220.04	1,273.08	1,336.73	1,400.39	-
	42		1966	1,202.00	1,256.64	1,311.26	1,373.83	1,442.40	-
			1967	1,238.07	1,294.34	1,350.61	1,418.13	1,485.68	-
		1968-70	See footnote ^{3/}						
P-3	43		1965	1,060.90	1,113.95	1,166.99	1,220.04	1,273.08	-
	43		1966	1,092.72	1,147.36	1,202.00	1,256.64	1,311.26	-
			1967	1,125.50	1,181.77	1,238.07	1,294.34	1,350.61	-
		1968-70	See footnote ^{3/}						
P-4	44		1965	1,013.16	1,060.90	1,113.95	1,166.99	1,220.04	-
	44		1966	1,043.55	1,092.72	1,147.36	1,202.00	1,256.64	-
			1967	1,074.86	1,125.50	1,181.77	1,238.07	1,294.34	-
		1968-70	See footnote ^{3/}						
P-5	45		1965	922.98	965.42	1,013.16	1,060.90	1,113.95	-
	45		1966	950.65	994.39	1,043.55	1,092.72	1,147.36	-
			1967	979.18	1,024.22	1,074.86	1,125.50	1,181.77	-
		1968-70	See footnote ^{3/}						
P-6	46		1965	838.11	880.55	922.98	965.42	1,013.16	-
	46		1966	863.25	906.96	950.65	994.39	1,043.55	-
			1967	889.14	934.16	979.18	1,024.22	1,074.86	-
		1968-70	See footnote ^{3/}						
P-7	47		1965	763.85	800.98	838.11	880.55	922.98	-
	47		1966	830.05	863.25	906.96	950.65	-	-
			1967	854.94	889.14	934.16	979.18	-	-
		1968-70	See footnote ^{3/}						
P-8	48		1965	732.02	763.85	800.98	838.11	880.55	-
	48		1966	795.44	830.05	863.25	906.96	-	-
			1967	819.29	854.94	889.14	934.16	-	-
		1968-70	See footnote ^{3/}						
P-9	49		1965	705.13	738.70	772.28	-	-	-
	49		1966	760.85	795.44	830.05	-	-	-
			1967	850.62	885.21	919.82	-	-	-
		49	1968	850.62	885.21	919.82	-	-	-
		49	1969	892.29	926.88	961.49	-	-	-
		49	1970 ^{4/}	913.12	947.71	982.32	-	-	-
		49	1970 ^{5/}	935.62	970.21	1,004.82	-	-	-
P-10	50		1965	638.66	668.37	700.19	732.02	763.85	-
	50		1966	726.28	760.85	795.44	-	-	-
			1967	816.06	850.62	885.21	-	-	-
		50	1968	816.06	850.62	885.21	-	-	-
		50	1969	857.72	892.29	926.88	-	-	-
		50	1970 ^{4/}	878.56	913.12	947.71	-	-	-
		50	1970 ^{5/}	901.06	935.62	970.21	-	-	-
P-11	51		1965	673.79	705.13	738.80	-	-	-
	51		1966	694.00	726.28	760.85	-	-	-
			1967	783.77	816.06	850.62	-	-	-
		51	1968	783.77	816.06	850.62	-	-	-
		51	1969	825.44	857.72	892.29	-	-	-
		51	1970 ^{4/}	846.27	878.56	913.12	-	-	-
		51	1970 ^{5/}	868.77	901.06	935.62	-	-	-

See footnotes at end of table.

Table 37. 1965-70 police service salary rates (Biweekly, Monthly, Annual), Milwaukee—Continued

Pay range			Year	Monthly salary rates					
1965 ^{1/}	1966	1968		Step rates					
	and 1967 ^{2/}	to 1970 ^{3/}		1	2	3	4	5	6
P-12			1965	\$644.69	\$673.79	\$705.13	-	-	-
	52		1966	664.02	694.00	726.28	-	-	-
	52		1967	753.79	783.77	816.06	-	-	-
		52	1968	753.79	783.77	816.06	-	-	-
		52	1969	795.45	825.44	857.72	-	-	-
		52	1970 ^{4/}	816.29	846.27	878.56	-	-	-
			1970 ^{5/}	838.79	868.77	901.06	-	-	-
P-13			1965	616.71	644.69	673.79	-	-	-
	53		1966	635.23	664.02	694.00	-	-	-
	53		1967	725.00	753.79	783.77	-	-	-
		53	1968	725.00	753.79	783.77	-	-	-
		53	1969	766.67	795.45	825.44	-	-	-
		53	1970	787.50	816.29	846.27	-	-	-
			1970	810.00	838.79	868.77	-	-	-
P-14			1965	492.26	519.33	541.72	\$565.22	\$589.84	\$616.71
	54		1966	509.57	536.70	559.10	582.61	607.53	635.23
	54		1967	600.00	625.00	658.33	691.67	725.00	-
		54	1968	600.00	625.00	658.33	691.67	725.00	-
		54	1969	641.67	666.67	700.00	733.33	766.67	-
		54	1970 ^{4/}	662.50	687.50	720.83	754.17	787.50	-
			1970 ^{5/}	685.00	710.00	743.33	776.67	810.00	-
P-15			1965	384.33	400.81	417.29	436.03	453.00	-
	55		1966	401.72	418.19	434.68	453.40	470.37	-
	55		1967 ^{4/}	419.10	435.57	452.06	470.79	487.75	-
	55		1967 ^{5/}	426.72	443.19	459.68	482.57	503.71	-
		55	1968	451.72	468.19	484.68	511.74	537.04	-
		55	1969	493.38	509.85	526.34	553.40	578.71	-
		55	1970 ^{4/}	514.22	530.69	547.18	574.24	599.54	-
		55	1970 ^{5/}	536.72	553.19	569.68	596.74	622.04	-

Pay range			Year	Annual salary rates					
1965 ^{1/}	1966	1968		Step rates					
	and 1967 ^{2/}	to 1970 ^{3/}		1	2	3	4	5	6
P-1			1965	\$17,568.50	\$18,332.35	\$19,096.20	\$20,051.01	\$21,005.82	-
	41		1966	18,095.66	18,882.23	19,669.07	20,652.48	21,635.90	-
	41		1967	18,638.46	19,448.76	20,259.06	21,271.94	22,285.08	-
			1968-70	See footnote 3/					
P-2			1965	14,003.88	14,640.42	15,276.96	16,040.81	16,804.66	-
	42		1966	14,424.02	15,079.71	15,735.15	16,521.99	17,308.82	-
	42		1967	14,856.80	15,532.05	16,207.30	17,017.60	17,828.16	-
			1968-70	See footnote 3/					
P-3			1965	12,730.80	13,367.34	14,003.88	14,640.42	15,276.96	-
	43		1966	13,112.63	13,768.32	14,424.02	15,079.71	15,735.15	-
	43		1967	13,506.04	14,821.29	14,856.80	15,532.05	16,207.30	-
			1968-70	See footnote 3/					
P-4			1965	12,157.91	12,730.80	13,367.34	14,003.88	14,640.42	-
	44		1966	12,522.63	13,112.63	13,768.32	14,424.02	15,079.71	-
	44		1967	12,898.32	13,506.04	14,181.29	14,856.80	15,532.05	-
			1968-70	See footnote 3/					
P-5			1965	11,075.80	11,585.03	12,157.91	12,730.80	13,367.34	-
	45		1966	11,407.81	11,932.63	12,522.63	13,112.63	13,768.32	-
	45		1967	11,750.13	12,290.59	12,898.32	13,506.04	14,181.29	-
			1968-70	See footnote 3/					
P-6			1965	10,057.33	10,566.66	11,075.80	11,585.03	12,157.91	-
	46		1966	10,358.96	10,883.52	11,407.81	11,932.63	12,522.63	-
	46		1967	10,669.73	11,209.93	11,750.13	12,290.59	12,898.32	-
			1968-70	See footnote 3/					
P-7			1965	9,166.18	9,611.75	10,057.33	10,566.56	11,075.80	-
	47		1966	9,960.59	10,358.96	10,883.52	11,407.81	-	-
	47		1967	10,259.37	10,669.73	11,209.93	11,750.13	-	-
			1968-70	See footnote 3/					

See footnotes at end of table.

Table 37. 1965-70 police service salary rates (Biweekly, Monthly, Annual), Milwaukee—Continued

Pay range			Year	Annual salary rates						
1965 ^{1/}	1966	1968		Step rates						
	and 1967 ^{2/}	to 1970 ^{3/}		1	2	3	4	5	6	
P-8	48		1965	\$8,784.25	\$9,166.18	\$9,611.75	\$10,057.33	\$10,566.56	-	
			1966	9,545.27	9,960.96	10,358.96	10,883.52	-	-	
			1967	9,831.54	10,259.37	10,669.73	11,209.93	-	-	
			1968-70	See footnote ^{3/}						-
P-9	49		1965	8,461.56	8,864.40	9,267.36	-	-	-	
			1966	9,130.21	9,545.27	9,960.59	-	-	-	
			1967	10,207.45	10,662.51	11,037.83	-	-	-	
			1968	10,207.45	10,622.51	11,037.83	-	-	-	
			1969	10,707.45	11,122.51	11,537.83	-	-	-	
			1970 ^{4/}	10,957.45	11,372.51	11,787.83	-	-	-	
			1970 ^{5/}	11,227.45	11,642.51	12,057.83	-	-	-	
P-10	50		1965	7,663.94	8,020.40	8,402.33	8,784.25	9,166.18	-	
			1966	8,715.42	9,130.21	9,545.27	-	-	-	
			1967	9,792.66	10,207.45	10,622.51	-	-	-	
			1968	9,792.66	10,207.45	10,622.51	-	-	-	
			1969	10,292.66	10,707.45	11,122.51	-	-	-	
			1970 ^{4/}	10,542.66	10,957.45	11,372.51	-	-	-	
			1970 ^{5/}	10,812.66	11,227.45	11,642.51	-	-	-	
P-11	51		1965	8,085.48	8,461.56	8,864.40	-	-	-	
			1966	8,328.00	8,715.42	9,130.21	-	-	-	
			1967	9,405.24	9,792.66	10,207.45	-	-	-	
			1968	9,405.24	9,792.66	10,207.45	-	-	-	
			1969	9,905.24	10,292.66	10,707.45	-	-	-	
			1970 ^{4/}	10,155.24	10,542.66	10,957.45	-	-	-	
			1970 ^{5/}	10,425.24	10,812.66	11,227.45	-	-	-	
P-12	52		1965	7,736.28	8,085.48	8,461.56	-	-	-	
			1966	7,968.21	8,328.00	8,715.42	-	-	-	
			1967	9,045.45	9,405.24	9,792.66	-	-	-	
			1968	9,045.45	9,405.24	9,792.66	-	-	-	
			1969	9,545.45	9,905.24	10,292.66	-	-	-	
			1970 ^{4/}	9,795.45	10,155.24	10,542.66	-	-	-	
			1970 ^{5/}	10,065.45	10,425.24	10,812.66	-	-	-	
P-13	53		1965	7,400.52	7,736.28	8,085.48	-	-	-	
			1966	7,622.76	7,968.21	8,328.00	-	-	-	
			1967	8,700.00	9,045.45	9,405.24	-	-	-	
			1968	8,700.00	9,045.45	9,405.24	-	-	-	
			1969	9,200.00	9,545.45	9,905.24	-	-	-	
			1970	9,450.00	9,795.45	10,155.24	-	-	-	
			1970	9,720.00	10,065.45	10,425.24	-	-	-	
P-14	54		1965	5,907.09	6,231.96	6,500.64	6,782.64	7,078.08	\$7,400.52	
			1966	6,114.79	6,440.43	6,709.22	6,991.31	7,290.35	7,622.76	
			1967	7,200.00	7,500.00	7,900.00	8,300.00	8,700.00	-	
			1968	7,200.00	7,500.00	7,900.00	8,300.00	8,700.00	-	
			1969	7,700.00	8,000.00	8,400.00	8,800.00	9,200.00	-	
			1970 ^{4/}	7,950.00	8,250.00	8,650.00	9,050.00	9,450.00	-	
			1970 ^{5/}	8,220.00	8,520.00	8,920.00	9,320.00	9,720.00	-	
P-15	55		1965	4,611.96	4,809.72	5,007.48	5,232.36	5,436.05	-	
			1966	4,820.61	5,018.23	5,216.11	5,440.85	5,644.46	-	
			1967 ^{4/}	5,029.18	5,226.80	5,424.68	5,649.42	5,853.04	-	
			1967 ^{5/}	5,120.61	5,318.23	5,516.11	5,790.85	6,044.46	-	
			1968	5,420.61	5,618.23	5,816.11	6,140.85	6,444.46	-	
			1969	5,920.61	6,118.23	6,316.11	6,640.85	6,944.46	-	
			1970 ^{4/}	6,170.61	6,368.23	6,566.11	6,890.85	7,194.46	-	
			1970 ^{5/}	6,440.61	6,638.23	6,836.11	7,160.85	7,464.46	-	

¹ A separate salary schedule having 15 pay ranges (numbered P-1 through P-15) was adopted in 1965. Prior to 1965 police service positions were allocated to the salary schedule covering general employees. (See tables 26-29.)

² 15 pay ranges formerly numbered P-1 through P-15 in 1965 renumbered 41 through 55.

³ Pay ranges 41 through 48 covering management positions eliminated in 1968. Positions in former pay ranges 41 through 48 were reallocated to pay ranges in salary schedule covering general employees. (See tables 30-32.) In 1970, police service management positions (ranks of Lieutenant and above), which were reallocated in 1968 to the salary schedule covering general employees, were assigned to the new 1970 management salary schedule (See table 34.)

⁴ Effective pay period 1 through 13.

⁵ Effective pay period 14 through 26.

Table 38. 1966-70 fire service salary rates (Biweekly, Monthly, Annual), Milwaukee ¹

Pay range	Year	Biweekly salary rates					
		Step rates					
		1	2	3	4	5	6
70	1967	\$314.08	\$327.90	\$342.78	\$358.74	\$374.69	-
	1968	338.64	352.43	367.27	383.18	399.23	-
	1969	354.91	368.73	383.62	399.57	415.67	-
	1970 ^{2/}	364.50	378.32	393.20	409.16	425.26	-
	1970 ^{3/}	384.19	401.08	417.96	434.85	450.03	\$ 466.47
71	1966	273.16	284.94	297.52	310.60	324.68	-
	1967	288.32	300.77	314.08	327.90	342.78	-
	1968	312.95	325.37	338.64	352.43	367.41	-
	1969	329.15	341.61	354.91	368.73	383.76	-
	1970 ^{2/}	338.74	351.19	364.50	378.32	393.35	-
1970 ^{3/}	348.33	360.78	374.09	387.91	402.94	-	
72	1966	254.59	265.34	277.12	289.70	302.78	-
	1967	Pay range 72 not used in 1967					
	1968	Pay range 72 not used in 1968					
	1969	314.63	325.46	336.83	349.28	362.73	-
	1970 ^{2/}	324.22	335.05	346.41	358.87	372.32	-
1970 ^{3/}	333.80	344.64	356.00	368.46	381.91	-	
73	1966	252.16	262.41	273.16	284.94	297.52	-
	1967	266.12	276.95	288.32	300.77	314.08	-
	1968	290.82	301.62	312.95	325.37	338.79	-
	1969	306.96	317.79	329.15	341.61	355.06	-
	1970 ^{2/}	316.54	327.38	338.74	351.19	364.65	-
1970 ^{3/}	326.13	336.97	348.33	360.78	374.24	-	
74	1966	242.39	252.16	262.41	273.16	284.74	-
	1967	255.79	266.12	276.95	288.32	300.77	-
	1968	275.41	290.82	301.62	312.95	325.25	-
	1969	295.34	306.96	317.79	329.15	341.75	-
	1970 ^{2/}	304.93	316.54	327.38	338.74	351.34	-
1970 ^{3/}	315.29	326.13	336.97	348.33	360.93	-	
Monthly salary rates							
Salary steps							
		1	2	3	4	5	6
70	1967	\$682.35	\$712.39	\$744.71	\$779.38	\$814.03	-
	1968	737.75	767.79	800.12	834.79	869.76	-
	1969	771.09	801.12	833.45	868.12	903.09	-
	1970 ^{2/}	791.92	821.95	854.28	888.95	923.92	-
	1970 ^{3/}	834.70	871.39	908.07	944.76	977.74	\$1,013.46
71	1966	593.48	619.08	646.41	674.83	705.42	-
	1967	626.39	653.44	682.35	712.39	714.71	-
	1968	681.79	708.85	737.75	767.79	800.44	-
	1969	715.13	742.18	771.09	801.12	833.77	-
	1970 ^{2/}	735.96	763.01	791.92	821.95	854.60	-
1970 ^{3/}	756.79	783.85	812.75	842.79	875.44	-	
72	1966	553.13	576.48	602.08	629.41	657.83	-
	1967	Pay range 72 not used in 1967					
	1968	Pay range 72 not used in 1968					
	1969	683.56	707.10	731.79	758.85	788.07	-
	1970 ^{2/}	704.40	727.94	752.63	779.68	808.91	-
1970 ^{3/}	725.23	748.77	773.46	800.51	829.74	-	
73	1966	547.86	570.13	593.48	619.08	646.41	-
	1967	578.16	601.70	626.39	653.44	682.35	-
	1968	633.56	657.10	681.79	708.85	738.07	-
	1969	666.90	690.44	715.13	742.18	771.41	-
	1970 ^{2/}	687.73	711.27	735.96	763.01	792.24	-
1970 ^{3/}	708.56	732.10	756.79	783.85	813.07	-	
74	1966	526.63	547.86	570.13	593.48	619.08	-
	1967	555.72	578.16	601.70	626.39	653.44	-
	1968	600.00	633.56	657.10	681.79	709.17	-
	1969	641.67	666.90	690.44	715.13	742.50	-
	1970 ^{2/}	662.50	687.73	711.27	735.96	763.33	-
1970 ^{3/}	685.00	708.56	732.10	756.79	784.17	-	

See footnotes at end of table.

Table 38. 1966-70 fire service salary rates (Biweekly, Monthly, Annual), Milwaukee—Continued

Pay range	Year	Annual salary rates					
		Step rates					
		1	2	3	4	5	6
70	1967	\$8,188.18	\$8,548.58	\$8,936.55	\$9,352.60	\$9,768.38	-
	1968	8,853.03	9,213.43	9,601.40	10,017.45	10,437.08	-
	1969	9,253.03	9,613.43	10,001.40	10,417.45	10,837.08	-
	1970 ^{2/}	9,503.03	9,863.43	10,251.40	10,667.45	11,087.08	-
	1970 ^{3/}	10,016.38	10,456.73	10,896.81	11,337.16	11,732.93	\$12,161.54
71	1966	7,121.79	7,428.91	7,756.89	8,097.91	8,464.99	-
	1967	7,515.67	7,841.30	8,188.18	8,548.58	8,936.55	-
	1968	8,181.52	8,506.15	8,853.03	9,213.43	9,605.25	-
	1969	8,581.52	8,906.15	9,253.03	9,613.43	10,005.25	-
	1970 ^{2/}	8,831.52	9,156.15	9,503.03	9,863.43	10,255.25	-
	1970 ^{3/}	9,081.52	9,406.15	9,753.03	10,113.43	10,505.25	-
72	1966	6,637.53	6,917.79	7,224.91	7,552.89	7,893.91	-
	1967	Pay range 72 not used in 1967					
	1968	Pay range 72 not used in 1968					
	1969	8,202.76	8,485.25	8,781.52	9,106.15	9,456.88	-
	1970 ^{2/}	8,452.76	8,735.25	9,031.52	9,356.16	9,706.88	-
73	1966	6,574.29	6,841.53	7,121.79	7,428.91	7,756.89	-
	1967	6,937.91	7,220.40	7,516.67	7,841.30	8,188.18	-
	1968	7,602.76	7,885.25	8,181.52	8,506.15	8,856.88	-
	1969	8,002.76	8,285.25	8,581.52	8,906.15	9,256.88	-
	1970 ^{2/}	8,252.76	8,535.25	8,831.52	9,156.15	9,506.88	-
	1970 ^{3/}	8,502.76	8,785.25	9,081.52	9,406.15	9,756.88	-
74	1966	6,319.58	6,574.29	6,841.53	7,121.79	7,428.91	-
	1967	6,668.68	6,937.91	7,220.40	7,516.67	7,841.30	-
	1968	7,200.00	7,602.76	7,885.25	8,181.52	8,510.00	-
	1969	7,700.00	8,002.76	8,285.25	8,581.52	8,910.00	-
	1970 ^{2/}	7,950.00	8,252.76	8,535.25	8,831.52	9,160.00	-
	1970 ^{3/}	8,220.00	8,502.76	8,785.25	9,081.52	9,410.00	-

¹ Effective June 12, 1966 four pay ranges numbered 71 through 74 were established for fire service personnel below Fire Captain rank.

In 1967, a separate pay plan having five pay ranges numbered 70 through 74 was established for fire service personnel covering ranks of Firefighter through Fire Captain.

² Effective pay periods 1 through 13, 1970.

³ Effective pay periods 14 through 26, 1970.

Table 39. Earnings of selected classes of municipal employees, Milwaukee, July 1970—Continued

(Average straight-time weekly hours and monthly earnings for selected classes, Milwaukee, Wisconsin, Municipal Government)

Occupational group and Class title	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME MONTHLY EARNINGS OF-																											
		1/ Weekly hours (Standard)	2/ Monthly earnings (Mean)	\$450 and under	\$475	\$500	\$525	\$550	\$575	\$600	\$625	\$650	\$675	\$700	\$750	\$800	\$850	\$900	\$950	\$1,000	\$1,050	\$1,100	\$1,150	\$1,200	\$1,250	\$1,300	\$1,350	\$1,400 and over			
NON-MANAGEMENT WHITE-COLLAR (Continued)																															
Library assistant	28	40.0	625	-	-	-	-	-	3	14	2	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Licensed practical nurse	15	40.0	587	-	-	-	-	3	7	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Physician	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Public health nurse I	44	40.0	817	-	-	-	-	-	-	-	-	-	2	12	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Public health nurse II	51	40.0	819	-	-	-	-	-	-	-	-	-	-	22	16	13	-	-	-	-	-	-	-	-	-	-	-	-	-		
Public health physician I	13	40.0	1,721	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4/13		
Telephone operator	13	40.0	591	-	-	-	-	2	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NON-MANAGEMENT BLUE-COLLAR																															
Automotive mechanic	51	40.0	745	-	-	-	-	-	-	-	-	3	6	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bridge operator	77	40.0	690	-	-	-	-	-	-	4	7	6	60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
City laborer (regular)	260	40.0	636	-	-	-	-	-	3	85	148	23	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Custodial worker I	58	40.0	542	-	3	9	2	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Custodial worker II - city laborer	101	40.0	628	-	-	-	-	7	9	10	73	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Custodial worker III	19	40.0	642	-	-	-	-	7	-2	3	1	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Maintenance mechanic	47	40.0	724	-	-	-	-	-	-	-	-	2	5	32	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Museum guard I	18	40.0	625	-	-	-	-	2	1	2	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Museum guard II	3	40.0	659	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Operating engineer I	20	40.0	818	-	-	-	-	-	-	-	-	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Operating engineer II	7	40.0	888	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sanitation laborer	323	40.0	658	-	-	-	-	-	-	44	6	266	1	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sewer laborer	74	40.0	657	-	-	-	-	-	-	8	9	57	1	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Special equipment operator	45	40.0	765	-	-	-	-	-	-	-	-	-	1	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckdriver (under 3 1/2 tons)	111	40.0	691	-	-	-	-	-	-	1	5	104	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckdriver (3 1/2 tons and over)	300	40.0	714	-	-	-	-	-	-	-	5	295	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckloader (combustible)	342	40.0	657	-	-	-	-	-	45	22	274	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Water system trench laborer	53	40.0	676	-	-	-	-	-	2	-	3	48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANAGEMENT																															
Accountant III	5	40.0	1,131	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-		
Accountant IV	3	40.0	1,312	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-		
Administrative assistant III	10	40.0	1,167	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	7	-	-	-	-	-	-	-		
Administrative assistant IV	3	40.0	1,369	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Automotive mechanic foreman	6	40.0	984	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-		
Automotive mechanic supervisor	2	40.0	1,198	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-		
Civil engineer V	8	40.0	1,622	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5/8	-		
Graduate nurse II	6	40.0	836	-	-	-	-	-	-	-	-	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Librarian V	6	40.0	1,369	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6		
Management accountant I	11	40.0	852	-	-	-	-	-	-	-	-	-	-	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Management accountant II	5	40.0	956	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	4	-	-	-	-	-	-	-	-	-		
Management administrative assistant I	16	40.0	856	-	-	-	-	-	-	-	-	1	-	4	10	-	-	-	-	1	1	-	-	-	-	-	-	-	-		
Management administrative assistant II	17	40.0	957	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	11	-	-	-	-	-	-	-	-		
Management chemist II	2	40.0	943	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	6/11		
Management civil engineer IV	14	40.0	1,450	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1	2	11		
Management librarian IV	12	40.0	1,116	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	10	-	-	-	-	-	-	-		
Museum guard III	1	40.0	738	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	10	-	-	-	-	-	-		
Physician II	9	40.0	1,729	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7/9	-		
Physician III	1	40.0	1,949	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1		
Public health nurse III	15	40.0	985	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	11	-	-	-	-	-	-	-	-	-	-		
Public health nurse IV	2	40.0	1,080	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8/3		
Public health physician II	3	40.0	1,849	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 39. Earnings of selected classes of municipal employees, Milwaukee, July 1970—Continued

(A average straight-time weekly hours and monthly earnings for selected classes, Milwaukee, Wisconsin, Municipal Government)

Occupational group and Class title	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME MONTHLY EARNINGS OF-																											
		1/ Weekly hours (Standard)	2/ Monthly earnings (Mean)	\$ 450 and under 475	\$ 475 500	\$ 500 525	\$ 525 550	\$ 550 575	\$ 575 600	\$ 600 625	\$ 625 650	\$ 650 675	\$ 675 700	\$ 700 750	\$ 750 800	\$ 800 850	\$ 850 900	\$ 900 950	\$ 950 1,000	\$ 1,000 1,050	\$ 1,050 1,100	\$ 1,100 1,150	\$ 1,150 1,200	\$ 1,200 1,250	\$ 1,250 1,300	\$ 1,300 1,350	\$ 1,350 1,400	\$ 1,400 and over			
POLICE SERVICE																															
Captain of police	24	40.0	1,212	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	4	-	-	17	-	-	-	-			
Detective	149	40.0	882	-	-	-	-	-	-	-	-	-	-	-	18	8	123	-	-	-	-	-	-	-	-	-	-	-			
Lieutenant of detectives	21	40.0	1,012	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Lieutenant of police	26	40.0	1,009	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	23	-	-	-	-	-	-	-	-	-			
Police patrolman	1,578	40.0	772	-	-	-	-	-	-	-	-	150	287	1,067	74	-	-	-	-	-	-	-	-	-	-	-	-	-			
Police sergeant	146	40.0	895	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Policewoman	15	40.0	777	-	-	-	-	-	-	-	-	1	4	1	9	-	-	-	-	-	-	-	-	-	-	-	-	-			
FIRE SERVICE																															
Battalion chief	25	55.1	1,216	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	1	-	20	-	-	-	-			
Fire alarm dispatcher	12	40.0	827	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-			
Fire captain	56	55.1	1,008	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	52	-	-	-	-	-	-	-	-			
Fire lieutenant	110	55.1	870	-	-	-	-	-	-	-	-	-	-	-	17	93	-	-	-	-	-	-	-	-	-	-	-	-			
Fireboat pilot	5	42.0	1,012	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-			
Firefighter	728	55.1	772	-	-	-	-	-	-	-	-	14	96	618	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Motor pump operator	102	55.1	813	-	-	-	-	-	-	-	-	-	-	-	102	-	-	-	-	-	-	-	-	-	-	-	-	-			
Prevailing Hourly Construction Trade Rate Classes																															
Carpenter	26	40.0	1,071	6.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	-	-	-	-			
Carpenter foreman	4	40.0	1,192	6.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Crane operator	12	40.0	1,163	6.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Electrical mechanic	104	40.0	1,091	6.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Electrical mechanic helper	38	40.0	984	5.66	-	-	-	-	-	-	-	-	-	-	-	-	-	38	-	-	-	-	-	-	-	-	-	-			
Ironworker	7	40.0	1,053	6.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Painter	27	40.0	1,071	6.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-			
Painter, bridge and iron	9	40.0	1,132	6.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	-	-	-	-			
Sewer mason	13	40.0	1,154	6.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	-	-	-			
Tractor, bulldozer, end loader, or grader operator (over 40 H.P.)	38	40.0	1,121	6.45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	38	-	-	-	-			
Tractor operator (under 40 H.P.)	24	40.0	1,043	6.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

1/ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates).
 2/ The mean is computed for each class by totalling the monthly salaries of all workers and dividing by the number of workers. Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
 3/ Workers were distributed as follows: 14 at \$1,400 to \$1,450.
 4/ Workers were distributed as follows: 1 at \$1,450 to \$1,500; 2 at \$1,550 to \$1,600; and 10 at \$1,750 to \$1,800.
 5/ Workers were distributed as follows: 1 at \$1,550 to \$1,600; and 7 at \$1,600 to \$1,650.
 6/ Workers were distributed as follows: 2 at \$1,400 to \$1,450; and 9 at \$1,450 to \$1,500.
 7/ Workers were distributed as follows: 1 at \$1,450 to \$1,500; 1 at \$1,700 to \$1,750, and 7 at \$1,750 to \$1,800.
 8/ Workers were distributed as follows: 3 at \$1,900 to \$1,950.

NOTE: Dashes indicate no employees reported in class.

Appendix A. Section 111.70

Introductory Statement

The Wisconsin State Legislature has enacted the following statute establishing the rights of municipal employees to organize and join labor organizations, and of public employee labor organizations to confer and negotiate with municipal employers. The provisions of this statute fall within the jurisdiction of the Wisconsin Employment Relations Commission, still referred to herein as the "Wisconsin Employment Relations Board." This statute applies to the City of Milwaukee and provides the legal basis for negotiations between the City and its organized employees represented by certified collective bargaining agents.

CHAPTER 111

EMPLOYMENT RELATIONS

SUBCHAPTER IV.

RIGHT OF MUNICIPAL EMPLOYEES TO ORGANIZE AND JOIN LABOR

ORGANIZATIONS; BARGAINING IN MUNICIPAL EMPLOYMENT

111.70 Municipal employment.

(1) DEFINITIONS. When used in this section:

- (a) "Municipal employer" means any city, county, village, town, metropolitan sewerage district, school district or any other political subdivision of the state.
- (b) "Municipal employe" means any employe of a municipal employer except city and village policemen, sheriff's deputies, and county traffic officers.
- (c) "Board" means the Wisconsin employment relations board.

(2) RIGHTS OF MUNICIPAL EMPLOYEES. Municipal employes shall have the right of self-organization, to affiliate with labor organizations of their own choosing and the right to be represented by labor organizations of their own choice in conferences and negotiations with their municipal employers or their representatives on question of wages, hours and conditions of employment, and such employes shall have the right to refrain from any and all such activities.

(3) PROHIBITED PRACTICES.

(a) Municipal employers, their officers and agents are prohibited from:

1. Interfering with, restraining or coercing any municipal employe in the exercise of the right provided in sub. (2).
2. Encouraging or discouraging membership in any labor organization, employe agency, committee, association or representation plan by discrimination in regard to hiring, tenure or other terms or conditions of employment.
3. Prohibiting a duly authorized representative of an organization certified pursuant to sub. (4) (d) or (j) from appearing before any governmental unit or body but nothing herein shall prevent the enactment of reasonable rules adopted by the employer necessary to maintain continuity of public service or the adoption of a negotiated agreement on the subject.

(b) Municipal employes individually or in concert with others are prohibited from:

1. Coercing, intimidating or interfering with municipal employes in the enjoyment of their legal rights including those set forth in sub. (2).
2. Attempting to induce a municipal employer to coerce, intimidate or interfere with a municipal employe in the enjoyment of his legal rights including those set forth in sub. (2).

(c) It is a prohibited practice for any person to do or cause to be done, on behalf of or in the interest of any municipal employer or employe, or in connection with or to influence the outcome of any controversy, as to employment relations, any act prohibited by pars. (a) and (b).

(4) POWERS OF THE BOARD. The board shall be governed by the following provisions relating to bargaining in municipal employment:

(a) Prevention of prohibited practices. Section 111.07 shall govern procedure in all cases involving prohibited practices under this subchapter.

(b) Mediation. The board may function as a mediator in disputes between municipal employes and their employers upon the request of both parties, and the parties may select a mediator by agreement or mutual consent.

(d) Collective bargaining units. Whenever a question arises between a municipal employer and a labor union as to whether the union represents the employes of the employer, either the union or the municipality may petition the board to conduct an election among said employes to determine whether they desire to be represented by a labor organization. Proceedings in representation cases shall be in accordance with ss. 111.02 (6) and 111.05 insofar as applicable, except that where the board finds that a proposed unit includes a craft the board shall exclude such craft from the unit. The board shall not order an election among employes in a craft unit except on separate petition initiating representation proceedings in such craft unit.

(e) Fact finding. Fact finding may be initiated in the following circumstances: 1. If after a reasonable period of negotiation the parties are deadlocked, either party or the parties jointly may initiate fact finding; 2. Where an employer or union fails or refuses to meet and negotiate in good faith at reasonable times in a bona fide effort to arrive at a settlement.

(f) Same. Upon receipt of a petition to initiate fact finding, the board shall make an investigation and determine whether or not the condition set forth in par. (e) 1 or 2 has been met and shall certify the results of said investigation. If the certification requires that fact finding be initiated, the board shall appoint from a list established by the board a qualified disinterested person or 3-member panel when jointly requested by the parties, to function as a fact finder.

Appendix A. Section 111.70--Continued

- (g) Same. The fact finder may establish dates and place of hearings which shall be where feasible in the jurisdiction of the municipality involved, and shall conduct said hearings pursuant to rules established by the board. Upon request, the board shall issue subpoenas for hearings conducted by the fact finder. The fact finder may administer oaths. Upon completion of the hearings, the fact finder shall make written findings of fact and recommendations for solution of the dispute and shall cause the same to be served on the municipal employer and the union.
- (h) Parties.
1. Proceedings to prevent prohibitive practices. Any labor organization or any individual affected by prohibited practices herein is a proper party to proceedings by the board to prevent such practice under this subchapter.
 2. Fact finding cases. Only labor unions which have been certified as representative of the employees in the collective bargaining unit or which the employer has recognized as the representative of said employees shall be proper parties in initiating fact finding proceedings. Cost of fact finding proceedings shall be divided equally between said labor organization and the employer.
- (i) Agreements. Upon the completion of negotiations with a labor organization representing a majority of the employees in a collective bargaining unit, if a settlement is reached, the employer shall reduce the same to writing either in the form of an ordinance, resolution or agreement. Such agreement may include a term for which it shall remain in effect not to exceed one year. Such agreements shall be binding on the parties only if express language to that effect is contained therein.
- (j) Personnel relations in law enforcement. In any case in which a majority of the members of a police or sheriff or county traffic officer department shall petition the governing body for changes or improvements in the wages, hours or working conditions and designates a representative which may be one of the petitioners or otherwise, the procedures in pars. (e) to (g) shall apply. Such representative may be required by the board to post a cash bond in an amount determined by the board to guarantee payment of one-half of the costs of fact finding.
- (k) Civil service exception. Paragraphs (e) to (g) shall not apply to discipline or discharge cases under civil service provisions of a state statute or local ordinance.
- (l) Strikes prohibited. Nothing contained in this subchapter shall constitute a grant of the right to strike by any county or municipal employe and such strikes are hereby expressly prohibited.
- (m) Local ordinances control. The board shall not initiate fact finding proceedings in any case when the municipal employer through ordinance or otherwise has established fact finding procedures substantially in compliance with this subchapter.
- (5) PROCEDURES. Any municipal employer may employ a qualified person to discharge the duties of labor negotiator and to represent such municipal employer in conferences and negotiations under this section. In cities of the 1st class a member of the city council who resigns therefrom may, during the term for which he is elected, be eligible to the position of labor negotiator under this subsection, which position during said term has been created by or the selection to which is vested in such city council, and s. 66.11(2) shall be deemed inapplicable thereto.

- - - - -

Note: Section 111.70, Subsections (1), (2), and (3) were enacted by the 1959 Legislature; Subsections (1) (c) and (4) were enacted by the 1961 Legislature; Subsections (4) (f), (g), and (k) were amended by the 1963 Legislature; Subsection (5) was enacted by the 1965 Legislature; and Subsections (3) (a) and (4) (b) were amended by the 1967 Legislature.

Appendix B. Certified or recognized collective bargaining units, 1963-70

Year	Bargaining Representative	Bargaining Unit	Approximate number of workers covered	Date of certification or recognition of bargaining representative
GENERAL EMPLOYEES				
1963	Building Service Employees' International Union, AFL-CIO, Local 17	All regular employees having the classifications of Natatorium Supervisor, Fireman, and Natatorium Assistant in the various Natatoria in the Bureau of Bridges and Public Buildings.	34	April 16, 1963
	City of Milwaukee Garbage Collection Laborers Independent Local Union	All regular employees having the classification of Garbage Collection Laborer in the Bureau of Garbage Collection and Disposal.	342	April 30, 1963
	International Brotherhood of Electrical Workers, AFL-CIO, Local 195	All regular employees having the classifications of Bridgetender and Boat Operator employed in the Division of Bridges and Viaducts in the Bureau of Bridges and Public Buildings.	105	April 16, 1963
	International Brotherhood of Electrical Workers AFL-CIO, Local 494	All regular employees having the classifications of Blacksmith, City Laborer, Laborer (Electrical Services), Machinist, and Mechanic Helper in the Machine Shop in the Division of Street Services of the Bureau of Traffic Engineering and Electrical Services.	11	April 16, 1963
	International Brotherhood of Fireman and Oilers, AFL-CIO, Local 125-B	All regular employees having the classifications of Boiler Repairman, Clerk II-Field (who are scalemen), Craneman, Furnaceman, Incinerator Plant Maintenance Worker, Garbage Disposal Laborer, Machinery Operator, Maintenance Mechanic, Maintenance Mechanic Foreman, and Garbage Collection Laborers (who are employed six months or more in the Incinerator Plants) in the Disposal Division of the Bureau of Garbage Collection and Disposal.	85	April 16, 1963
	Milwaukee District Council 48 (and its appropriate affiliated Locals), American Federation of State, County, and Municipal Employees, AFL-CIO	All regular employees in the various bureaus in the Department of Public Works of the City of Milwaukee excluding all craft employees, confidential employees, supervisors and executives and also excluding employees in the other five certified collective bargaining units.	2,821	May 6, 1963
FIRE AND POLICE SERVICE PERSONNEL				
1963	Milwaukee Fire Fighters' Association, International Association of Fire Fighters, AFL-CIO, Local 215	All regular employees employed in the various bureaus of the Fire Department of the City of Milwaukee, excluding craft employees, confidential employees, supervisors and executives and also excluding the Fireboat Pilots and Marine Engineers employed in the Fire Fighting Service and the Fire Alarm Dispatchers employed in the Bureau of Fire Communications.	920	October 16, 1963 Granted recognition as the exclusive bargaining representative by the Common Council by resolution on this date.
GENERAL EMPLOYEES				
1964	Association of Physicians and Dentists	All regular employees having the classifications of Public Health Physician I, Public Health Physician I (½ time), Physician I (full time), Physician I (¼ time), Dentist I, Dental Hygienist (¾ time), employed in the Health Department.	22	April 30, 1964
	Association of Scientific Personnel	All regular employees having the classifications of Chemist III, II, Virologist III, I, Medical Laboratory Technician, Bacteriologist II, I, Chemical Laboratory Technician employed as Scientific Personnel in the Bureau of Laboratories of the Health Department.	13	April 30, 1964
	Building Service Employees' International Union, AFL-CIO, Local 17	No change since 1963	34	
	City of Milwaukee Garbage Collection Laborers Independent Local Union	No change since 1963	348	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 195	No change since 1963	105	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1963	11	

Appendix B. Certified or recognized collective bargaining units, 1963-70—Continued

Year	Bargaining Representative	Bargaining Unit	Approximate number of workers covered	Date of certification or recognition of bargaining representative
GENERAL EMPLOYEES				
1964	International Brotherhood of Fireman and Oilers, AFL-CIO, Local 125-B	No change since 1963	85	
	Milwaukee District Council 48 (and its appropriate affiliated Locals), American Federation of State, County, and Municipal Employees, AFL-CIO	No change since 1963 except the addition of all regular employees in the Department of Building Inspection and Safety Engineering, the Election Commission, the Harbor Commission, the Health Department's Bureau of Environmental Sanitation, the Public Library, the Public Museum, and the Tax Department.	3,528	April 30, 1964 For regular employees in the listed departments, bureaus and commissions outside of the Department of Public Works.
	Staff Nurses' Council of the Milwaukee Health Department	All regular employees having the classifications of Public Health Nurse II, I, Junior Public Health Nurse, and Graduate Nurse I employed in the Health Department.	175	April 30, 1964
FIRE AND POLICE SERVICE PERSONNEL				
1964	Milwaukee Fire Fighters' Association, International Association of Fire Fighters, AFL-CIO, Local 215	No change since 1963	920	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	All regular employees having the classification of Fire Alarm Dispatcher employed in the Bureau of Fire Communications in the Fire Department.	17	January 6, 1964
	Uniformed Pilots and Marine Engineers Association, International Association of Fire Fighters, AFL-CIO, Local 1037	All regular employees having the classifications of Fireboat Pilots and Marine Engineers employed in the Fire Fighting Service in the Fire Department.	10	January 6, 1964
GENERAL EMPLOYEES				
1965	Association of Physicians and Dentists	No change since 1964	22	
	Association of Scientific Personnel	All regular employees...employed as Scientific Personnel in the Bureau of Laboratories of the Health Department of the City Milwaukee, excluding all other employees, confidential employees, supervisors, and executives.	18	
	Building Service Employees' International Union, AFL-CIO, Local 17	No change since 1963	34	
	International Brotherhood of Electrical Workers, AFL-CIO Local 195	No change since 1963	105	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1963	11	
	International Brotherhood of Fireman and Oilers, AFL-CIO, Local 125-B	All regular employees having the classifications of Boiler Repairman, Craneman, Furnaceman, Garbage Disposal Laborer, Incinerator Plant Maintenance Worker, Machinery Operator, Maintenance Mechanic, and Maintenance Mechanic Foreman in the Disposal Division; of Plant Tipping Floor Attendant (formerly Garbage Collection Laborer employed six months or more in the Incinerator Plants) in the Collection Division; and of Scaleman (formerly Clerk II-Field employed as Scaleman) in the General Office Division of the Bureau of Garbage Collection and Disposal.	85	
	Journeyman Plumbers and Gas-Fitters Union, AFL-CIO, Local 75	All regulars employees having the classifications of Plumbing Inspector and Plumbing Plan Examiner I employed in the Bureau of Plumbing Inspection and in the Meters and Services Division of the Water Department	18	July 30, 1965 Granted recognition as the exclusive bargaining representative by the Comm. Council by resolution on this date.

Appendix B. Certified or recognized collective bargaining units, 1963-70—Continued

Year	Bargaining Representative	Bargaining Unit	Approximate number of workers covered	Date of certification or recognition of bargaining representative
GENERAL EMPLOYEES				
1965	Milwaukee District Council 48 (and its appropriate affiliated locals), American Federation of State, County, and Municipal Employees, AFL-CIO	No change since 1964	3,528	
	Public Employees' Union # 61, Laborers' International Union of North America, AFL-CIO, CLC (formerly City of Milwaukee Garbage Collection Laborers Independent Local Union)	No change since 1963	348	November 1, 1965 (recertification)
	Staff Nurses' Council of the Milwaukee Health Department	No change since 1964	175	
	Technicians, Engineers and Architects of Milwaukee	All regular professional engineering and architectural employees, including Engineering Technicians IV, V, and VI, employed by the City of Milwaukee, excluding all other employees, confidential employees, supervisory employees, and executives.	204	May 24, 1965
FIRE AND POLICE SERVICE PERSONNEL				
1965	Milwaukee Fire Fighters' Association, International Association of Fire Fighters, AFL-CIO, Local 215	No change since 1963	920	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1964	15	
	Uniformed Pilots and Marine Engineers Association, International Association of Fire Fighters, AFL-CIO, Local 1037	No change since 1964	10	
	Professional Policemen's Protective Association	<u>Police Service</u>	2,150	Although not officially certified nor officially granted recognition as a collective bargaining unit, the City considers there to be an unofficial collective bargaining unit based on a WERB representation hearing and order dated March 19, 1965.
		Detective Sergeant, Detective, Detective Legal & Administrative, Police Sergeant, Police Sergeant (Garage), Police Patrolman, Policewoman, Police Matron, Police Identification Technician, Gunsmith & Range Officer, Chief Document Examiner, Assistant Document Examiner, Police Alarm Operator, Custodian of Police Property and Stores, Assistant Custodian of Property and Stores, Radio Mechanic Foreman, Radio Mechanic, Administrative Police Sergeant		
		<u>Civilian</u>		
		Clerks III & IV; Clerk Stenographers I & II, Clerk Stenographer III (except one position each in Administration School); Clerk Stenographer IV; Clerk Typists I, II, & III; Custodial Worker II; City Laborer; Duplicating Equipment Operator II; Elevator Operator II; Garage Attendant; Key Punch Operators I & II; Law Stenographer III, Maintenance Mechanic; Police Aide (except one position in Personnel Bureau); Tabulating Equipment Operators I & II		

Appendix B. Certified or recognized collective bargaining units, 1963-70—Continued.

Year	Bargaining Representative	Bargaining Unit	Approximate number of workers covered	Date of certification or recognition of bargaining representative
GENERAL EMPLOYEES				
1966	Association of Physicians and Dentists	No change since 1964	22	
	Association of Scientific Personnel	No change since 1965	18	
	Building Service Employees' International Union, AFL-CIO, Local 17	No change since 1963	34	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 195	No change since 1963	105	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1963	11	
	International Brotherhood of Fireman and Oilers, AFL-CIO, Local 125-B	No change since 1965	85	
	Journeyman Plumbers and Gasfitters Union, AFL-CIO, Local 75	No change since 1965	13	
	Milwaukee District Council 48 (and its appropriate affiliated Locals), American Federation of State, County, and Municipal Employees, AFL-CIO	No change since 1964	3,523	
	Public Employees Union #61, Laborers' International Union of North America, AFL-CIO, CLC	No change since 1965	348	
	Staff Nurses' Council of the Milwaukee Health Department	No change since 1964	175	
	Technicians, Engineers, and Architects of Milwaukee	No change since 1965	204	
FIRE AND POLICE SERVICE PERSONNEL				
1966	Milwaukee Fire Fighters' Association, International Association of Fire Fighters, AFL-CIO, Local 25	No change since 1963	920	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1964	15	
	Uniformed Pilots and Marine Engineers Association, International Association of Fire Fighters, AFL-CIO, Local 1037	No change since 1964	10	
	Professional Policemen's Protective Association	No change since 1965	2,150	
GENERAL EMPLOYEES				
1967	Association of Municipal Attorneys of Milwaukee	All regular professional attorneys in the City Attorney's Office, excluding all other employees, confidential employees, supervisory employees, and executives.	20	August 24, 1967
	Association of Physicians and Dentists	No change since 1964	22	
	Association of Scientific Personnel	No change since 1965	18	
	Building Service Employees' International Union, AFL-CIO, Local 17	No change since 1963	34	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 195	No change since 1963	105	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1963	11	

Appendix B. Certified or recognized collective bargaining units, 1963-70—Continued

Year	Bargaining Representative	Bargaining Unit	Approximate number of workers covered	Date of certification or recognition of bargaining representative
GENERAL EMPLOYEES				
1967	International Brotherhood of Firemen and Oilers, AFL-CIO, Local 125-B	No change since 1965	85	
	Journeyman Plumbers and Gas-Fitters Union, AFL-CIO, Local 75	No change since 1965	18	
	Milwaukee District Council 48 (and its appropriate affiliated Locals) American Federation of State, County, and Municipal Employees, AFL-CIO	No change since 1964	3,528	
	Public Employees Union #61, Laborers' International Union of North America, AFL-CIO, CLC	No change since 1965	348	
	Staff Nurses' Council of the Milwaukee Health Department	No change since 1964	175	
	Technicians, Engineers, and Architects of Milwaukee	No change since 1965	204	
FIRE AND POLICE SERVICE PERSONNEL				
1967	Milwaukee Fire Fighters' Association, International Association of Fire Fighters, AFL-CIO, Local 215	No change since 1963 except for loss of one employee represented by Sheet Metal Workers Local No. 24	920	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1964	15	
	Sheet Metal Workers' Union, AFL-CIO, Local 24	All Fire Equipment Repairmen II who perform sheet metal work more than fifty percent of their working time	1	February 24, 1967 (The only eligible employee resigned November 17, 1967, since that time, the Fire Department has contracted out all sheet metal work).
	Uniformed Pilots and Marine Engineers Association, International Association of Fire Fighters, AFL-CIO, Local 1037	No change since 1964	10	
	Professional Policemen's Protective Association	No change since 1965	2,150	
GENERAL EMPLOYEES				
1968	Association of Municipal Attorneys of Milwaukee	No change since 1967	20	
	Association of Physicians and Dentists	No change since 1964	25	
	Association of Scientific Personnel	No change since 1965	20	
	Building Service Employees' International Union, AFL-CIO, Local 17	No change since 1963	30	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 195	No change since 1963	100	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1963	15	
	International Brotherhood of Fireman and Oilers, AFL-CIO, Local 125-B	No change since 1965	90	
	International Union of Operating Engineers, AFL-CIO, Local 317	All Firemen employed in the Technical and Maintenance Division, Department of City Development	4	May 24, 1968

Appendix B. Certified or recognized collective bargaining units, 1963-70—Continued

Year	Bargaining Representative	Bargaining Unit	Approximate number of workers covered	Date of certification or recognition of bargaining representative
GENERAL EMPLOYEES				
1968	Journeyman Plumbers and Gas Fitters Union, AFL-CIO, Local 75	No change since 1965	20	
	Milwaukee District Council 48 (and its appropriate affiliated Locals), American Federation of State, County, and Municipal Employees, AFL-CIO	No change since 1965 except the addition of all regular employees in the Department of City Development's Planning and Programming Division, in the Real Estate Division and in the Technical and Maintenance Division except for Firemen represented by Local 317, IUOE; the addition of all regular employees in the Police Department's Building and Grounds Division, and the loss of all regular employees represented by Local 242 of the Teamsters Union.	4,000	(1) March 6, 1968 For regular employees in the Technical and Maintenance Division except Firemen. (2) August 2, 1968 Granted recognition as the exclusive bargaining representative for regular employees in the Programming and Planning Division and in the Real Estate Division by the Common Council by resolution this date. (3) August 16, 1968 For regular employees in the Police Department's Building and Grounds Division.
	Municipal Truck Drivers Local Union 242, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America	All regular employees employed in the Operations Division of the Bureau of Municipal Equipment, excluding craft employees, confidential employees, supervisors, and executives.	400	September 13, 1968
	Public Employees' Union #61, Laborers' International Union of North America, AFL-CIO, CLC	No change since 1965 except new title of Truck Loader (Combustible); (Formerly Garbage Collection Laborer)	380	
	Staff Nurses' Council (City Unit)	No change since 1964	170	
	Technicians, Engineers, and Architects of Milwaukee	No change since 1965	200	
FIRE AND POLICE SERVICE PERSONNEL				
1968	Milwaukee, Professional Fire Fighters' Association, International Association of Fire Fighters, AFL-CIO, Local 215	No change since 1963	1,000	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1964	15	
	Uniformed Pilots and Marine Engineers Association, International Association of Fire Fighters, AFL-CIO, Local 1037	No change since 1964	10	
	Professional Policemen's Protective Association	No change since 1965	2,150	
GENERAL EMPLOYEES				
1969	Association of Municipal Attorneys of Milwaukee	No change since 1967	20	
	Association of Physicians and Dentists	No change since 1966	25	
	Association of Scientific Personnel	No change since 1965	30	
	Building Service Employees' International Union, AFL-CIO, Local 17	No change since 1963	25	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 195	No change since 1963	90	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1963	15	

Appendix B. Certified or recognized collective bargaining units, 1963-70—Continued

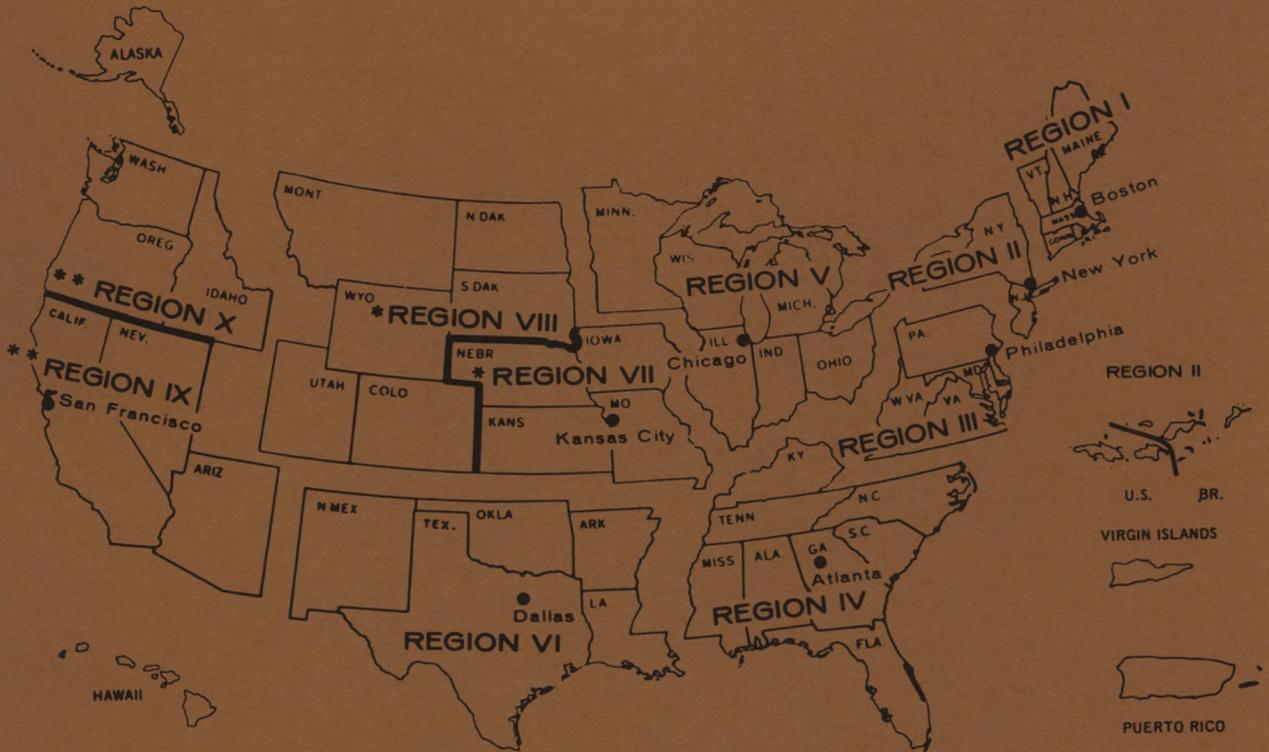
Year	Bargaining Representative	Bargaining Unit	Approximate number of workers covered	Date of certification or recognition of bargaining representative
GENERAL EMPLOYEES				
1969	International Brotherhood of Firemen and Oilers, AFL-CIO, Local 125-B	No change since 1965	110	May 6, 1969 For regular employees in the Department of Central Electronic Data Services.
	International Union of Operating Engineers, AFL-CIO, Local 317	No change since 1968	4	
	Journeyman Plumbers and Gas Fitters' Union, AFL-CIO, Local 75	No change since 1965	20	
	Milwaukee District Council 48 (and its appropriate affiliated Locals), American Federation of State, County, and Municipal Employees, AFL-CIO	No change since 1968 except the addition of all regular employees in the Department of Central Electronic Data Services.	4,000	
	Municipal Truck Drivers Local Union 242, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America	No change since 1968	400	
	Public Employees' Union #61, Laborers' International Union of North America, AFL-CIO, CLC	No change since 1968	350	
	Staff Nurses' Council (City Unit)	No change since 1964	170	
	Technicians, Engineers, and Architects of Milwaukee	No change since 1965	200	
FIRE AND POLICE SERVICE PERSONNEL				
1969	Milwaukee Professional Fire Fighters' Association, International Association of Fire Fighters, AFL-CIO, Local 215	No change since 1963	1,000	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1964	15	
	Uniformed Pilots and Marine Engineers Association, International Association of Fire Fighters, AFL-CIO, Local 1037	No change since 1964	10	
	Professional Policemen's Protective Association	No change since 1965	2,100	
GENERAL EMPLOYEES				
1970	Association of Municipal Attorneys of Milwaukee	No change since 1967	24	
	Association of Physicians and Dentists	No change since 1964	24	
	Association of Scientific Personnel	No change since 1964	24	
	Building Service Employees' International Union, AFL-CIO, Local 17	Decertified April 28, 1970		
	International Brotherhood of Electrical Workers, AFL-CIO, Local 195	No changes since 1963	30	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1963	15	
	International Brotherhood of Firemen and Oilers, AFL-CIO, Local 125-B	No change since 1965	110	

Appendix B. Certified or recognized collective bargaining units, 1963-70—Continued

Year	Bargaining Representative	Bargaining Unit	Approximate number of workers covered	Date of certification or recognition of bargaining representative
GENERAL EMPLOYEES				
1970	International Union of Operating Engineers, AFL-CIO, Local 317	No change since 1968	4	October 6, 1970 Granted recognition as the exclusive bargaining representative for these additional employees by the Common Council by resolution on this date.
	Journey Plumbers and Gas Fitters' Union, AFL-CIO, Local 317	No change since 1965	20	
	Milwaukee District Council 48 (and its appropriate affiliated locals), American Federation of State, County, and Municipal Employees, AFL-CIO	No change since 1969 except the addition of all regular employees in the remaining divisions of the Department of City Development.	4,000	
	Municipal Truck Drivers Local Union 242, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America	No change since 1968	400	
	Public Employees' Union #61, Laborers' International Union of North America, AFL-CIO	No change since 1968	380	
	Staff Nurses' Council (City Unit)	No change since 1964	177	
	Technicians, Engineers, and Architects of Milwaukee	No change since 1965	200	
FIRE AND POLICE SERVICE PERSONNEL				
1970	Milwaukee Professional Fire Fighters' Association, International Association of Fire Fighters, AFL-CIO, Local 215	No change since 1963	980	
	International Brotherhood of Electrical Workers, AFL-CIO, Local 494	No change since 1964	14	
	Uniformed Pilots and Marine Engineers Association, International Association of Fire Fighters, AFL-CIO, Local 1037	No change since 1964	10	
	Professional Policemen's Protective Association	No change since 1965 except the loss of Detective Sergeants due to the recognition of supervisory status as Lieutenants of Detectives in the Management Pay Plan	1,814	

Note: In 1966, following a representation election, the WERB certified a joint bargaining representative of District Council 48 and Local 139 of the International Union of Operating Engineers (AFL-CIO) to represent approximately 60 prevailing wage equipment operators. The two unions jointly petitioned for representation after an AFL-CIO referee recommended this arrangement as a means of settling a jurisdictional dispute that dated back to early 1964. The bargaining unit included all regular employees employed by the City in its various departments and divisions classified as Trench Machine Operator, Clamshell Operator, Crane Operator, Hoist Operator, Hydraulic Hammer Operator, Roller Engineman, Engineman (Asphalt Plant), Roller Repairman, Tractor Operator (over 40 h.p.)- Bulldozer Operator (over 40 h.p.)- End Loader (over 40 h.p.), and Tractor Operator (under h.p.)- Bulldozer Operator (under 40 h.p.), excluding all other employees, supervisors, and department heads. Prevailing wage employees are outside the scope of this report.

BUREAU OF LABOR STATISTICS
REGIONAL OFFICES



Region I
1603-A Federal Building
Government Center
Boston, Mass. 02203
Phone: 223-6762 (Area Code 617)

Region V
219 South Dearborn St.
Chicago, Ill. 60604
Phone: 353-7230 (Area Code 312)

Region II
341 Ninth Ave., Rm. 1025
New York, N.Y. 10001
Phone: 971-5405 (Area Code 212)

Region VI
1100 Commerce St., Rm. 6B7
Dallas, Tex. 75202
Phone: 749-3516 (Area Code 214)

Region III
406 Penn Square Building
1317 Filbert St.
Philadelphia, Pa. 19107
Phone: 597-7796 (Area Code 215)

Regions VII and VIII
Federal Office Building
911 Walnut St., 10th Floor
Kansas City, Mo. 64106
Phone: 374-2481 (Area Code 816)

Region IV
Suite 540
1371 Peachtree St. NE.
Atlanta, Ga. 30309
Phone: 526-5418 (Area Code 404)

Regions IX and X
450 Golden Gate Ave.
Box 36017
San Francisco, Calif. 94102
Phone: 556-4678 (Area Code 415)

* Regions VII and VIII will be serviced by Kansas City.
** Regions IX and X will be serviced by San Francisco.

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, \$300

THIRD CLASS MAIL

POSTAGE AND FEES PAID
U.S. DEPARTMENT OF LABOR

