



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

October 11, 2023

The Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No. 230938 – “Communication from the Department of Employee Relations amending the Salary Ordinance to provide the snow and ice control footnote to various titles within DPW.”*

Dear Committee Members:

This communication requests to amend the 2023 and 2024 Salary Ordinances to provide the snow and ice control footnote for the titles ‘Fleet Repair Manager’, ‘Fleet Operations Manager’, ‘Sanitation Area Manager’, ‘Urban Forestry District Manager’ and ‘DPW Operations Business Analyst’.

The incumbents in the manager titles are expected to be regularly involved in snow and ice control operations and due to the excessive amount of overtime work, this communication recommends that the incumbents would receive an additional 4.8% biweekly as compensation for such overtime.

These managers serve in a 6 week on call rotation during the winter as duty managers and dispatch management. As duty managers, they monitor weather and make the decision to start a Snow and Ice Control operations. Once the operation is started, they direct the staff and equipment to ensure public safety City-wide. The dispatch assigned managers ensure all trucks are staffed and operating for emergency winter events.

In line with other management positions that require the incumbent to work excessive overtime for snow and ice control operations, this communication requests adding the footnote for snow and ice control pay for the titles ‘Fleet Repair Manager’, ‘Fleet Operations Manager’, ‘Sanitation Area Manager’, and ‘Urban Forestry District Manager’ that would provide an additional 4.8% biweekly to compensate for overtime.

The ‘DPW Operations Business Analyst’ oversees the planning and implementation of ArcGIS and ESRI programs for DPW Operations and has included after hours availability. This communication requests providing the additional 4.8% biweekly snow and ice control footnote to provide flexibility to add this position to an on-call rotation in the winter.

**Action Required - Effective Pay Period 23, 2023 (October 29, 2023)**

**Salary Ordinance Changes:**

Under Pay Range 1HX:

- Add footnote (13) to the titles 'Fleet Operations Manager', 'Sanitation Area Manager', and 'Urban Forestry District Manager'

Under Pay Range 1IX:

- Add footnote (10) to the title 'Fleet Repair Manager'.

Under Pay Range 2JX:

- Add footnote (1) to the title 'DPW Operations Business Analyst'.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Harper Donahue, IV". The signature is stylized with a large "H" and a long, sweeping underline.

Harper Donahue, IV  
Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

<b>A</b>	<b>Date</b>	10/25/2023	<b>File Number</b>	230938	<input checked="" type="checkbox"/> <b>Original</b>	<input type="checkbox"/> <b>Substitute</b>
	<b>Subject</b>	Communication from the Department of Employee Relations regarding the costs to provide the snow and ice control footnote to various titles within DPW.				

<b>B</b>	<b>Submitted By (Name/Title/Dept./Ext.)</b>	Sarah Wangerin/ Human Resources Representative / Employee Relations
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<b>C</b>	<b>This File</b>	<input checked="" type="checkbox"/> Increases or decreases previously authorized expenditures.
	<input type="checkbox"/> Suspends expenditure authority.	
	<input type="checkbox"/> Increases or decreases city services.	
	<input type="checkbox"/> Authorizes a department to administer a program affecting the city's fiscal liability.	
	<input type="checkbox"/> Increases or decreases revenue.	
	<input checked="" type="checkbox"/> Requests an amendment to the salary or positions ordinance.	
	<input type="checkbox"/> Authorizes borrowing and related debt service.	
	<input type="checkbox"/> Authorizes contingent borrowing (authority only).	
	<input type="checkbox"/> Authorizes the expenditure of funds not authorized in adopted City Budget.	

<b>D</b>	<b>Charge To</b>	<input checked="" type="checkbox"/> Department Account	<input type="checkbox"/> Contingent Fund
	<input type="checkbox"/> Capital Projects Fund	<input type="checkbox"/> Special Purpose Accounts	
	<input type="checkbox"/> Debt Service	<input checked="" type="checkbox"/> Grant & Aid Accounts	
	<input type="checkbox"/> Other (Specify)		

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

**F****Assumptions used in arriving at fiscal estimate.**

The total cost for 2023 is \$2,945 and the total cost for 2024 is \$38,279. Please see attached spreadsheet for details. Cost breakdown is in 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 October 25, 2023

**NEW COSTS FOR 2022**

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	EffPP	New Costs	Rollup	Total Rollup+ Sal
1	DPW OPS	Fleet Repair Manager	1IX	Add Snow & Ice Control Pay	N/A	\$110,251	\$115,543	25	\$258	\$36	\$294
1	DPW OPS	Fleet Operations Manager	1HX	Add Snow & Ice Control Pay	N/A	\$99,876	\$104,670	25	\$258	\$36	\$294
4	DPW OPS	Sanitation Area Manager	1HX	Add Snow & Ice Control Pay	N/A	\$107,318	\$112,469	25	\$1,033	\$145	\$1,178
1	DPW OPS	Urban Forestry District Manager	1HX	Add Snow & Ice Control Pay	N/A	\$104,192	\$109,193	25	\$258	\$36	\$294
1	DPW OPS	Urban Forestry District Manager	1HX	Add Snow & Ice Control Pay	N/A	\$107,318	\$112,469	25	\$258	\$36	\$294
1	DPW OPS	Urban Forestry District Manager	1HX	Add Snow & Ice Control Pay	N/A	\$106,647	\$111,766	25	\$258	\$36	\$294
1	DPW OPS	DPW Operations Business Analyst	2JX	Add Snow & Ice Control Pay	N/A	\$71,341	\$74,766	25	\$258	\$36	\$294
10									\$2,583	\$362	\$2,945

Assume effective date is Pay Period 25, 2023 (November 26th, 2023) unless otherwise indicated.

**NEW COSTS FOR FULL YEAR**

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	EffPP	New Costs	Rollup	Total Rollup+ Sal
1	DPW OPS	Fleet Repair Manager	1IX	Add Snow & Ice Control Pay	N/A	\$110,251	\$115,543	1	\$3,358	\$470	\$3,828
1	DPW OPS	Fleet Operations Manager	1HX	Add Snow & Ice Control Pay	N/A	\$99,876	\$104,670	1	\$3,358	\$470	\$3,828
4	DPW OPS	Sanitation Area Manager	1HX	Add Snow & Ice Control Pay	N/A	\$107,318	\$112,469	1	\$13,431	\$1,880	\$15,312
1	DPW OPS	Urban Forestry District Manager	1HX	Add Snow & Ice Control Pay	N/A	\$104,192	\$109,193	1	\$3,358	\$470	\$3,828
1	DPW OPS	Urban Forestry District Manager	1HX	Add Snow & Ice Control Pay	N/A	\$107,318	\$112,469	1	\$3,358	\$470	\$3,828
1	DPW OPS	Urban Forestry District Manager	1HX	Add Snow & Ice Control Pay	N/A	\$106,647	\$111,766	1	\$3,358	\$470	\$3,828
1	DPW OPS	DPW Operations Business Analyst	2JX	Add Snow & Ice Control Pay	N/A	\$71,341	\$74,766	1	\$3,358	\$470	\$3,828
10									\$33,578	\$4,701	\$38,279

Note: Totals may not be to the exact dollar due to rounding.