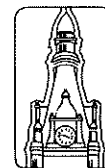


CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS



Maria Monteagudo
Department of Employee Relations
City of Milwaukee
200 E Wells St, Room 706

October 6, 2019

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 190961 – Communication from the Department of Employee Relations relating to study of Temporary Winter Relief Driver Worker classification scheduled for City Service Commission action

Dear Committee Members:

The following classification and pay recommendations have been submitted for the City Service Commission meeting on October 8, 2019.

Department of Public Works

Current	Recommended
New Classification	Temporary Winter Relief Driver Worker PR 9JN (\$33.20 - \$38.22) (Hourly)

Note: Residents receive a rate that is 3% higher

Respectfully submitted,

A handwritten signature in cursive script that reads "Maria Monteagudo st".

Maria Monteagudo
Employee Relations Director

Attachments: Job Evaluation Report
Fiscal Impact Statement

Job Evaluation Report

City Service Commission Meeting: October 8, 2019

Department of Public Works

Current	Recommended
New Classification	Temporary Winter Relief Driver Worker PR 9JN (\$33.20 - \$38.22) (Hourly)

Note: Residents receive a rate that is 3% higher

The Department of Employee Relations has received a request from Laura Daniels, Director of Operations for the Department of Public Works (DPW) to create a new classification of Temporary Winter Relief Driver Worker. These positions would be part-time, non-benefitted and work an intermittent schedule. This classification will allow DPW to hire employees on a temporary basis to support snow and ice control operations.

DPW intends to augment its snow and ice workforce by hiring drivers who are able to share knowledge with newer drivers that perform snow and ice control duties. Temporary Winter Relief Driver Workers hired would include but not be limited to previous DPW employees who have left City employment. Employees hired as Temporary Winter Relief Driver Workers will supplement the complement of snow drivers during the 2019-2020 winter and beyond.

DPW has requested the ability to pay previous employees at one-and-one half times the maximum rate of pay of either an Operations Driver Worker or an Urban Forestry Specialist. These rates will compensate previous employees close to their previous rates for performing snow and ice removal duties. Temporary Winter Relief Driver Workers who were not previously a City employee would be paid at one-and-one-half times the minimum rate of pay. Duties and responsibilities will include driving a variety of snow and ice control equipment and serving as a mentor for new drivers during part of a shift.

This report therefore recommends creating the classification of Temporary Winter Relief Driver Worker in Pay Range 9JN (\$33.20 - \$38.22) (Hourly).

Action Required - Effective Pay Period 21, 2019 (October 7, 2019)

In the Salary Ordinance

Under Pay Range 9JN (Official Rate Hourly)

Add the title "Temporary Winter Relief Driver Worker (1) (2) (3)".

Delete the current rates of pay and add the following rates of pay and footnotes.

Hourly	\$33.20	\$38.22
Biweekly	\$2,656.00	\$3,057.60
Annual	\$69,056.00	\$79,497.60

- (1) Previous City of Milwaukee Employees who held the title of Operations Driver Worker to be hired at the hourly rate of \$38.22.
- (2) Previous City of Milwaukee Employees who held the title of Urban Forestry Specialist to be hired at the hourly rate of \$37.54.
- (3) Employees who have not previously held either of the above City of Milwaukee titles to be paid at the hourly rate of \$33.20.

Prepared By: Andrea Knickerbocker st
Andrea Knickerbocker, Human Resources Manager

Reviewed By: Nicole M Fleck
Nicole Fleck, Labor Negotiator

Reviewed By: Maria Monteagudo st
Maria Monteagudo, Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A Date 8/15/2019 File Number _____ Original Substitute
 Subject Hiring Retired Snow Drivers

B Submitted By (Name/Title/Dept./Ext.) Chuck Schumacher/Admin Services Manager/DPW Operations/3271

C This File

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

D Charge To

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify) _____
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

E

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages		\$18,346.00	\$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
TOTALS		\$18,346.00	\$ 0.00

F

Assumptions used in arriving at fiscal estimate.

Ten drivers working four operations, twelve hours in duration at \$38.22/hour.

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.

JThis Note Was requested by committee chair.