



Department of Employee Relations

January 14, 2002

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

John O. Norquist  
Mayor

Jeffrey Hansen  
Director

Florence Dukes  
Deputy Director

Frank Forbes  
Labor Negotiator

Michael Brady  
Employee Benefits Manager

RE: Common Council File 011231

Dear Committee Members:

The City of Milwaukee negotiating team and Milwaukee District Council 48, AFSCME, AFL-CIO, have reached agreement relative to wages and working conditions for certain Water Plant operation employees employed in the Water Works Division of the Department of Public Works. The items in the agreement relate to the impact resulting from the consolidation of four Water Plant Operator titles into two titles. The classification study relating to this consolidation and the creation of the two titles of Water Treatment Plant Operator and Senior Water Treatment Plant Operator was approved by the Common Council on February 6, 2001. This consolidation also affected employees in the Plant Mechanic II job classification who have traditionally been assigned, when needed, to perform Water Plant Operator II duties.

This Memorandum includes the following changes:

- Effective the next pay period following the approval of this Memorandum by the Common Council a sixth step of \$1,515.08 (2002 rate) will be added for employees in the classification of Water Treatment Plant Operator, Pay Range 252.
- Effective the next pay period following the approval of this Memorandum by the Common Council a seventh step of \$2,005.32 (2002 rate) will be added for employees in the classification of Senior Water Treatment Plant Operator, Pay Range 291.
- Effective the next pay period following the approval of this Memorandum by the Common Council, employees in the Plant Mechanic II classification who are assigned to fill in as a Water Treatment Plant Operator but who have not successfully completed the chemistry lab training, shall be rolled up to the Water Treatment Plant Operator classification during the time period they are working as a Water Treatment Plant Operator.
- Effective the next pay period following the approval of this Memorandum of Understanding by the Common Council, in lieu of receiving additional compensation or roll up pay for the time period when a Plant Mechanic II is assigned to fill in as a Water Treatment Plant Operator, employees who may be assigned to fill in and perform the duties of a Water Treatment Plant Operator and who have successfully completed the chemistry lab training shall advance one step in Pay Range 249 or if at the fifth step shall advance to \$1,470.48 biweekly (2002 rate). Joseph Babitch, a Plant Mechanic II, who may be assigned to fill in and perform the duties of a Water Treatment Plant Operator and who has successfully completed the chemistry lab training shall be paid at the rate of \$1,512.42 (2002 rate) effective the next pay period following the approval of this Memorandum of Understanding by the Common Council, in lieu of receiving additional compensation or rollup pay for the time period when assigned to fill in as a Water Treatment Plant Operator. Effective the next pay period following the approval of this Memorandum by the Common Council, Article 25.24 and 25.35 of the labor agreement shall no longer be in effect.

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In addition, this Memorandum addresses the promotion date of employees to these consolidated titles. For those employees in the four titles who met all the qualifications of the new titles as of March 4, 2001, when the two new classifications became effective, the City agreed that such employees shall be promoted to the new titles effective March 6, 2001. This Memorandum also addresses Seniority for Layoff Purposes and training for employees in the Water Systems Plant Operator in Charge classification.

In order to implement this Memorandum, we need to amend the Salary Ordinance. The requested Salary Ordinance amendments are attached to this file.

Copies of the Memorandum of Understanding, a resolution approving it, and a fiscal note are also attached.

It is recommended that the attached resolution be approved.

Sincerely,

A handwritten signature in cursive script that reads "Frank H. Forbes". The signature is written in black ink and is positioned above the typed name.

Frank H. Forbes  
City Labor Negotiator

Attachment

C: Carrie Lewis  
Dale Mejaki  
Greg Radtke  
Gary Wuttken

FHF:EFS:rlr  
DC 48/011231fp letter.doc