



Department of Employee Relations

Tom Barrett
Mayor
Maria Montegudo
Director
David Heard
Fire and Police Commission
Executive Director
Michael Brady
Employee Benefits Director
David Kwiatkowski
Labor Negotiator

November 21, 2005

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

Dear Committee Members: Re: Common Council File Number 050952

Summary

This report recommends that Street Repair Supervisor, Street Operations Supervisor, and Field Operations Inspection Specialist be included among the classifications eligible to receive "snow pay."

The Department of Employee Relations received the attached communication from Jeffrey Mantes, Commissioner of Public Works requesting that three additional classifications be included among the positions eligible for "snow pay." The Department of Public Works Operations Division utilizes 45 supervisors and managers on a rotating schedule to supervise snow and ice operations. During their scheduled duty weeks, these management employees are responsible for supervising snow and ice operations 24 hours per day, 7 days per week. In the case of a full-scale snow plowing, all snow managers may be pressed into service.

The Department has indicated that budget reductions over the past several years now make it necessary to add additional job titles to the snow pay rotation. Positions that have been eliminated between 2001 and 2006 include:

Sanitation Supervisor	Salary Grade 004	6 positions
Urban Forestry Supervisor	Salary Grade 004	3 positions
Sanitation Survey Coordinator	Salary Grade 004	1 position
Sanitation Shop Supervisor	Salary Grade 006	1 position

Classification titles that the department has requested be added are:

Street Repair Supervisor	Salary Grade 004
Street Operations Supervisor	Salary Grade 005
Field Operations Inspection Specialist	Salary Grade 005

Snow pay for employees in these titles will not be initiated until they are scheduled for emergency snow duties.

Action Required (Effective Pay Period 25, 2005 - November 20, 2005)

In the Salary Ordinance, under Salary Grade 004, add the footnote designation "1" following the title "Street Repair Supervisor." Under Salary Grade 005, add the footnote designation "1" following the titles "Street Operations Supervisor" and "Field Operations Inspection Specialist."

Sincerely,



Maria Monteagudo
Employee Relations Director

Attachments: DPW Letter dated 11/8/05
Fiscal Note

c: Jeffrey Mantes
James Purko
Dan Thomas