



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Vacant**  
Director

**Renee Joos**  
Employee Benefits  
Director

**Nicole M. Fleck**  
Labor Negotiator

July 21, 2022

The Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No. 220504 - Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to the titles Safety Specialist, Safety Specialist – Senior, and Safety Supervisor in DPW.*

Dear Committee Members:

This communication requests to amend the 2022 Salary Ordinance to allow recruitment flexibility for the following positions in the Department of Public Works – Safety Specialist, Safety Specialist – Senior, and Safety Supervisor:

#	Title	PR	Title Min	Title Max
1	Safety Supervisor	1DX	\$59,631.52	\$78,342.16
3	Safety Specialist – Senior (DPW)	2FX	\$52,498.16	\$68,967.86
2	Safety Specialist – Senior (MPD)	2FX	\$52,498.16	\$68,967.86
Underfill	Safety Specialist	2DN	\$46,211.88	\$60,687.90

\* Note: Residents receive a rate that is 3% more.

The Department has indicated that these highly complex and specialized positions are essential to the smooth operation of DPW and the City of Milwaukee as a whole. These positions are responsible for the Drug and Alcohol testing and tracking required by DOT and federal law. Not only that, but the section is responsible for collaborating with various staff members and departments, such as EAP and Worker’s Compensation; managing and implementing changes within Safety; managing the increased unemployment and discipline hearings; gathering information, coordinating witnesses; and serving as witness for said hearings. The Department has requested a footnote to allow for recruitment flexibility to not only attract experienced candidates, but to also allow for proper equity adjustments that have arisen due to internal transfers and have led to at least one resignation.

We would like to note that there are currently two positions of Safety Specialist – Senior within the Milwaukee Police Department that have been vacant since early 2021 due to a retirement within the Department. This memo will also assist the Police Department in recruiting for those positions as well.

To assist the Department with future recruitment efforts and for equitable pay in the Department’s Safety Section, this communication requests the addition of a footnote that allows recruitment flexibility with DER approval to the aforementioned titles.

### Action Required – Effective Pay Period 16, 2022 (July 24, 2022)

\* See addendum included in CCFN: 220504 for Salary and Position Ordinance changes.

Respectfully Submitted,

Renee Joos  
Interim Employee Relations Director





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July 21, 2022

The Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No. 220504 - Communication from the Department of Employee Relations amending the Salary Ordinance to add an assignment rate to the position Sanitation Inspector in DPW.*

Dear Committee Members:

This communication requests to amend the 2022 Salary Ordinance to add a 5% assignment rate to the title Sanitation Inspector. This would properly compensate the incumbents of the position for when they perform duties above their classification, including but not limited to, acting as leads, training, etc.

Sanitation Inspectors are tasked with property inspections and postings of sanitation ordinance violations. Their work is critical to maintaining clean neighborhoods and ensuring violations are corrected quickly. Unfortunately, DPW-Sanitation Services has seen an increase in turnover in this position. There are eight Sanitation Inspectors and four have left the position within the past year. Two of the previous incumbents left for a higher paid position within the City and two left employment with the City due to pay.

The Sanitation Inspectors are a versatile group who have stepped up to ensure essential services have continued through the COVID pandemic. The Department anticipates the continued need to have Sanitation Inspectors serve in higher capacity assignments and is requesting an additional 5% footnote for this title. The footnote would be applied when they are representing the Department on neighborhood walks/town halls, serving as a trainer, or when they are needed to assist in monitoring recycling and garbage collection operations.

The detailed oriented nature of their work has led them to be effective trainers for their new peers; and as staffing challenges have persisted in DPW, this group has been called on to assist in a quasi-supervisor role when needed.

**Action Required – Effective Pay Period 16, 2022 (July 24, 2022)**

**\* See addendum included in CCFN: 220504 for Salary and Position Ordinance changes.**

Respectfully Submitted,

Renee Joos  
Interim Employee Relations Director



## Department of Employee Relations

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July 21, 2022

The Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No. 220504 - Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to various positions in the Fire and Police Commission.*

Dear Committee Members:

This communication requests to amend the 2022 Salary Ordinance to allow recruitment flexibility for the following positions in the Fire and Police Commission:

Number	Title	Pay Range	Minimum	Title Minimum	Maximum
1	Community Outreach Coordinator	2HX	\$55,962	\$55,962	\$78,342
1	Fire and Police Commission Compliance Auditor	2HX	\$55,962	\$55,962	\$78,342
2	Fire and Police Commission Investigator	2HX	\$55,962	\$55,962	\$78,342
2	Fire and Police Commission Auditor	2FX	\$49,643	\$49,643	\$68,968
1	Research and Policy Analyst	2FX	\$49,643	\$49,643	\$68,968
2	Paralegal	5JN	\$48,037	\$48,037	\$58,287
Underfill	Program Assistant II	5FN	\$41,326	\$43,390	\$49,213
2	Program Assistant I	5EN	\$41,311	\$41,311	\$47,658

It is to be noted that there are three titles that are shared with various departments, Paralegal, Program Assistant II, and Program Assistant I. Although other departments have not directly submitted requests to allow for recruitment flexibility, these titles have documented recruiting difficulties. For example, this year alone, two of these titles had to have two recruitments three months apart from one another to try and attain a sustainable eligible list for departments to hire from.

To assist the Fire and Police Commission with recruitment, this communication recommends recruitment flexibility for these classification with DER approval.

**Action Required – Effective Pay Period 16, 2022 (July 24, 2022)**

**\* See addendum included in CCFN: 220504 for Salary and Position Ordinance changes.**

Respectfully Submitted,

Renee Joos  
Interim Employee Relations Director





## Department of Employee Relations

**Cavalier Johnson**  
Mayor

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Employee Benefits  
Director

**Nicole M. Fleck**  
Labor Negotiator

REVISED 7/25/2022

July 21, 2022

The Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No 220504 - Communication from the Department of Employee Relations amending the Salary Ordinance to increase the recruitment rates of pay for various trade titles city wide.*

Dear Committee Members:

This communication requests an amendment to the 2022 Salary Ordinance to allow for increased rates of pay for the following titles:

Current	Recommended
<p><b>Facilities Manager</b> (1 Position – MPD) (1 Position – DPW - Infrastructure <b>Building Codes Enforcement Manager – Commercial</b> (1 Position – DNS)</p> <p>PR 1HX (\$74,402 - \$104,172) FN: Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.</p>	<p><b>Facilities Manager</b> (1 Position – MPD) (1 Position – DPW - Infrastructure <b>Building Codes Enforcement Manager – Commercial</b> (1 Position – DNS)</p> <p>PR 1HX (\$74,402 - \$104,172) FN: Recruitment is at \$92,207 FN: Appointment may be at any rate in the pay range with the approval of DER.</p>
<p><b>**Building Construction Inspection Supervisor</b> (2 Positions DNS) <b>**Building Codes Enforcement Manager</b> (1 Position/1 Auxiliary - DNS) <b>**Electrical Inspection Supervisor</b> (1 Position – DNS) <b>** (Fire Protection Engineer Supervisor)</b> (1 Position – DNS) <b>**Plumbing Inspection Supervisor</b> (2 Positions – DNS) <b>*Water Plant Maintenance Manager</b> (2 Positions DPW-WW) <b>***Housing Programs Manager</b> (1 Position – DCD)</p> <p>PR 1GX (\$67,763 - \$94,870) *FN: Recruitment is at \$73,504 **FN: Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel. ***FN: Recruitment is at \$75,818</p>	<p><b>Building Construction Inspection Supervisor</b> (2 Positions DNS) <b>Building Codes Enforcement Manager</b> (1 Position/1 Auxiliary - DNS) <b>Electrical Inspection Supervisor</b> (1 Position – DNS) <b>(Fire Protection Engineer Supervisor)</b> (1 Position – DNS) <b>Plumbing Inspection Supervisor</b> (2 Positions – DNS) <b>Water Plant Maintenance Manager</b> (2 Positions DPW-WW) <b>*Housing Programs Manager</b> (1 Position – DCD)</p> <p>PR 1GX (\$67,763 - \$94,870) FN: Recruitment is at \$89,692 and appointment may be at any rate in the range with DER approval. *FN: Recruitment is at \$75,818 and may be any rate in the pay range with the approval of DER.</p>

<p><b>*Street Repair District Manager</b> (3 Positions – DPW - Infrastructure)</p> <p><b>Sewer Services District Manager</b> (2 Positions – DPW - Infrastructure)</p> <p><b>**Water Plants Maintenance Supervisor</b> (1 Position – DPW-WW)</p> <p><b>***Special Enforcement Supervisor</b> (2 Positions – DNS)</p> <p>PR 1FX (\$63,585 - \$89,016) *FN: 4.8% Snow and Ice Assignment **FN: Recruitment is at \$71,487 ***FN: Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.</p>	<p><b>*Street Repair District Manager</b> (3 Positions – DPW - Infrastructure)</p> <p><b>Sewer Services District Manager</b> (2 Positions – DPW - Infrastructure)</p> <p><b>Water Plants Maintenance Supervisor</b> (1 Position – DPW-WW)</p> <p><b>*Special Enforcement Supervisor</b> (2 Positions – DNS)</p> <p>PR 1FX (\$63,585 - \$89,016) FN: Recruitment is at \$83,825 and may be at any rate in the pay range with DER approval. *FN: Appointment may be at any rate in the pay range with the approval of DER. **FN: 4.8% Snow and Ice Assignment</p>
<p><b>*^Facilities Maintenance Supervisor</b> (1 Position – DPW – Infrastructure)</p> <p><b>*Fire Equipment Repairs Manager</b> (1 Position – MFD)</p> <p><b>*Fire Fleet and Equipment Manager</b> (1 Position – MFD)</p> <p><b>Police Facilities Assistant Manager</b> (1 Position – MPD)</p> <p><b>**Port Facilities Supervisor</b> (1 Position – Port)</p> <p><b>***Housing Rehabilitation Manager</b> (1 Position – DCD)</p> <p>PR 1EX (\$59,632 - \$83,481) *FN: Recruitment is at \$69,275 **FN: Recruitment is at \$71,354 ***FN: Recruitment is at \$70,179 ^FN: 4.8% Snow and Ice Assignment</p>	<p><b>**Facilities Maintenance Supervisor</b> (1 Position – DPW – Infrastructure)</p> <p><b>Fire Equipment Repairs Manager</b> (1 Position – MFD)</p> <p><b>Fire Fleet and Equipment Manager</b> (1 Position – MFD)</p> <p><b>Police Facilities Assistant Manager</b> (1 Position – MPD)</p> <p><b>Port Facilities Supervisor</b> (1 Position – Port)</p> <p><b>*Housing Rehabilitation Manager</b> (1 Position – DCD)</p> <p>PR 1EX (\$59,631 - \$83,481) FN: Recruitment is at \$83,481 *FN: Recruitment is at \$70,179 may be at any rate in the pay range with the approval of DER. **FN: 4.8% Snow and Ice Assignment</p>
<p><b>Building Maintenance Supervisor II</b> (4 Positions – MPD)</p> <p>PR 1BX (\$49,643 - \$68,968)</p>	<p><b>Building Maintenance Supervisor II</b> (4 Positions – MPD)</p> <p>PR 1BX (\$49,643 - \$68,968) FN: Recruitment is at \$68,968</p>
<p><b>Fire Protection Engineer III</b> (1 Position – DNS)</p> <p>PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$71,740 FN: Appointment may be at any rate in the pay range with the approval of DER.</p>	<p><b>Fire Protection Engineer III</b> (1 Position – DNS)</p> <p>PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay range with the approval of DER.</p>

<p><b>*Boiler Inspector</b> (2 Positions – DNS)</p> <p><b>*Building Construction Inspector</b> (4 Positions – DNS)</p> <p><b>*Electrical Inspector</b> (9 Positions – DNS)</p> <p><b>*Elevator Inspector</b> (5 Positions – DNS)</p> <p><b>*Plumbing Inspector</b> (20 Positions – DNS)</p> <p><b>*Sprinkler Construction Inspector</b> (4 Positions – DNS)</p> <p><b>**Facilities Maintenance Coordinator</b> (1 Position – DPW-Infrastructure)</p> <p><b>**Facilities Construction Project Coordinator</b> (1 Position – DPW-Infrastructure)</p> <p>PR 2HN (\$55,962 - \$78,342)  *FN: Recruitment at \$64,840 and up to \$78,342  **FN: Recruitment at \$66,792  **FN: Professional Engineer License to be paid an additional 3%  **FN: Appointment may be at any rate in the pay range with the approval of DER</p>	<p><b>Boiler Inspector</b> (2 Positions – DNS)</p> <p><b>Building Construction Inspector</b> (4 Positions – DNS)</p> <p><b>Electrical Inspector</b> (9 Positions – DNS)</p> <p><b>Elevator Inspector</b> (5 Positions – DNS)</p> <p><b>Plumbing Inspector</b> (20 Positions – DNS)</p> <p><b>Sprinkler Construction Inspector</b> (4 Positions – DNS)</p> <p><b>*Facilities Maintenance Coordinator</b> (1 Position – DPW-Infrastructure)</p> <p><b>*Facilities Construction Project Coordinator</b> (1 Position – DPW-Infrastructure)</p> <p>PR 2HN (\$55,962 - \$78,342)  FN: Recruitment is at \$78,342  *FN: Professional Engineer License to be paid an additional 3%</p>
<p><b>Fire Protection Engineer II</b> (Underfill title)</p> <p><b>*Housing Rehabilitation Specialist</b> (6 Positions – DCD)</p> <p><b>*Neighborhood Improvement Project Inspector</b> (10 Positions – DNS)</p> <p><b>**^Special Enforcement Inspector</b> (18 Positions/2 Auxiliary – DNS)</p> <p>PR 2GN (\$52,498 - \$73,504)  FN: Recruitment is at \$59,540  *FN: Actual Rates – (\$63,395 - \$75,409)  FN: Appointment may be at any rate in the pay range with the approval of DER  **FN: Appointment may be at any rate in the pay range with the approval of DER and the Chair of Committee on Finance and Personnel.  ^FN: 5% Lead worker assignment pay</p>	<p><b>Fire Protection Engineer II</b> (Underfill title)</p> <p><b>*Housing Rehabilitation Specialist</b> (6 Positions – DCD)</p> <p><b>*Neighborhood Improvement Project Inspector</b> (10 Positions – DNS)</p> <p><b>*^Special Enforcement Inspector</b> (20 Positions – DNS)</p> <p>PR 2GN (\$52,498.16 - \$73,504)  FN: Recruitment is at \$73,504  *FN: Actual Rates – (\$63,395 - \$75,409)  *FN: Appointment may be at any rate in the pay range with the approval of DER.  ^FN: 5% Lead worker assignment pay</p>
<p><b>Facilities Control Specialist</b> (1 Position – MPL)</p> <p>PR 3SN (\$63,301 - \$81,471)</p>	<p><b>Facilities Control Specialist</b> (1 Position – MPL)</p> <p>PR 3SN (\$63,301 - \$81,471)  FN: Recruitment is at \$81,471</p>
<p><b>Water Plant Steamfitter</b> (3 Positions – DPW-WW)</p> <p><b>Water Plant Steamfitter-HVACR Mechanic</b> (2 Positions – DPW-WW)</p> <p>PR 7RN (\$67,653 - \$84,715)  FN: Appointment may be at any rate in the pay range with the approval of DER</p>	<p><b>Water Plant Steamfitter</b> (3 Positions – DPW-WW)</p> <p><b>Water Plant Steamfitter-HVACR Mechanic</b> (2 Positions – DPW-WW)</p> <p>PR 7RN (\$67,653 - \$84,715)  FN: Recruitment is \$83,825  FN: Appointment may be at any rate in the pay range with the approval of DER.</p>

<p><b>HVAC Maintenance Technician – Senior</b>  (1 Position – MPL)  (1 Position – DPW- Infrastructure)</p> <p>PR 7ON (\$67,070 - \$67,156)  FN: Recruitment is at \$48,198 and up to \$66,960  FN: Appointment may be at any rate in the pay range with the approval of DER.</p>	<p><b>HVAC Maintenance Technician – Senior</b>  (1 Position – MPL)  (1 Position – DPW- Infrastructure)</p> <p>PR 7ON (\$67,070 - \$67,156)  FN: Recruitment is \$67,156</p>
<p><b>HVAC Maintenance Technician</b>  (2 Positions – DCD)  (2 Positions – MPL)  (6 Positions – MPD)  (7 Positions – DPW- Infrastructure)  <b>Fire HVAC Maintenance Technician</b>  (Two Positions - MFD)</p> <p>PR 7NN (\$45,682 - \$64,466)  FN: Appointment may be at any rate in the pay range with the approval of DER.  FN: Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.  (3) Positions in the Police Department will receive an additional one-dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24-hour day plowing snow or salting.</p>	<p><b>HVAC Maintenance Technician</b>  (2 Positions – DCD)  (2 Positions – MPL)  (6 Positions – MPD)  (7 Positions – DPW- Infrastructure)  <b>Fire HVAC Maintenance Technician</b>  (Two Positions - MFD)</p> <p>PR 7NN (\$45,682 - \$64,466)  FN: Recruitment is at \$64,466  FN: Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.  (3) Positions in the Police Department will receive an additional one-dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24-hour day plowing snow or salting.</p>

Note: Residents receive a rate that is 3% higher.

The purpose of this communication is to recommend changes to the minimum rates of pay for certain trades positions to assist departments with recruitment and retention efforts and address pay inequities for comparable positions across city departments.

For these trade classifications, departments have conducted multiple recruitments that have yielded few qualified candidates. Additionally, departments have had difficulties retaining employees in these classifications due to competitive rates in the labor market and internal pay inequities.

For example, there is a pay inequity between the classification of ‘Electrical Inspector’ in the Department of Neighborhood Services, and the comparable city position of ‘Municipal Services Electrician’ in the Department of Public Works. This internal pay inequity, as well as the higher cost of labor for comparable positions in Southeastern Wisconsin contribute to the recruitment and retention challenges for Electrical Inspector.

<p><b>Title:</b> Electrical Inspector  <b>Pay Range:</b> 2HN (\$55,962 - \$78,342)  <b>FN:</b> Recruitment is at \$64,840 and up to \$78,342  <b>Department:</b> DNS</p> <p><i>The Electrical Inspector conducts electrical systems inspections in commercial, industrial, and residential buildings to ensure compliance with applicable codes.</i></p>	<p><b>Title:</b> Municipal Services Electrician  <b>Pay Range:</b> 7SN (\$83,825)  <b>Departments:</b> MPL, DPW</p> <p><i>The Municipal Services Electrician inspects, installs, services, repairs and maintains electrical equipment for the City’s street lighting, traffic control, water and sewer instrumentation, communication network systems, buildings, and facilities.</i></p>
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The recruitment data below reveals that despite several recent recruitment efforts, there have been few applicants. This is likely a result of the current salary in comparison to the minimum experience requirements, higher rates of pay in both the private sector and neighboring municipalities, as well as the overall increased demand for skilled trade employees.

Electrical Inspector Recruitments (2017 - 2022)	
Recruitments	# of Applicants
September 2017	15
February 2020	3
May 2021	3
October 2021	4
May 2022 (Active)	1

### Contractor Rate Comparisons

Additionally, in preparing these recommendations, DER staff made comparisons between the current rates of pay for relevant City of Milwaukee classifications and the hourly cost for contractors to perform these duties. Departments have needed to hire contractors to perform necessary work because of the ongoing staff vacancies.

City of Milwaukee Classification	Pay Range	Annual Rate		Hourly Rate	
		Min	Max	Min	Max
Fire Protection Engineer III	2JN	\$71,740.50	\$89,015.68	\$34.49	\$42.80
Water Plant Steamfitter	7RN	\$67,653.30	\$84,715.02	\$32.53	\$40.73
Water Plant Steamfitter-HVACR Mechanic	7RN	\$67,653.30	\$84,715.02	\$32.53	\$40.73
Facilities Control Specialist	3SN	\$63,300.90	\$81,471.26	\$30.43	\$39.17
Electrical Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66
Elevator Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66
Boiler Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66
Building Construction Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66
Plumbing Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66
Sprinkler Construction Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66
Facilities Maintenance Coordinator	2HN	\$66,791.66	\$78,342.16	\$32.11	\$37.66
HVAC Maintenance Technician – Senior	7ON	\$48,197.50	\$66,959.62	\$23.17	\$32.19
Fire HVAC Maintenance Technician	7NN	\$45,682.00	\$64,465.96	\$21.96	\$30.99
HVAC Maintenance Technician	7NN	\$45,682.00	\$64,465.96	\$21.96	\$30.99
<b>Average Cost of Labor per hour</b>				<b>\$29.73</b>	<b>\$37.23</b>

In reviewing rates for contractors to perform duties for various departments, DER determined that these costs range from a staggering \$101.25 to \$223.00 per hour with an average rate of \$139.16 per hour. Even when factoring in fringe benefits and indirect costs, these rates are so much higher than the cost of an employee that would perform work in the following areas:

- HVAC
- Building Construction
- Electrical
- Elevator
- Plumbing
- Fire Protection (Sprinklers)
- Boiler

For example, the Milwaukee Public Library had had to spend on average approximately \$250,000 annually for contracted services relevant to the above-mentioned categories.

### Recommendation

As a first step in addressing current recruitment and retention issues, this communication recommends raising the minimum rate of pay for these trades positions. Because these recommendations will create pay compression with

supervisors and managers, this communication also recommends raising the minimum rate of pay for those positions. A more comprehensive job study that will address the cost of labor for trades classifications city-wide will also be forthcoming.

**Action Required - Effective Date Pay Period 16, 2022 (July 24, 2022)**

**\* See addendum included in CCFN: 220504 for Salary and Position Ordinance changes.**

Respectfully Submitted,



Renee Joos  
Interim Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

<b>A</b>	<b>Date</b>	<u>7/21/2022</u>	<b>File Number</b>	<u>220504</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 relative to recruitment rates of pay, recruitment flexibility, or assignment rates for various titles in various departments.</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>	
		<u>_____</u>	

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. Budget will be supplying additional information for HVAC and Trades memo.  
\_\_\_\_\_**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 July 26, 2022

<b>NEW COSTS FOR 2022</b>										
Pos.	Dept	From	PR	To	PR	Annual	Annual	Costs	Rollup	Rollup+ Sal
1	DPW-Administration	Safety Supervisor	1DX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
3	DPW-Administration	Safety Specialist - Senior	2FX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
	DPW-Administration	Safety Specialist (Underfill Title)	2DN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
8	DPW-Operations	Sanitation Inspector	3BN	Add 5% Assignment Pay*	N/A	\$0	\$102	\$345	\$71	\$416
1	Fire & Police Comm	Community Outreach Coord	2HX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
1	Fire & Police Comm	Fire & Police Comm Compliance Auditor	2HX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
2	Fire & Police Comm	Fire & Police Comm Investigator	2HX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
2	Fire & Police Comm	Fire & Police Comm Auditor	2FX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
1	Fire & Police Comm	Research and Policy Analyst	2FX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
2	Fire & Police Comm	Paralegal	5JN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
	Fire & Police Comm	Program Assistant II (Underfill Title)	5FN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
2	Fire & Police Comm	Program Assistant I	5FN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
136	Various	Various Trades Positions	N/A	Add Recruitment Rates & Flexibility	N/A	N/A	N/A	N/A	See Document from Budget	
159								\$345	\$71	\$416

Assume effective date is Pay Period 16, 2022 (July 24, 2022).

\*Assumes an average biweekly pay of \$1,562.50 and that each employee receives the assignment for an average of 104 hours per year.

<b>NEW COSTS FOR FULL YEAR</b>										
Pos.	Dept	From	PR	To	PR	Annual	Annual	Costs	Rollup	Rollup+ Sal
1	DPW-Administration	Safety Supervisor	1DX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
3	DPW-Administration	Safety Specialist - Senior	2FX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
	DPW-Administration	Safety Specialist (Underfill Title)	2DN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
8	DPW-Operations	Sanitation Inspector	3BN	Add 5% Assignment Pay*	N/A	\$0	\$102	\$345	\$71	\$416
1	Fire & Police Comm	Community Outreach Coord	2HX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
1	Fire & Police Comm	Fire & Police Comm Compliance Auditor	2HX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
2	Fire & Police Comm	Fire & Police Comm Investigator	2HX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
2	Fire & Police Comm	Fire & Police Comm Auditor	2FX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
1	Fire & Police Comm	Research and Policy Analyst	2FX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
2	Fire & Police Comm	Paralegal	5JN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
	Fire & Police Comm	Program Assistant II (Underfill Title)	5FN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
2	Fire & Police Comm	Program Assistant I	5FN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
136	Various	Various Trades Positions	N/A	Add Recruitment Rates & Flexibility	N/A	N/A	N/A	N/A	See Document from Budget	
159								\$345	\$71	\$416

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



# City of Milwaukee Fiscal Impact Statement

<b>A</b>	<b>Date</b> <u>7/25/2022</u> <b>File Number</b> <u>220504</u> <input checked="" type="checkbox"/> <b>Original</b> <input type="checkbox"/> <b>Substitute</b>
	<b>Subject</b> <u>HVAC &amp; Trades- Increase Recruitment Rate</u>

<b>B</b>	<b>Submitted By (Name/Title/Dept./Ext.)</b> <u>Bill Christianson - DOA-Budget &amp; Management Division, x 5588</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 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 checked="" type="checkbox"/> <b>Capital Projects Fund</b>	<input type="checkbox"/> <b>Special Purpose Accounts</b>
		<input type="checkbox"/> <b>Debt Service</b>	<input checked="" type="checkbox"/> <b>Grant &amp; Aid Accounts</b>
		<input type="checkbox"/> <b>Other (Specify) _____</b>	

Purpose	Specify Type/Use	Expenditure	Revenue
<b>Salaries/Wages</b>	2022 O&M Salary	\$244,902.00	\$0.00
	2022 Capital/Grant Salary	\$79,955.00	\$0.00
<b>Supplies/Materials</b>	2022 Enterprise Fund Salary	\$23,714.00	\$0.00
		\$0.00	\$0.00
<b>Equipment</b>		\$0.00	\$0.00
		\$0.00	\$0.00
<b>Services</b>		\$0.00	\$0.00
		\$0.00	\$0.00
<b>Other</b>		\$0.00	\$0.00
			\$0.00
<b>TOTALS</b>		<b>\$348,571.00</b>	<b>\$ 0.00</b>

F

Assumptions used in arriving at fiscal estimate.

Wage increases result from incumbent positions currently below the new recruitment rate receiving increases. 2022 wage increase will take effect in Pay Period 16 (July 25)

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

Full year costs:  
 O&M: \$636,109  
 Capital/Grant: \$207,675  
 Enterprise Funds: \$61,594

H

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

I

Additional information.

J

This Note  Was requested by committee chair.