



Department of Employee Relations

Tom Barrett
Mayor

Makda Fessahaye
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

June 22, 2021

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

Common Council File No. 210396 – “Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to the title Water Quality Operations Manager in the Department of Public Works – Water Works.”

Dear Committee Members:

This communication requests to amend the 2021 Salary Ordinance to allow recruitment flexibility for the title of Water Quality Operations Manager in Pay Range 1FX (\$62,338 - \$87,270 wage rate) (\$64,209 - \$89,889 resident incentive rate). The Milwaukee Water Works is in the process of recruiting for the position and Water Works Superintendent Karen Dettmer has requested a footnote that allows for recruitment flexibility at any point in the range based upon a candidate’s experience and credentials.

The Water Quality Operations Manager is responsible for providing operational management to the Water Quality Section within the Water Works laboratories. This position provides training and oversight of techniques and processes to ensure strict compliance with local, state, and federal regulations, including chemistry and microbiology laboratory accreditation requirements.

This requested recruitment flexibility would assist the Milwaukee Water Works in recruiting a highly qualified individual for this technical management position. This communication therefore requests adding the footnotes to the title of Water Quality Operations Manager in Pay Range 1FX that would allow recruitment at any rate in the range with the approval of DER.

Action Required - Effective Pay Period 15, 2021 (July 11, 2021)

In the Salary Ordinance

Under Section 1, Pay Range 1FX:

Create footnotes (10) and (20) and add to the title ‘Water Quality Operations Manager’

(10) Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER.

(20) Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Makda Fessahaye'.

Makda Fessahaye
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A **Date** 6/23/2021 **File Number** 210396 **Original** **Substitute**

Subject Communication From the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to the title of Water Quality Operations Manager.

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

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

	Purpose	Specify Type/Use	Expenditure	Revenue
E	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 June 30, 2021

NEW COSTS FOR 2021

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Water Works	Water Quality Operations Mgr	1FX	Water Quality Operations Mgr	1FX	N/A	N/A	N/A	Recruitment Flexibility	

Assume effective date is Pay Period 15, 2021 (July 11, 2021).
Costs will depend on the actual request for an individual being appointed to this position.

NEW COSTS FOR FULL YEAR

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Water Works	Water Quality Operations Mgr	1FX	Water Quality Operations Mgr	1FX	N/A	N/A	N/A	Recruitment Flexibility	