



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole Fleck
Labor Negotiator

October 6, 2017

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

RE: Common Council File Number 170883

Dear Committee Members

The following classification and pay recommendations have been submitted for the City Service Commission meeting on October 10, 2017.

Department of Public Works-Infrastructure Services

Current	Recommendation
Electrical Services Supervisor I PR 1EX (\$58,462 - \$81,844) 1 Position	Traffic Sign and Machine Shop Supervisor PR 1EX (\$58,462 - \$81,844) Recruitment is at \$61,876
Painter Leadworker, Bridge and Iron PR 7KN (\$58,175 - \$59,390) Recruitment is at \$58,255 plus \$1.12 per hour when directing Painters 1 Vacant Position	Sign and Marking Technician PR 7KN (\$58,175 - \$59,390) Recruitment is at \$58,694

Department of Public Works-Infrastructure Services

Current	Recommendation
Electrical Services Operations Manager PR 1JX (\$80,442 - \$112,627) One Position	Electrical Services Operations Manager PR 1JX (\$80,442 - \$112,627) Recruitment is at \$84,937 with recruitment flexibility within range with DER approval
Electrical Services Manager – Senior PR 1HX (\$70,827 - \$99,154)	Electrical Services Manager – Senior PR 1HX (\$70,827 - \$99,154)



One Position	Recruitment is at \$83,271 with recruitment flexibility within the range with DER approval
Electrical Services Supervisor II PR 1GX (\$66,435 - \$93,010) Two Positions	Electrical Services Manager PR 1GX (\$66,435 - \$93,010) Recruitment is at \$81,639 with recruitment flexibility within the range with DER approval
Electrical Services Manager PR 1GX (\$66,435 - \$93,010) Three Positions plus One Auxiliary	Five Positions plus One Auxiliary

Department of Public Works-Water Works

Current	Recommendation
Electrical Services Supervisor II PR 1GX (\$66,435 - \$93,010) One Position	Electrical Services Manager PR 1GX (\$66,435 - \$93,010) Recruitment is at \$81,639 with recruitment flexibility within the range with DER approval

Sincerely,

Maria Monteagudo
Employee Relations Director

Attachments: Job Evaluation Reports
Fiscal Note

C: Ghassan Korban, Jeff Polenske, Tim Thur, Rollin Bertran, Tom Pechacek, Dennis Miller, Alfonzo Nichols, Thomas Hughes, Bryan Pawlak, Andrew Hilgendorf, Frank Straughter, Dawn Crowbridge, Dan Thomas, Shannon Goodwin, Ken Wischer, Nicole Fleck, Dennis Yaccarino, William Christianson, Michael Chaneske



Job Evaluation Report

City Service Commission Meeting: October 10, 2017

Department of Public Works-Infrastructure Services

Current	Recommendation
Electrical Services Supervisor I PR 1EX (\$58,462 - \$81,844) 1 Position	Traffic Sign and Machine Shop Supervisor PR 1EX (\$58,462 - \$81,844) Recruitment is at \$61,876
Painter Leadworker, Bridge and Iron PR 7KN (\$58,175 - \$59,390) Recruitment is at \$58,255 plus \$1.12 per hour when directing Painters 1 Vacant Position	Sign and Marking Technician PR 7KN (\$58,175 - \$59,390) Recruitment is at \$58,694

Background

The Department of Public Works has requested a study of a vacant Painter Leadworker, Bridge and Iron position and an Electrical Services Supervisor I in Infrastructure Services Division, Transportation Operations Decision Unit. The Painter Leadworker position duties have changed due to technological improvements but still retain leadworker responsibilities. The supervisory position now has responsibility for both the sign and machine shop. Staff reviewed job descriptions and talked with Rollin Bertran, Engineer in Charge of Transportation Operations.

The staff of the Sign and Machine Shop consists of the following classifications:

Sign & Machine Shop Positions

#	Title	PR	Minimum	Maximum
1	Electrical Services Supervisor I (current title) Traffic Sign and Machine Shop Supervisor (proposed title)	1EX	\$58,462	\$81,844
1	Machinist II	7LN	\$51,894	\$60,663
1	Painter Leadworker, Bridge & Iron (current title) Sign and Marking Technician (proposed title)	7KN	\$58,694	\$59,390
1	Electrical Services Blacksmith	7JN	\$50,175	\$57,877
4	Machinist I	7IN	\$48,358	\$56,364
2	Painter	7IN	\$56,364	\$56,364
2	Electrical Services Welder	7HN	\$45,685	\$52,049
6	Traffic Sign Worker II	8GN	\$40,160	\$44,399
2	Equipment Mechanic I	7BN	\$38,350	\$42,842
2	Laborer (Electrical Services)	8EN	\$37,502	\$41,565

Analysis and Recommendations

Current	Recommendation
Electrical Services Supervisor I PR 1EX (\$58,462 - \$81,844) 1 Position	Traffic Sign and Machine Shop Supervisor PR 1EX (\$58,462 - \$81,844) Recruitment is at \$61,876

The Traffic Sign and Machine Shop Supervisor manages the Traffic Sign Shop and Machine Shop operations. Duties and responsibilities include:

- Manage the Traffic Sign Shop and Machine Shop for quality control and estimate cost of jobs and materials
- Oversee Sign Shop function of fabricating, repairing and rehabilitating all traffic signs, cleaning and painting of all traffic and electrical equipment, communication call boxes and safety equipment
- Supervise the field installation and maintenance of all traffic control signs, both permanent and temporary
- Maintain inventory and location of field equipment
- Arrange subcontract work for various specialty vendors which include patterns, concrete forms, plating, machining and servicing equipment
- Oversee the procurement of necessary equipment and materials for the Sign Shop and Machine Shop
- Request equipment and tools for the Sign Shop and Machine Shop to function in a modern, efficient and safe environment
- Supervise major repairs, modifications to medium and heavy duty construction equipment
- Maintain efficient operations in a variety of activities, including the ability to anticipate the needs brought on by changing technology
- Research new equipment and methods of operation
- Check sign complaints in the field and check for work or missing pavement markings

This supervisory position previously had oversight of the Traffic Sign Shop but is now also responsible for directing the staff of the Machine Shop. The minimum rate of pay for an Electrical Services Supervisor I is below the maximum of the Machinist II and the Painter Leadworker, Bridge and Iron. Therefore, the recommendation is to restructure the pay by providing a higher minimum recruitment rate of \$61,876 in PR 1EX (\$58,462 - \$81,844). This would place the recruitment rate slightly higher than the maximum pay of the highest paid direct reports. This recommendation does not impact the pay for the current incumbent but provides incentive for direct reports to consider the position when a vacancy occurs.

A further recommendation is to retitle the position to Traffic Sign and Machine Shop Supervisor to better reflect the duties and responsibilities of the position.

Current	Recommendation
Painter Leadworker, Bridge and Iron PR 7KN (\$58,175 - \$59,390) Recruitment is at \$58,255 plus \$1.12 per hour when directing Painters 1 Vacant Position	Sign and Marking Technician PR 7KN (\$58,175 - \$59,390) Recruitment is at \$58,694

The Sign and Marking Technician will oversee the fabrication (screen printing), assembly, installation and maintenance of traffic control devices such as signs, roadway striping, pavement symbols/message (both painted and durable), detours and work zone traffic control schemes for special events and other special functions. This lead worker provides daily assignments to the sign and pavement marking crews. Duties, responsibilities and requirements include:

- Provides daily assignments to the signing and pavement marking crews. Acts in the absence of the Traffic Sign and Machine Shop Supervisor as needed.
- Directs the field installation and maintenance of all traffic control signs (both permanent and temporary) following the Manual on Traffic Control Devices.
- Oversees the procurement of materials for pavement marking and signing, the fabrication and screen printing of traffic signs and other miscellaneous signs, and the daily operations of pavement marking crews.

- Screen prints various signs and decals, layout and photo stencil screens used in the printing process, uses computers and traffic sign plotters to produce signs, maintains and repairs all equipment used in the production of printing and the sign-making process. Meets demands of merging new and old technology.
- Uses a graphics plotter and sign making software program
- Operates, maintains and repairs all screen making and pavement marking equipment and related processes

The duties and responsibilities of this position have been impacted by an increased use of software and related equipment to paint signs. The position now requires experience with screen printing software and plotters, basic knowledge of screen printing and marking equipment, and experience in the operation of road marking equipment. This position will continue to direct the day-to-day work of Painters, Traffic Sign Workers II, Laborers (Electrical Services) and City Laborers.

Therefore, the recommendation is to maintain the rate of pay of the Painter Leadworker, Bridge and Iron but to retitle the position to Sign and Marking Technician in Pay Range 7KN (\$58,175 - \$59,390) with recruitment at \$58,694.

Prepared by: _____
 Andrea Knickerbocker, Human Resources Manager

Reviewed by: _____
 Maria Monteagudo, Employee Relations Director

Actions Required – Effective Pay Period 23, (November 5, 2017)

In the Salary Ordinance

Delete the title of "Electrical Services Supervisor I"
 Add the title and footnote:

TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (12)

(12) Recruitment is at \$2,379.86 biweekly (\$61,876.36)

Under Pay Range 7KN:

Add the title and footnote:

SIGN AND MARKING TECHNICIAN (X)

(X) Recruitment is at \$2,257.46 biweekly (\$58,693.96)

In the Positions Ordinance

Under Department of Public Works-Infrastructure Services Division, Transportation Operations Decision Unit, Sign & Paint Shop:

- Delete one position of "Electrical Services Supervisor I"
- Delete one position of "Painter Leadworker, Bridge and Iron"
- Add one position of "Traffic Sign and Machine Shop Supervisor"
- Add one position of "Sign and Marking Technician"

Job Evaluation Report

City Service Commission Meeting: October 10, 2017

Department of Public Works-Infrastructure Services

Current	Recommendation
Electrical Services Operations Manager PR 1JX (\$80,442 - \$112,627) One Position	Electrical Services Operations Manager PR 1JX (\$80,442 - \$112,627) Recruitment is at \$84,937 with recruitment flexibility within range with DER approval
Electrical Services Manager – Senior PR 1HX (\$70,827 - \$99,154) One Position	Electrical Services Manager – Senior PR 1HX (\$70,827 - \$99,154) Recruitment is at \$83,271 with recruitment flexibility within the range with DER approval
Electrical Services Supervisor II PR 1GX (\$66,435 - \$93,010) Two Positions	Electrical Services Manager PR 1GX (\$66,435 - \$93,010) Recruitment is at \$81,639 with recruitment flexibility within the range with DER approval Five Positions plus One Auxiliary
Electrical Services Manager PR 1GX (\$66,435 - \$93,010) Three Positions plus One Auxiliary	

Department of Public Works-Water Works

Current	Recommendation
Electrical Services Supervisor II PR 1GX (\$66,435 - \$93,010) One Position	Electrical Services Manager PR 1GX (\$66,435 - \$93,010) Recruitment is at \$81,639 with recruitment flexibility within the range with DER approval

Background

The Department of Public Works has requested that the Department of Employee Relations (DER) study the compensation level of positions that supervise Municipal Services Electrician positions within Infrastructure Services and Water Works. Recent strategies implemented to increase the department's ability to recruit and retain electricians have resulted in pay compression challenges with supervisory positions. The department has requested that the pay for these positions be restructured to provide an incentive to internal candidates to apply for supervisory positions, as well as retain highly qualified incumbents.

Electrical Services Managers direct the work of 79 Municipal Services Electricians in four specialty areas including the Traffic Signal Shop, Electrical installation/maintenance for City facilities and operations, installation of fiber optic cables for network and telephone communications, and street lighting across the City. Each manager is responsible for responding to emergencies and special requests, and ensures completion of construction and system maintenance.

Traffic Signal Shop

Electricians in this 24/7 operation assist in constructing traffic signals, detection equipment, and cabinets, installing traffic cable, conduits and vaults, and the troubleshooting of traffic circuit and cable troubles.

City Facilities Installation/Maintenance

Electricians in this operation provide maintenance and installation to all public works facilities, City Hall, parking structures, Police facilities, Fire facilities, and Port of Milwaukee. This includes uninterrupted power sources for public safety applications, HVAC, internal lighting, phone/data communications, safety, and security systems. Maintenance and repairs are provided to electrical installation and equipment 24/7 due to the sensitive nature of facilities like fire and police.

Communications

Electricians in this operation install outside fiber optic cables to City facilities to provide wide area network connectivity to city operation facilities including Police, Fire, Health, Library, Housing Authority, DPW, Water Works purification plants, booster stations, bridge houses, traffic control cabinets, and street lighting substations. This area also installs fiber optic cable inside City facilities.

Street Lighting

Electricians in this field service operation install underground conduit and pull boxes on larger paving projects, complete the final wiring stages of a project, troubleshoot by locating, identifying and repairing underground circuit problems, install/maintain substations and trans closures, install and remove street lighting and traffic poles, install and maintain overhead equipment such as street lights, alley lights, specialty lights, and temporary overhead electrical service equipment for construction projects and circuit troubles.

Analysis

The report to restructure the rates of pay for Municipal Services Electrician was implemented Pay Period 10, 2016 (April 24, 2016). This report created a pay range for the title that allows an employee to advance based upon an annual performance assessment. The new pay range was created based upon market cost of labor comparisons given the significant difficulties experienced recruiting for these positions. Since the pay structures of the corresponding supervisory positions were not adjusted accordingly, pay compression exists between the pay rates of employees and the rates of their supervisors. Both Municipal Services Electrician employees and their supervisors are called upon to work significant overtime, and this has resulted in employees being compensated higher than their supervisors based upon overtime eligibility considerations. The chart below shows the base compensation for Municipal Services Electrician and related supervisory positions.

Municipal Services Electrician and Related Supervisory Positions

Title	#	Pay Range	Minimum	Maximum
Electrical Services Operations Manager	1	1JX	\$80,442	\$112,627
Electrical Services Manager – Senior	1	1HX	\$70,827	\$99,154
Electrical Services Supervisor II	3	1GX	\$66,435	\$93,010
Electrical Services Manager	3	1GX	\$66,435	\$93,010
Municipal Services Electrician (Crew Leader Footnote)	-	7QN	\$66,290	\$75,338
Municipal Services Electrician	87	7QN	\$63,169	\$72,221

As shown above, most of the classifications that supervise the Municipal Services Electrician have a minimum rate of pay that is less than the maximum rate for that pay range. In addition to this base rate, a Municipal Services Electrician works a significant number of overtime hours. In 2016, the average overtime hours worked among 79 positions was 153 hours. While employees are paid at different rates in the pay range and work different overtime hours, an employee at the maximum of the range with 150 hours of overtime would be compensated \$78,130 in annual income.

Another consideration is the cost of labor in Southeastern Wisconsin. The prevailing wage for a Journeyman Wireman is currently \$38.43 hourly (\$79,934 annually). A Foreman receives \$42.27 hourly (\$87,928 annually) which

is 10% higher than the Journeyman rate. A General Foreman receives \$44.19 hourly (\$91,924.56 annually) which is 15% higher than the Journeyman rate. In both cases these positions also receive overtime.

All Electrical Services supervisory positions are required to work overtime. Supervisors are on call during the week and on rotating weekends but are not eligible for overtime compensation as they are exempt from the provisions of the Fair Labor Standards Act. As such, the current minimum recruitment rates are a disincentive to current Municipal Services Electrician employees who are considering a promotion to a supervisory position. DPW currently has four supervisors that are eligible to retire. In order for the department to successfully implement a succession plan for electricians to move into the supervisory ranks, the minimum rate of pay for these positions needs to be restructured. Specific recommendations are detailed in the following section.

Recommendations

Title	Current	Recommended
Electrical Services Supervisor II Infrastructure: Two Positions Water Works: One Position	PR 1GX (\$66,435 - \$93,010)	Electrical Services Manager PR 1GX (\$66,435 - \$93,010) Recruitment is at \$81,639 with recruitment flexibility within the range with DER approval
Electrical Services Manager Infrastructure: Three Positions Plus One Auxiliary	PR 1GX (\$66,435 - \$93,010)	Infrastructure: Five Positions Plus One Auxiliary Water Works: One Position

The Electrical Services Manager has responsibility for one of the functional areas of the street lighting section: construction, maintenance, operations, or traffic signals. The position plans, coordinates, schedules and supervises the installation, operation, maintenance and repair of street, alley, special lighting and traffic signals and the associated equipment, staff, material and equipment.

The Electrical Services Supervisor II is responsible for the installation, operation, maintenance, repair and construction of all telecommunications and control systems throughout City departments and agencies within public buildings and the associated equipment, staff, material and equipment.

The minimum rate of pay for an Electrical Services Manager or Electrical Services Supervisor II is below the maximum of a Municipal Services Electrician and is further impacted by the electricians' average overtime compensation. These supervisors are on call and also work significant overtime. Therefore, the recommendation is to restructure the pay by providing a higher minimum recruitment rate of \$81,639 in Pay Range 1GX (\$66,435 - \$93,010) with structured recruitment flexibility within the range with DER's approval. This would provide a reasonable differential as compared to the compensation of a Municipal Services Electrician with an average of 150 hours of overtime. This recommended change will impact the pay for three incumbent supervisors and provides incentive for Municipal Services Electrician employees to consider being promoted to a supervisory position as vacancies occur.

A further recommendation is to consolidate the titles of Electrical Services Supervisor II and Electrical Services Manager throughout DPW to the title of Electrical Services Manager.

Title	Current	Recommended
Electrical Services Manager – Senior Infrastructure: One Position	PR 1HX (\$70,827 - \$99,154)	PR 1HX (\$70,827 - \$99,154) Recruitment is at \$83,271 with recruitment flexibility within the range with DER approval

The Electrical Services Manager – Senior is responsible for planning, coordinating, scheduling and supervising the installation, operation, maintenance and repair of street, alley, and special lighting. This includes responsibility for the associated equipment, staff, materials, and equipment needed to perform these duties. The position is also responsible for the functional areas of street lighting, construction, maintenance and operations.

The minimum rate of pay for the Electrical Services Manager – Senior is below the maximum of a Municipal Services Electrician and is further impacted by the electricians' average overtime compensation. This manager is on call for all functional areas of electrical services and also works significant overtime, therefore, the recommendation is to restructure the pay by providing a higher minimum recruitment rate of \$83,272 in Pay Range 1HX (\$70,827 - \$99,154) with structured recruitment flexibility within the range with DER's approval. This places the recruitment rate higher than the maximum pay of a Municipal Services Electrician with an average of 150 hours of overtime and slightly higher than the minimum rate of pay for the Electrical Services Manager. This recommendation does not impact the pay for the current incumbent but provides incentive for lower level supervisors to consider the position when a vacancy occurs.

Title	Current	Recommended
Electrical Services Operations Manager Infrastructure: One Position	PR 1JX (\$80,442 - \$112,627)	PR 1JX (\$80,442 - \$112,627) Recruitment is at \$84,937 with recruitment flexibility within range with DER approval

The Electrical Services Operations Manager has oversight responsibility for the installation, operation, maintenance and repair of street, alley, and special lighting as well as the installation, operations, maintenance, repair and construction of all telecommunications and control systems throughout City departments and agencies within public buildings.

The minimum rate of pay for the Electrical Services Operations Manager is below the maximum pay of a Municipal Services Electrician with an average of 150 hours of overtime. This manager is responsible and on call for all functional areas of electrical services and also works significant overtime, therefore, the recommendation is to restructure the pay by providing a higher minimum recruitment rate of \$84,937 in Pay Range 1JX (\$80,442 - \$112,627) with structured recruitment flexibility within the range with DER's approval. This places the recruitment rate higher than the maximum pay of a Municipal Services Electrician who works an average of 150 hours of overtime and slightly higher than the minimum rate of pay for the Electrical Services Manager – Senior. This recommendation does not impact the pay for the current incumbent but provides incentive for lower level supervisors to consider the position when a vacancy occurs.

Implementation

To implement the restructuring of pay for these DPW classifications, two employees with a pay rate below the new recommended minimum would have their rate of pay increased to the new minimum rate. The initial cost of implementing these recommendations would be \$9,780 in salaries over a one year period of time with 45% to 50% of this amount coming from capital funding.

Prepared by: *Andrea Knickerbocker*
Andrea Knickerbocker, Human Resources Manager

Reviewed by: *M. Monteagudo AK*
Maria Monteagudo, Employee Relations Director

Actions Required – Effective Pay Period 23, (November 5, 2017)

In the Salary Ordinance

Under Pay Range 1JX:

Add the following footnote for "Electrical Services Operations Manager"

ELECTRICAL SERVICES OPERATIONS MANAGER (3)

(3) Recruitment is at \$3,266.81 biweekly (\$84,937.17) with recruitment at any point in the range with DER approval

Under Pay Range 1HX:

Add the following footnote for "Electrical Services Manager – Senior"

ELECTRICAL SERVICES MANAGER – SENIOR (4)

(4) Recruitment is at \$3,202.76 biweekly (\$83,271.74) with recruitment at any point in the range with DER approval

Under Pay Range 1GX:

Delete the title of "Electrical Services Supervisor II" and delete footnote (1)
Add the following footnotes for "Electrical Services Manager"

ELECTRICAL SERVICES MANAGER (1) (4)

(1) The employee designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$120 per pay period.
(4) Recruitment is at \$3,139.96 biweekly (\$81,638.96) with recruitment at any point in the range with DER approval.

In the Positions Ordinance

Under Department of Public Works-Infrastructure Services Division, Transportation Operations Decision Unit, Underground Communications:

Delete two positions of "Electrical Services Supervisor II (X)"
Add two positions of "Electrical Services Manager (X)"

Under Department of Public Works-Water Works, Plants-North Organization, Electrical and Instrumentation
Delete one position of "Electrical Services Supervisor II (X)"

Add one position of "Electrical Services Manager (X)"



City of Milwaukee Fiscal Impact Statement

A			
Date	10/06/17	File Number	170883
Subject	Classification and pay recommendations submitted to the City Service Commission for October 10, 2017 meeting.		

B	
Submitted By (Name/Title/Dept./Ext.)	Sarah Trotter, Human Resources Representative Dept. of Employee Relations/X2398.

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 checked="" 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	
This Note	<input type="checkbox"/> Was requested by committee chair.

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

F

Assumptions used in arriving at fiscal estimate.

G

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages		See attached spreadsheet.	
Supplies/Materials			
Equipment			
Services			
Other			
TOTALS			

H

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

I

List any costs not included in Sections E and F above.

J

Additional information.

Department of Employee Relations
Fiscal Note Spreadsheet

Finance and Personnel Committee Meeting of October 11, 2017
City Service Commission Meeting of October 10, 2017

NEW COSTS FOR 2017											
No.	Dept	From	PR	To	PR	Present Annual	New Annual	New Savings	Rollup	Total Rollup+ Sal	
1	DPW-Infrastructure	Electrical Services Supervisor I	1EX	Traffic Sign and Machine Shop Sup	1EX	N/A	N/A	N/A	Recruitment Rate Adjustment Only		
1	DPW-Infrastructure	Painter Leadworker, Bridge and Iron	7KN	Sign and Marking Technician	7KN	\$58,175	\$58,694	\$80	\$16	\$96	
1	DPW-Infrastructure	Electrical Services Operations Mgr	1JX	Electrical Services Operations Mgr	1JX	N/A	N/A	N/A	Recruitment Rate Adjustment Only		
1	DPW-Infrastructure	Electrical Services Manager - Senior	1HX	Electrical Services Manager - Senior	1HX	N/A	N/A	N/A	Recruitment Rate Adjustment Only		
2	DPW-Infrastructure	Electrical Services Supervisor II	1GX	Electrical Services Manager	1GX	N/A	N/A	N/A	Recruitment Rate Adjustment Only		
1	DPW-Infrastructure	Electrical Services Manager	1GX	Electrical Services Manager	1GX	\$77,482	\$81,639	\$640	\$109	\$748	
1	DPW-Infrastructure	Electrical Services Manager	1GX	Electrical Services Manager	1GX	\$81,189	\$81,639	\$69	\$12	\$81	
1	DPW-Infrastructure	Electrical Services Manager	1GX	Electrical Services Manager	1GX	\$76,466	\$81,639	\$796	\$135	\$931	
1	DPW-Water Works	Electrical Services Supervisor II	1GX	Electrical Services Manager	1GX	N/A	N/A	N/A	Recruitment Rate Adjustment Only		
10								\$1,584	\$272	\$1,857	

Assume effective date is Pay Period 23, 2017 (November 5, 2017)

COSTS FOR FULL YEAR											
No.	Dept	From	PR	To	PR	Present Annual	New Annual	New Savings	Rollup	Total Rollup+ Sal	
1	DPW-Infrastructure	Electrical Services Supervisor I	1EX	Traffic Sign and Machine Shop Sup	1EX	N/A	N/A	N/A	Recruitment Rate Adjustment Only		
1	DPW-Infrastructure	Painter Leadworker, Bridge and Iron	7KN	Sign and Marking Technician	7KN	\$58,175	\$58,694	\$519	\$106	\$625	
1	DPW-Infrastructure	Electrical Services Operations Mgr	1JX	Electrical Services Operations Mgr	1JX	N/A	N/A	N/A	Recruitment Rate Adjustment Only		
1	DPW-Infrastructure	Electrical Services Manager - Senior	1HX	Electrical Services Manager - Senior	1HX	N/A	N/A	N/A	Recruitment Rate Adjustment Only		
2	DPW-Infrastructure	Electrical Services Supervisor II	1GX	Electrical Services Manager	1GX	N/A	N/A	N/A	Recruitment Rate Adjustment Only		
1	DPW-Infrastructure	Electrical Services Manager	1GX	Electrical Services Manager	1GX	\$77,482	\$81,639	\$4,157	\$707	\$4,864	
1	DPW-Infrastructure	Electrical Services Manager	1GX	Electrical Services Manager	1GX	\$81,189	\$81,639	\$450	\$77	\$527	
1	DPW-Infrastructure	Electrical Services Manager	1GX	Electrical Services Manager	1GX	\$76,466	\$81,639	\$5,173	\$879	\$6,052	
1	DPW-Water Works	Electrical Services Supervisor II	1GX	Electrical Services Manager	1GX	N/A	N/A	N/A	Recruitment Rate Adjustment Only		
10								\$10,299	\$1,769	\$12,068	

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