



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole Fleck
Labor Negotiator

July 19, 2017

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

Dear Committee Members:

Subject: Common Council File #170579 - Communication from the Department of Employee Relations amending the Salary Ordinance relating to a task rate for City Laborer, Laborer (Electrical Services), and Infrastructure Repair Worker in the Department of Public Works when performing crosswalk and special purpose line painting.

This communication recommends a \$.60 per hour footnote be added to the titles of City Laborer, Laborer (Electrical Services), and Infrastructure Repair Worker to compensate employees for performing crosswalk and special purpose line painting duties.

The Department of Public Works (DPW) has requested this footnote in lieu of using current Painters or making temporary appointments to the title of Painter in Pay Range 7IN (\$56,364.36). Crosswalk and special purpose line painting does not require an employee to be able to mix paint, perform 'cut ins' or apply drop cloths. It is also not necessary to have a Painter's expertise in the selection of paint type, environment concerns or to repair paint equipment.

DPW has requested the \$.60 per hour footnote in order to have laborers perform the crosswalk and special purpose line painting and to have them be compensated appropriately for the additional assignment. The proposed \$.60 per hour is an additional 3% above the maximum rate for a Laborer (Electrical Services) in Pay Range 8EN (\$37,502.40 - \$41,564.64)

Approval of this request would allow the department to free up Painters to be utilized for bridge painting and other skilled painting assignments.

The following changes to the Salary Ordinance, effective Pay Period 16 (July 30, 2017), would implement this request:

Under Pay Range 8DN, add the footnote designation "(17)" to the title "City Laborer" with the footnote to read as follows:

"(17) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour."



Under Pay Range 8EN, add the footnote designation "(7)" to the title "Laborer (Electrical Services)" with the footnote to read as follows:

"(7) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour."

Under Pay Range 8FN, add the footnote designation "(10)" to the title "Infrastructure Repair Worker" with the footnote to read as follows:

"(10) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour."

Sincerely



Maria Monteagudo
Employee Relations Director

C: Mark Nicolini, Dennis Yaccarino, Bill Christianson, Dawn Crowbridge, Dan Thomas, Tim Thur, and Ken Wischer



City of Milwaukee Fiscal Impact Statement

A

Date	7/20/17	File Number	170579
Subject	Additional Compensation for City Laborer, Laborer (Electrical Services) and Infrastructure Repair Worker when assigned Crosswalk and Special Purpose Line Painting.		

B

Submitted By (Name/Title/Dept./Ext.)	Sarah Trotter, Human Resources Representative Dept. of Employee Relations/X2398.
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C

This File	<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.
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D

This Note	<input type="checkbox"/> Was requested by committee chair.
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E

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

Assumptions used in arriving at fiscal estimate.

If four Laborer (Electrical Services) employees at the maximum of the pay range (\$19.98) receive an additional \$.60 per hour (\$20.58) for five months the cost would be \$2,112. (\$.60 X 80 hrs = \$48.00; \$48.00 x 11 Pay Periods (5 Months) = \$528; \$528 x 4 Employees = \$2,112.) The higher cost, however, for assigning a Painter would be \$5,737.60. (\$27.10 - \$20.58 = \$6.52; \$6.52 x 80 hrs = \$521.60; \$521.60 x 11 Pay Periods = \$5,737.60.) The savings would be \$3,625.60 plus rollups of \$741.44 = \$4,367.04 (\$5,737.60 - \$2,112 = \$3,625.60.)

G

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages			\$3,626 (Savings)
Supplies/Materials			
Equipment			
Services			
Other			\$741 (Rollups)
TOTALS			\$4,367 (Savings)

H

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 \$4,367 (Savings) _____
- 1-3 Years 3-5 Years _____
- 1-3 Years 3-5 Years _____

I

List any costs not included in Sections E and F above.

J

Additional information.
