



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

February 19, 2016

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

Dear Committee Members:

Re: Common Council File #151590

File #151590 recommends amending Chapter 350-3 of the Milwaukee Code of Ordinances (MCO) to allow certain hours worked by eligible civilian employees in the Technical Communications Division of the Milwaukee Police Department to be considered overtime hours. These changes are similar to those recently approved by the Common Council for certain DPW and Water Works employees for work performed in response to an emergency call out.

Common Council file #150043 includes a classification study of Police Telecommunicator and Dispatcher positions and specific recommendations that, if approved by the Common Council, will help address the recruitment and retention problems experienced by the MPD within these critical positions. The high vacancy rate within these positions has resulted in difficult and stressful working conditions for current employees, including requirements to work additional or extended shifts due to unexpected/unanticipated staffing shortages.

The recommended amendment will allow for hours worked in response to a management directive to work an additional or extended shift due to an unexpected/unanticipated staffing shortage to be considered overtime hours in accordance with applicable provisions of the Salary Ordinance.

Copies of the ordinance change and a fiscal note are attached. It is recommended that the attached ordinance change be approved.

Sincerely,

Maria Monteagudo
Employee Relations Director

Attachments

