

**Memorandum of Understanding between the  
City of Milwaukee and  
Milwaukee District Council 48, AFSCME, AFL-CIO, Local 952,**

The City of Milwaukee Negotiating Team (City) and Milwaukee District Council 48, AFSCME, AFL-CIO agree to the following relative to the impact of the consolidation of the classifications of Water Plant Operator I, II, III and Water Plant Operator in Charge to Water Treatment Plant Operator and Senior Water Treatment Plant Operator.

1. Wages.

a. Water Treatment Plant Operator: Effective the next pay period following approval of this Memorandum of Understanding by the Common Council, a sixth step of \$1,470.95 (2001 rate) shall be added for employees in the classification of Water Treatment Plant Operator in Pay Range 252.

b. Senior Water Treatment Plant Operator: Effective the next pay period following approval of this Memorandum of Understanding by the Common Council, a seventh step of \$1,946.91 (2001 rate) shall be added for employees in the classification of Senior Water Treatment Plant Operator in Pay Range 291. Compensation for being designated as "in charge" for a shift is incorporated in the current pay range for this classification and no additional compensation shall be provided for the employee on each shift who is be designated as "in charge" for that shift.

2. Promotion to the classifications of Water Treatment Plant Operator and Senior Water Treatment Plant Operator.

- a. Employees in the Water Plant Operator I and II classifications who had met all the qualifications of the Water Treatment Plant Operator classification as of March 4, 2001 shall be promoted to the Water Treatment Plant Operator classification effective Pay Period 6, 2001. Employees in the Water Plant Operator III and Water Plant Operator in Charge classifications who had met all qualifications of the Senior Water Treatment Plant Operator classifications as of March 4, 2001 shall be promoted to the Senior Water Treatment Plant Operator classification effective Pay Period 6, 2001. Employees in the Water Plant Operator I and II classifications who had met all the qualifications of the Water Treatment Plant Operator classification after March 4, 2001 and before the execution date of this Memorandum of Understanding shall be promoted to the Water Treatment Plant Operator classification effective the next pay period following their attainment of all the qualifications. Employees in the Water Plant Operator III and Water Plant Operator in Charge classifications who had met all qualifications of the Senior Water Treatment Plant Operator classifications after March 4, 2001 and before the execution date of this Memorandum shall be promoted to the Senior Water Treatment Plant Operator classification effective the next pay period following their attainment of all the qualifications.
- b. Employees in the Water Plant Operator I and II classifications who were appointed to those classifications prior to the execution date of this Memorandum and who do not meet all the qualifications of the Water Treatment Plant Operator classification, but are able to perform all the duties of the Water Treatment Plant Operator classification shall be promoted to the Water Treatment Plant Operator classification as soon practicable after the execution date of this Memorandum of Understanding. Such employees shall be

frozen at their current pay rate, until they meet the qualifications of the Water Treatment Plant Operator classification. Employees shall advance to the next higher pay step at least \$10 higher than their current rate, the next pay period following their attainment of all the qualifications.

- c. Employees in the Water Plant Operator III and Water Plant Operator in Charge classifications who were appointed prior to the execution date of this Memorandum and who do not meet all qualifications of the Senior Water Treatment Plant Operator classification, but who are able to perform all the duties of the Senior Water Treatment Plant Operator position, shall be promoted to the Senior Water Treatment Plant Operator classification as soon as practicable after the execution date of this Memorandum of Understanding. Such employees shall be frozen at their current pay rate, until they meet the qualifications of the Senior Water Treatment Plant Operator classification. Employees shall advance to the next higher pay step at least \$10 higher than their current rate, the next pay period following their attainment of all qualifications.
  - d. Employees who are in the Water Plant Operator I, or II classification and who were appointed to their current classification between March 4, 2001 and the pay period following the execution date of this Memorandum and who met all the qualifications for the Water Treatment Plant Operator at the time of their appointment, shall be promoted to the Water Treatment Plant Operator classification effective on the date of their appointment to their current classification. Employees who are in the Water Plant Operator III or Water Plant Operator In Charge classification and who were appointed to their current classification between March 4, 2001 and the pay period following the execution date of this Memorandum and who met all the qualifications for the Senior Water Treatment Plant Operator at the time of their appointment, shall be promoted to the Senior Water Treatment Plant Operator classification effective on the date of their appointment to the current classification
3. Seniority for Layoff Purposes: For purposes of Seniority for Layoff, when two or more employees have the same appointment date to the Water Treatment Plant Operator or Senior Water Treatment Plant Operator classification, their relative seniority status shall be determined first by the classification they had been promoted from and second, by their seniority rank within that classification. For employees appointed to the Water Treatment Plant Operator classification on the same date, all employees promoted from the Water Treatment Plant Operator II will be ranked above all employees promoted from the Water Treatment Plant Operator I classification. For employees appointed to the Senior Water Treatment Plant Operator classification on the same date, all employees promoted from the Water Plant Operator in Charge classification will be ranked above all employees promoted from the Water Systems Operator in Charge classification and the Water Plant Operator III classification. For employees appointed to the Senior Water Treatment Plant Operator classification on the same date, all employees appointed from the Water Systems Operator in Charge classification will be ranked above all employees promoted from the Water Plant Operator III classification. For employees appointed to the Senior Water Treatment Plant Operator classification on the same date, all employees appointed from the Water Plant Operator III classification will be ranked above all employees promoted from the Water Plant Operator II classification.

4. Plant Mechanic II .

- a. Effective the next pay period following the approval of this Memorandum of Understanding 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 classifications during the time period that they are working as a Water Treatment Plant Operator. (For informational purposes only, the Plant Mechanic II would be paid at the following Water Treatment Plant Operator step and 2001 pay rate:

PR 249, Step 1 \$1,241.66 to PR 252, Step 1 \$1,271.45  
PR 249, Step 2 \$1,271.27 to PR 252, Step 2-\$1,300.86  
PR 249, Step 3-\$1,302.80to PR 252, Step 3-\$1,332.89  
PR 249, Step 4-\$1,338.15 to PR 252, Step 4-\$1,369.38  
PR 249, Step 5-\$1,388.06 to PR 252, Step 5-\$1,419.85  
PR 249, Step 6-\$1,427.65 to PR 252, Step 6-\$1,470.95 )

- b. 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 in the Plant Mechanic II classification 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 \$1,427.65 biweekly (2001 rate). Joseph Babitch, 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 \$1,468.37 biweekly (2001 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 roll up pay for the time period when assigned to fill in as a Water Treatment Plant Operator . In order to retain the special biweekly pay rates noted in this paragraph or the extra pay step, employees must maintain their proficiency (by demonstration) in lab work.
- c. It is understood that employees in the Plant Mechanic II classification shall continue to be required to fill in as a Water Treatment Plant Operator and must be able to perform all the duties of a Water Treatment Plant Operator. Effective on the next pay period following approval of this Memorandum of Understanding by the Common Council, the parties agree that subsection 46.21 of Article 46 of the City/Union 2001-2002 agreement shall no longer be in effect.

5. Water Systems Operator in Charge. Any part of their shift that employees in the Water Systems Operator in Charge classification are trained as Senior Water Treatment Plant Operator shall be credited toward the training hours needed toward meeting the training qualification component of the Senior Water Treatment Plant Operator classification. In addition, as long as no overtime is worked as a result of a schedule change, the City and Union are open to schedule changes to provide Water Systems Operator in Charge the opportunity to be trained as a Senior Water Treatment Plant Operator.

6. The parties agree to modify the following subsections of Article 25 of the City/Union 2001-2002 agreement as described below effective on the next pay period following approval of this Memorandum of Understanding by the Common Council:

- a. The current language in subsection 25.24 shall no longer be in effect.
- b. Under subsection 25.34, the title of Water Plant Operators in Charge shall be deleted from this subsection.
- c. Subsection 25.35 shall no longer be in effect.

7. For purposes of this Memorandum the execution date of this Memorandum shall be the date this Memorandum is approved by the Common Council.

8. Dated: 1/11/02 --

UNION REPRESENTATIVES	CITY REPRESENTATIVES
<i>Capt. M. W. Wether</i>	<i>Frank H. Forbes</i>
<i>August D. Pacht</i>	<i>Edward F. Schrauth</i>