

**LRB-FISCAL REVIEW SECTION ANALYSIS**

**FINANCE AND PERSONNEL COMMITTEE**

**ITEM 4, FILE # 011745**

**APRIL 17, 2002**

**MARK A. RAMION**

File # 011745 is a substitute resolution relating to the transfer of certain safety positions within the Department of Public Works (DPW) to the Department of Employee Relations (DER).

**Background**

1. The employee safety positions, one supervisor and one specialist, were a part of the Worker's Compensation section of DER through 1996. In 1997, these positions were transferred to DPW in order to provide consolidated and "in-house" expertise regarding safety issues specific to DPW operations.
2. Whereas safety specialists were formally assigned within a specific DPW division, the current reporting structure centralizes the safety supervisor and safety specialists in DPW Administration.
3. DER reports that worker's compensation claims' expenditures have risen due to the escalating cost of health care, some severe work-related injuries and state rules and city policies governing worker's compensation benefits.

**Discussion**

1. This resolution will direct the amending of the City of Milwaukee's positions ordinance to transfer the employee safety positions from the Department of Public Works to the Department of Employee Relations.
2. The current safety positions include the following:
  - 1 Safety Supervisor, SG 06
  - 4 Safety Specialists-Senior, SG 04
3. The *Safety Supervisor* is responsible for the management of DPW's safety program and the supervision of the DPW Safety Specialists. This position also conducts accident investigation and work-site evaluation regarding safety procedures and prepares safety reports and organizes and plans safety-training sessions.
4. The *Safety Specialist-Senior* is responsible for assisting in the management of the safety program of up to two DPW divisions by identifying training needs, conducting training classes and documenting safety statistics. This position

monitors the enforcement of safety rules and procedures, develops and implements safety plans and programs and conducts accident site investigations.

5. The following is a five-year summary of city-wide worker's compensation claims and DPW's (DPW Divisions including Administration and Parking) amount relative to the total claims:

Year	Total Claims Paid	DPW	DPW % of Total *
1997	\$5,265,710	\$2,236,047	42.5%
1998	\$5,200,623	\$2,495,581	48%
1999	\$6,117,237	\$2,489,536	40.7%
2000	\$5,980,996	\$2,533,207	42.4%
2001	\$7,538,268	\$3,198,679	42.4%

\* *Total includes new and continuing claims.*

### **Fiscal Impact**

1. Adoption of this resolution will have no fiscal impact.
2. DER's 2002 budget does not accommodate the salaries of these positions. The salaries for these positions will remain in the DPW budget for 2002.

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LRB-Fiscal Review Section  
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