



Department of Public Works
November 22, 2011

Ghassan Korban
Commissioner of Public Works

Preston D. Cole
Director of Operations

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

RE: Common Council File #110744

Dear Committee Members:

It has come to my attention that some employees have raised concerns that the proposed changes to overtime will somehow cause the Department of Public Works to cut the work week short once employees work 40 hours, thereby, eliminating all overtime payments. As I have stated in previous testimony before the Committee, the Department of Public Works will not cut work weeks short for employees who work 40 hours before the end of the work week and who are scheduled to work more days in the week.

It is my intention not to change the methods by which our work is performed or the scheduling of that work. That means that employees will continue to be scheduled for forty hour weeks. If there is an occasion where an employee is called upon to work outside of the forty hour work week it is not our intention to cut short the week so as to avoid overtime payment.

Many of the concerns that have been raised related to snow and ice operations. These operations are performed by employees who are typically assigned to garbage and recycling routes during the regular forty hour week. Garbage and recycling routes are time sensitive functions scheduled for Monday-Friday each week. Garbage and recycling pick up is, in many cases, guaranteed for a particular day of the week.

The Department of Public Works is committed to providing a high level of service to the citizens, and manipulating employee schedules simply to avoid overtime payments does not fit into our operational model.

If you have any questions, please feel free to contact me.

Very truly yours,

Ghassan Korban
Commissioner of Public Works

GK:mra