



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

July 20, 2018

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

Dear Committee Members:

Re: Common Council File #180608

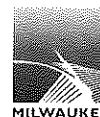
File #180608 recommends amending Part II, Administration, Section 9, Supplemental Pay Practices, of the Salary Ordinance in order to implement the Chapter 350-3 changes contained in file #180501. The recommended changes are as follows:

**Delete paragraph G** – Snow and Ice Control Operations (re-letter remaining paragraphs)

**Modify paragraph I(H) to read as follows:** Hours worked by Department of Public Works employees in response to an emergency call out by management will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provisions, eligible employees must perform work in response to, or as a result of, a department emergency call out. Activities included under “emergency call out” are to be determined at the discretion of the DPW Commissioner.

**Insert new paragraph J to read as follows:** Certain hours worked by MWW – Plant Operations employees will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, the work must be performed in response to a department directive to work an additional or extended shift due to an unexpected/unanticipated staffing shortage. This provision does not apply to hours worked as an extension of the normal work shift or hours scheduled in advance by Plant Operations.

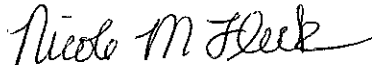
**Insert new paragraph L to read as follows:** Certain hours worked by MFD Technical Services Division eligible civilian employees will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, the work must be performed in response to a department directive to work an additional or extended shift



due to an unexpected/unanticipated staffing shortage. This provision does not apply to hours worked as an extension of the normal work shift or hours scheduled in advance by Technical Services Division management.

A copy of the Salary Ordinance changes are attached. A copy of the fiscal note is included with file #180501. It is recommended that the requested Salary Ordinance changes be approved.

Sincerely,



Nicole M. Fleck  
Labor Negotiator

#### Attachments

NMF  
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labr/2018/CC\_F&P\_Files