



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Molly King
Employee Benefits Director

Nicole Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: July 8, 2025

Department of Public Works-Operations Division

Current	Recommended
City Laborer PR 8AN (\$44,862 - \$60,601) FN: Employees who attain and maintain a CDL to be paid an additional 3% biweekly. For purposes of promotion from this title, the 3% CDL pay shall be rolled into the base rate and be base-building. (36 Vacant Positions)	Equipment Operator 3 PR 8GN (\$61,125 - \$78,746) FN: Recruitment is at \$61,850 (27 Positions)
	Equipment Operator 2 PR 8FN (\$58,215 - \$75,330) FN: Recruitment is at \$58,905 (Underfill Title)
	Equipment Operator 1 PR 8EN (\$54,407 - \$72,076) FN: Recruitment is at \$56,100 (Underfill Title)

Background

The Department of Public Works (DPW) Operations Division Director Danielle Rodriguez has requested to repurpose 36 vacant positions of City Laborer in Pay Range 8AN (\$44,862 - \$60,601) to the Equipment Operator 1, 2, 3 series, with the position authority being at the Equipment Operator 3 title in Pay Range 8GN (\$61,125 - \$78,746) with a recruitment rate of \$61,850. DER Compensation staff met with Operations Division Director Danielle Rodriguez and the Operations Human Resources Administrator Makisha Porter.

Responsibilities and Requirements

The Equipment Operators provide professional driving and critical manual laboring functions, including municipal solid waste and recycling collection, street sweeping, snow and ice control, and operation of heavy equipment for the Department of Public Works. This position is critical to the cleanliness, health and safety of the City, it's residents and visitors. This position also serves as a first responder for emergency snow and ice control operations. Duties and responsibilities include:

70% Safely and legally drive, maintain, and operate trucks and special equipment, such as garbage packers (with cart flippers), street sweepers, automated side loading trucks, Vac-alls (vacuum

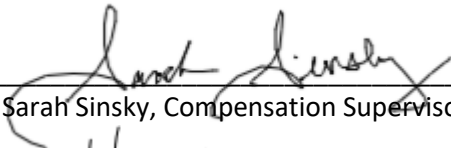
- trucks), tri-axle dump trucks, sensor salting trucks, front and rear loading container servicing trucks, skid steer trucks, and small tractors in order to perform waste collection, leaf clean-up, plowing, salting, or other ice control operations.
- 15% Perform manual labor such as lifting, pushing and pulling waste carts and other large items such as furniture and brush.
 - 5% Monitor vehicle condition and perform minor maintenance on trucks such as checking and maintaining fluid levels, greasing, inflating tires, and checking tire tread; report vehicle maintenance needs.
 - 5% Perform job related documentation by completing forms for payroll reporting, vehicle service needs, combined collection crew checklist and residential cart tag notifications.
 - 5% Modify vehicle-related equipment, including adjusting the broom on street sweepers, connecting plow blades onto garbage packers, securing loads, and attaching hydraulic lines as needed to maintain optimal equipment performance. Other duties as assigned.

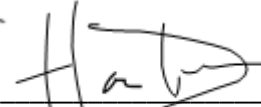
The department has indicated that there is a need for more Equipment Operators so as to maintain levels of service without having to knock of crews to fill in for sanitation routes. The Equipment Operators provide professional driving and critical manual laboring functions, including municipal solid waste and recycling collection, street sweeping, snow and ice control, and operation of heavy equipment. This repurpose request will provide an increase level of flexibility for garbage collection as well as snow and ice control operations.

Based upon the duties and responsibilities for these positions, we recommend repurposing 36 vacant positions of City Laborer in pay range 8AN (\$44,862 - \$60,601) to 27 positions to the Equipment Operator 1, 2, 3 series, with the position authority being at the Equipment Operator 3 title in Pay Range 8GN (\$61,125 - \$78,746) with a recruitment rate of \$61,850.

Action Required – Effective Pay Period 16, 2025 (July 20, 2025)

*** Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

Prepared by: 
Sarah Sinsky, Compensation Supervisor

Reviewed by: 
Harper Dohahue IV, Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A	Date	7/9/2025	File Number	250446	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Substitute
	Subject	Communication from the Department of Employee Relations regarding the costs of classification reports approved at the City Service Commission on July 8, 2025.				

B	Submitted By (Name/Title/Dept./Ext.)	Sarah Wangerin/ Human Resources Representative / Employee Relations
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C	This File	<input checked="" type="checkbox"/> Increases or decreases previously authorized expenditures.
		<input type="checkbox"/> Suspends expenditure authority.
		<input type="checkbox"/> Increases or decreases city services.
		<input type="checkbox"/> Authorizes a department to administer a program affecting the city's fiscal liability.
		<input type="checkbox"/> Increases or decreases revenue.
		<input type="checkbox"/> Requests an amendment to the salary or positions ordinance.
		<input type="checkbox"/> Authorizes borrowing and related debt service.
		<input type="checkbox"/> Authorizes contingent borrowing (authority only).
		<input type="checkbox"/> Authorizes the expenditure of funds not authorized in adopted City Budget.

D	Charge To	<input checked="" type="checkbox"/> Department Account	<input type="checkbox"/> Contingent Fund
		<input type="checkbox"/> Capital Projects Fund	<input type="checkbox"/> Special Purpose Accounts
		<input type="checkbox"/> Debt Service	<input type="checkbox"/> Grant & Aid Accounts
		<input type="checkbox"/> Other (Specify)	

E	Purpose	Specify Type/Use	Expenditure	Revenue
	Salaries/Wages			\$0.00
			\$0.00	\$0.00
	Supplies/Materials		\$0.00	\$0.00
			\$0.00	\$0.00
	Equipment		\$0.00	\$0.00
			\$0.00	\$0.00
	Services		\$0.00	\$0.00
			\$0.00	\$0.00
	Other		\$0.00	\$0.00
			\$0.00	\$0.00
	TOTALS		\$ 0.00	\$ 0.00

F**Assumptions used in arriving at fiscal estimate.**

The total cost for 2025 is \$311,650. Total cost for full year is \$736,628.
Please see attached spreadsheet for details. Cost breakdown is in
attached spreadsheet.

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For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

☐ 1-3 Years ☐ 3-5 Years☐ 1-3 Years ☐ 3-5 Years☐ 1-3 Years ☐ 3-5 Years**H****List any costs not included in Sections D and E above.****I****Additional information.****J****This Note** ☐ **Was requested by committee chair.**

Department of Employee Relations
Fiscal Note Spreadsheet

City Service Commission Meeting of July 8, 2025
Finance and Personnel Committee Meeting of July 9, 2025

NEW COSTS FOR 2025											
Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
Vacant 36	DPW-OPS	City Laborer	8AN	Equipment Operator 3	8GN	\$44,862	\$61,850	16	\$258,738	\$52,912	\$311,650
36									\$258,738.48	\$52,912.02	\$311,650

Assume effective date is Pay Period 16, 2025 (July 20, 2025) unless otherwise indicated.
Note: Totals may not be to the exact dollar due to rounding.

NEW COSTS FOR FULL YEAR											
Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
36	DPW-OPS	City Laborer	8AN	Equipment Operator 3	8GN	\$44,862	\$61,850	1	\$611,564	\$125,065	\$736,628
36									\$611,564	\$125,065	\$736,628

Note: Totals may not be to the exact dollar due to rounding.