



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits  
Director

**Nicole M. Fleck**  
Labor Negotiator

November 30, 2022

To the Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No. 221211 – “Communication from the Department of Employee Relations amending the Salary Ordinance to provide the snow and ice control footnote to the title Safety Specialist within DPW.”*

Dear Committee Members:

This communication requests to amend the 2022 Salary Ordinance to provide the snow and ice control footnote for the title Safety Specialist. The incumbent in this title is 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 incumbent would receive an additional 4.8% biweekly as compensation for such overtime.

Previously, this position was non FLSA exempt and subject to the Fair Labor Standards Act (FLSA) coverage, meaning that the incumbent in this position worked any overtime for any snow and/or ice control operations, they would be paid overtime. As a result of a recent market study, the Safety Specialist is now FLSA exempt and would not be eligible to receive overtime pay.

In line with other FLSA exempt 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 title Safety Specialist (PR 2IX), that would provide an additional 4.8% biweekly to compensate for overtime.

### **Action Required - Effective Pay Period 25, 2022 (November 27, 2022)**

#### In the Salary Ordinance

Under Pay Range 2IX:

- Create footnotes (12) and (24) and renumber accordingly:
  - (12) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
  - (24) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- Apply footnotes (12) and (24) to the title ‘Safety Specialist.

Respectfully submitted,

Harper Donahue, IV  
Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

<b>A</b>	<b>Date</b>	<u>12/2/2022</u>	<b>File Number</b>	<u>221211</u>	<input checked="" type="checkbox"/> <b>Original</b>	<input type="checkbox"/> <b>Substitute</b>
	<b>Subject</b>	<u>Communication from the Department of Employee Relations amending the Salary Ordinance to provide the snow and ice control footnote to the title Safety Specialist within DPW.</u>				

<b>B</b>	<b>Submitted By (Name/Title/Dept./Ext.)</b>	<u>Sarah Trotter/ Human Resources Representative / Employee Relations / x2398</u>
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<b>C</b>	<b>This File</b>	<input checked="" type="checkbox"/> <b>Increases or decreases previously authorized expenditures.</b>
		<input type="checkbox"/> <b>Suspends expenditure authority.</b>
		<input type="checkbox"/> <b>Increases or decreases city services.</b>
		<input type="checkbox"/> <b>Authorizes a department to administer a program affecting the city's fiscal liability.</b>
		<input type="checkbox"/> <b>Increases or decreases revenue.</b>
		<input checked="" type="checkbox"/> <b>Requests an amendment to the salary or positions ordinance.</b>
		<input type="checkbox"/> <b>Authorizes borrowing and related debt service.</b>
		<input type="checkbox"/> <b>Authorizes contingent borrowing (authority only).</b>
		<input type="checkbox"/> <b>Authorizes the expenditure of funds not authorized in adopted City Budget.</b>

<b>D</b>	<b>Charge To</b>	<input checked="" type="checkbox"/> <b>Department Account</b>	<input type="checkbox"/> <b>Contingent Fund</b>
		<input type="checkbox"/> <b>Capital Projects Fund</b>	<input type="checkbox"/> <b>Special Purpose Accounts</b>
		<input type="checkbox"/> <b>Debt Service</b>	<input type="checkbox"/> <b>Grant &amp; Aid Accounts</b>
		<input type="checkbox"/> <b>Other (Specify)</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
<b>TOTALS</b>		<b>\$ 0.00</b>	<b>\$ 0.00</b>

**F**

Assumptions used in arriving at fiscal estimate. Please see 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 December 7, 2022

**NEW COSTS FOR 2022**

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
2	DPW-Administrative Services	Safety Specialist	2IX	Add Snow & Ice Control Pay	N/A	\$65,594	\$68,743	\$517	\$72	\$589
2								\$517	\$72	\$589

Assume effective date is Pay Period 25, 2021 (November 27, 2022).

**NEW COSTS FOR FULL YEAR**

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
2	DPW-Administrative Services	Safety Specialist	2IX	Add Snow & Ice Control Pay	N/A	\$65,594	\$68,743	\$6,716	\$940	\$7,656
2								\$6,716	\$940	\$7,656

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