



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

June 1, 2012

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

Dear Committee Members:

Re: Common Council File Number 120093

SUBJECT: Changes to 2012 Salary Ordinance Part I & II

Attached please find a list of recommended changes to the Salary Ordinance. These changes have been identified and recommended as a result of our ongoing review of the Ordinance.

Changes to Part I of Salary Ordinance

1. Electronic Technician Assistant in PR 3CN add footnote #4 to indicate ALEASP rates for this title. Rates were not previously added to the Salary Ordinance.
"Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 1, 2006: \$1,355.56 to \$1,496.95."
2. Residential Code Enforcement Inspector and Commercial Code Enforcement Inspector in PR 3LN add recruitment rate to footnote #10. This rate is lower than the pay range minimum.

Current:

Employees will advance to the next rate in the following range upon certification by the Commissioner-Building Inspection of having attained the required skills, job performance and demonstrated competencies: \$1,595.97, \$1,688.79, \$1,851.27, \$2,002.65, \$2,154.10, \$2,217.12.

Revised:

Recruitment is at \$1,595.97. Employees will advance to the next rate in the following range upon certification by the Commissioner-Building Inspection of having attained the required skills, job performance and demonstrated competencies: \$1,595.97, \$1,688.79, \$1,851.27, \$2,002.65, \$2,154.10, \$2,217.12.

3. Inspector of Police in PR 4QX and Assistant Chief of Police in PR 4RX revise special recruitment footnotes to allow appointment at any rate in the range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

Inspector of Police in PR 4QX

Current

Current and future appointments to be at 3% above the maximum rate of pay of Deputy Inspector at the discretion of the Chief, subject to approval from the Chair of Finance and Personnel and the Employee Relations Director. Under no circumstance will the appointment rate exceed the maximum rate of pay range 4Q.

Revised

Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

Assistant Chief of Police in PR 4RX

Current

Current and future appointments to be at 3% above the maximum rate of pay of Deputy Inspector at the discretion of the Chief, subject to approval from the Chair of Finance and Personnel and the Employee Relations Director. Under no circumstance will the appointment rate exceed the maximum rate of pay range 4R.

Revised

Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

4. Section IV Protective Service – populate hourly and annual rates for all pay ranges.

Changes to Part II of Salary Ordinance

1. Section 5 Salary Adjustments, a. Promotions, Reclassifications, and Reallocations
 - (a) Revise language as follows to clarify intent that a promotional increase will be 5%, or the minimum of the range, or the minimum recruitment rate whichever is greatest.
 - (b) Add language to designate that an appointment to a position in a pay range that has a lower maximum rate but a higher minimum rate will be treated as a promotion.

Current

Promotions, Reclassifications, and Reallocations: Appointment of a person in the service of the City to a reclassified position (title change and pay range change) or promotion to a position with a higher pay range maximum, shall be at 5% above the rate received prior to the promotion or the minimum of the new pay range (for the footnoted recruitment rate), whichever is greater. The rate of pay after a "promotion after underfill" that is part of an official promotional program as determined by the Department of Employee Relations will be at the footnoted rate as applicable.

Revision

Promotions, Reclassifications, and Reallocations: Appointment of a person in the service of the City to a reclassified position (title change and pay range change) or promotion to a position with a higher pay range maximum, (including promotion after underfill) shall be at 5% above the rate received prior to the promotion or the minimum of the new pay

range or the footnoted minimum recruitment rate, whichever is greatest. Appointment to a position in a pay range with a lower maximum rate but with a higher minimum rate shall be treated as a promotion for pay administration purposes as determined by Employee Relations.

2. Section 5 Salary Adjustments, d. Professional Development Awards, add missing language to indicate one award per year.

Current:

Professional Development Awards: Employees holding positions classified as Officials and Administrators (Section I), Professional (Section II), and non-represented sworn position under Section IV, Protective Service Workers, who attain a professional degree, designation or certification that is not a minimum requirement of the job but that is related to the mission, goals, and objectives of the department may be awarded a non-pensionable, non-base building, lump sum award of \$700 as requested by the appointing authority and approved by the Department of Employee Relations. This provision does not apply to employees receiving additional compensation for a degree, a professional designation or certification otherwise authorized under Part I of this Ordinance or comparable provision under Chapter 350 of the Milwaukee Code of Ordinances.

Revision:

Professional Development Awards: Employees holding positions classified as Officials and Administrators (Section I), Professional (Section II), and non-represented sworn position under Section IV, Protective Service Workers, who attain a professional degree, designation or certification that is not a minimum requirement of the job but that is related to the mission, goals, and objectives of the department may be awarded one non-pensionable, non-base building, lump sum award of \$700 each year as requested by the appointing authority and approved by the Department of Employee Relations. This provision does not apply to employees receiving additional compensation for a degree, a professional designation or certification otherwise authorized under Part I of this Ordinance or comparable provision under Chapter 350 of the Milwaukee Code of Ordinances.

3. Renumber Sections 8 through 12 to instead Sections 6 through 10.
4. For certain Department of Public Works titles/footnotes clarify that rates of pay are for promotional emergency or temporary appointments. An example of the change in footnote language is as follows:

Current:

An employee given an emergency or temporary appointment to this position to be paid at these rates: \$1,668.00, \$1,716.93, \$1,768.78, \$1,825.04, \$1,900.24. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

Revised:

An employee given a promotional emergency or temporary appointment to this position to be paid at these rates: \$1,668.00, \$1,716.93, \$1,768.78, \$1,825.04, \$1,900.24. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee

was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

DPW Titles, Pay Ranges and Footnotes affected include:

Pay Range	Title	Footnote
3HN	Maintenance Technician III	4
3HN	Sewer Maintenance Scheduler	5
3LN	Driver Training Instructor	9
3NN	Urban Forestry Technician	10
6IN	Lead Parking Checker	2
6JN	UCC Customer Service Representative IV	3
6KN	Communications Assistant V	2
7CN	Equipment Mechanic II	5
7CN	Equipment Mechanic III	6
7EN	Equipment Mechanic IV	7
7GN	Automotive Mechanic Lead Worker	5
7HN	Field Service Mechanic	6
7IN	Urban Forestry Crew Leader	3
8EN	Custodial Worker III	5
8EN	Laborer (Electrical Services)	5
8EN	Sewer Laborer I	5
8EN	Water Distribution Laborer	5
8FN	Cement Finisher Helper	8
8FN	Garage Custodian	9
8FN	Infrastructure Repair Worker	10
8FN	Sewer Laborer II	8
8FN	Traffic Sign Worker	10
8GN	Sewer Crew Leader I	3
8GN	Special Laborer (Electrical Services)	3
8GN	Utility Worker (Electrical Services)	3
8HN	Sewer Crew Leader II	1
8HN	Sewer Field Investigator	2
8IN	Bridge Operator Lead Worker	3
8IN	Infrastructure Repair Crew Leader	4
8IN	Water Distribution Repair Worker II	4
8IN	Water Distribution Utility Investigator	5
8JN	Sewer Examiner II	3
8KN	Operations Driver/Worker	3
8KN	Sewer Repair Crew Leader	4

Sincerely,



Maria Monteagudo
Employee Relations Director