



## Department of Employee Relations

**Tom Barrett**  
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**Makda Fessahaye**  
Director

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Employee Benefits  
Director

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Labor Negotiator

June 29, 2021

REVISED 6/29/2021

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

*Common Council File No. 210392 – “Communication from the Department of Employee Relations amending the Salary Ordinance to provide a lead worker rate for DPW Fleet Service Welder.”*

Dear Committee Members:

This communication requests to amend the 2021 Salary Ordinance to provide a lead worker task rate for the Fleet Service Welder in DPW-Operations Division-Fleet Services. An employee assigned to this role would serve as the lead worker of the fabrication shop comprised of six of Fleet Services Welders and two Automotive Body Repair/Painting Technicians.

At the direction of a Fleet Repair Supervisor, a lead worker will provide oversight of seasonal preparation work, provide employee training and orientation, provide employee performance feedback to the supervisor, direct or complete special projects, and have responsibility for inventory control.

A similar lead worker task rate is currently in place for Vehicle Services Technicians in the Fleet Services Section. This communication therefore requests adding this task rate to the footnotes for the title of Fleet Services Welder in Pay Range 7ON that would provide a 5% incentive when assigned lead worker responsibilities.

### **Action Required - Effective Pay Period 15, 2021 (July 11, 2021)**

#### In the Salary Ordinance

Under Section 7, Pay Range 7ON:

Create and add footnotes (8) and (16) to the title of Fleet Service Welder and renumber accordingly.

(8) Employees will receive an additional 5% incentive for lead work.

(16) Employees will receive an additional 5% incentive for lead work.

Respectfully submitted,

Makda Fessahaye  
Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

**A** **Date** 6/23/2021 **File Number** 210392  **Original**  **Substitute**

**Subject** Communication from the Department of Employee Relations amending the Salary Ordinance to provide a lead worker rate for DPW Fleet Service Welder.

**B** **Submitted By (Name/Title/Dept./Ext.)** Sarah Trotter / Human Resources Representative / Employee Relations / x2398

**C** **This File**

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

**D** **Charge To**

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify) \_\_\_\_\_
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

	Purpose	Specify Type/Use	Expenditure	Revenue
<b>E</b>	Salaries/Wages		\$0.00	\$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
	<b>TOTALS</b>		<b>\$ 0.00</b>	<b>\$ 0.00</b>

F

Assumptions used in arriving at fiscal estimate. Please see attached spreadsheet. \_\_\_\_\_

G

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**

Finance and Personnel Committee Meeting of June 30, 2021

**NEW COSTS FOR 2021**

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Operations-Fleet Services	Fleet Services Welder	7ON	Fleet Services Welder	7ON	\$52,777	\$55,416	\$1,218	\$213	\$1,431
1								\$1,218	\$213	\$1,431

Assume effective date is Pay Period 15, 2021 (July 11, 2021).

\*Assume one person is appointed as lead worker. Rate based on the average rate of current employees.

**NEW COSTS FOR FULL YEAR**

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Operations-Fleet Services	Fleet Services Welder	7ON	Fleet Services Welder	7ON	\$52,777	\$55,416	\$2,639	\$461	\$3,100
1								\$2,639	\$461	\$3,100