



**Department of Employee Relations**

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Deborah Ford**  
Labor Negotiator

January 10, 2014

To The Honorable  
The Committee on Finance and Personnel  
Common Council  
City of Milwaukee

Dear Committee Members:

The Department of Public Works Operations Division has communicated to Employee Relations current difficulty in hiring candidates for the position of Operations Driver Worker PR 8KN (\$31,100.68 - \$49,317.32)

The Operations Division is in the process of setting up interviews to hire from a list of 39 candidates. Of the 39 candidates contacted, 10 have declined because of the low starting wage, the City's continuing wage freeze, and the non-benefited status of the position. The Operations Division typically hires between 20- 25 Operation Driver Workers each year as result of attrition through resignation, retirements and other separations.

The department has requested the starting rate be changed to the previous step two of the Operation Driver Worker Pay Range to assist in recruiting candidates at this time:

**Operations Driver Worker  
Pay Range 8KN**

	Current Minimum Rate	Proposed Minimum Rate
Hourly	14.95	18.06
Biweekly	1,196.18	1,444.46
Annual	31,100.68	37,555.96

Data from the Economic Research Institute (ERI), a wage and salary database to which the Department of Employee Relations subscribes, as well as salary information from other local jurisdictions does support a higher recruitment rate for this position.

Therefore, we propose the following change to the Salary Ordinance:

In Pay Range 8KN, delete the rates of pay and insert the following rates:

Hourly	18.06	23.71
Biweekly	1,444.46	1,896.82
Annual	37,555.96	49,317.32



And delete footnote (3) and insert the following:

- (3) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,444.46, \$1,476.30, \$1,512.21, \$1,567.65, \$1,621.18, \$1,680.59, \$1,743.05, \$1,807.57, \$1,878.72. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

Sincerely,



Maria Monteagudo  
Employee Relations Director

MM/fcw