



Department of Employee Relations

Tom Barrett
Mayor

Makda Fessahaye
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

July 16, 2021

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

Common Council File No. 210558 – “Communication from the Department of Employee Relations amending the Salary Ordinance to increase the recruitment rate of pay for the position of Urban Forestry Arborist Apprentice in the Department of Public Works – Operations Division.”

Dear Committee Members:

The Department of Employee Relations recommends an increase to the minimum recruitment rate of pay for the title of Urban Forestry Arborist Apprentice. The minimum recruitment rate for the apprentice is currently lower than the minimum recruitment rate of pay for the title of Urban Forestry Laborer. In contrast, the minimum requirements for both titles are for a candidate to be 18 years of age at the time of appointment.

Current Rates

Title	Pay Range	PR Minimum	Title Minimum	PR Maximum	Title Maximum
Urban Forestry Arborist Apprentice	7CN	\$40,160	\$33,401	\$45,391	\$47,986
Urban Forestry Laborer	8EN	\$37,080	\$37,502	\$41,565	\$42,072

Note: Residents receive an additional 3%

Recommended Rates

Title	Pay Range	PR Minimum	Title Minimum	PR Maximum	Title Maximum
Urban Forestry Arborist Apprentice	7CN	\$40,160	\$37,502	\$45,391	\$47,986
Urban Forestry Laborer	8EN	\$37,080	\$37,502	\$41,565	\$42,072

Note: Residents receive an additional 3%

Urban Forestry Arborist Apprentices participate in a prescribed curriculum wherein they become highly-skilled urban forestry professionals, learning to plant, maintain, and remove trees, landscape, and turf growing on the City of Milwaukee’s boulevards and green spaces, with an emphasis on arborist duties. Urban Forestry Arborist Apprentices function in an emergency capacity to remove fallen branches and tree debris and perform snow and ice control operations.

Urban Forestry Laborers perform various horticultural work activities in the establishment, maintenance, and renovation of boulevards and other City greenspaces as well as provide ground level support for tree maintenance crews performing more technical tasks on City trees. Urban Forestry Laborers function in an

emergency capacity to remove fallen branches and tree debris and perform snow and ice control operations.

Based upon this comparison of minimum requirements and basic functions, Employee Relations recommends the minimum recruitment rate for Urban Forestry Arborist Apprentice in Pay Range 7CN be increased to an annual rate of \$37,502.

Actions Required - Effective Pay Period 16, 2021 (July 25, 2021)

In the Salary Ordinance

Under Pay Range 7CN,

In footnote (3) replace the chart as follows:

Biweekly	1,442.40	1,622.61	1,756.37	1,845.60
Annual	37,502.40	42,187.86	45,665.62	47,985.60

In footnote (7) replace the chart as follows:

Biweekly	1,485.67	1,671.29	1,809.06	1,900.97
Annual	38,627.42	43,453.54	47,035.56	49,425.22

Respectfully submitted,



Makda Fessahaye
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A	Date	<u>7/16/2021</u>	File Number	<u>210558</u>	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Substitute
	Subject	Communication From the Department of Employee Relations amending the Salary Ordinance to increase the recruitment rate of pay for the positions of Urban Forestry Arborist Apprentice in the Department of Public Works - Operations Division.				

B	Submitted By (Name/Title/Dept./Ext.)	<u>Sarah Trotter / Human Resources Representative / Employee Relations / x2398</u>
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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.

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

E	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
	TOTALS		\$ 0.00	\$ 0.00

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. _____

JThis Note Was requested by committee chair.

**Department of Employee Relations
Fiscal Note Spreadsheet**

Finance and Personnel Committee Meeting of July 21, 2021

NEW COSTS FOR 2021

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
13	DPW-Operations-Forestry	Urban Forestry Arborist App	7CN	Urban Forestry Arborist App	7CN	\$33,401	\$37,502	\$20,505	\$3,578	\$24,083

Assume effective date is Pay Period 16, 2021 (July 25, 2021).
Assume 13 employees are hired Pay Period 17, 2021 (August 8, 2021).

NEW COSTS FOR FULL YEAR (2021)

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
7	DPW-Operations-Forestry	Urban Forestry Arborist App	7CN	Urban Forestry Arborist App	7CN	\$33,401	\$37,502	\$11,041	\$1,927	\$12,968

The number of new hires varies each year. Assume seven new employees are hired Pay Period 17, 2022.

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