



Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Molly King
Employee Benefits Director

Vacant
Labor Negotiator

Department of Employee Relations

November 20, 2024

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Subject: *Common Council File No. 241131 - Communication from the Department of Employee relations amending the Salary Ordinance to provide a lead worker incentive pay for the position of Water Laboratory Technician.*

Dear Committee Members:

This communication requests to amend the 2024 and 2025 Salary Ordinance to provide a lead worker task rate for the Water Laboratory Technician in DPW – Milwaukee Water Works. An employee assigned to this role would serve as a lead worker of the Water Quality Section.

Due to improved recruitment and an increase in internal promotions, there has been a surge in new Water Laboratory Technicians. The current Water Laboratory Technicians are frequently being delegated to perform lead work assignments. These duties require extensive knowledge of water quality standard operating procedures and the ability to communicate these compliance standards to new hires. At the direction of the Water Quality Operations Manager, a lead worker will serve in a lead capacity for newer hires to the title.

This communication requests adding this task rate to the footnotes for the title of Water Laboratory Technician in Pay Range 3MN that would provide a 5% incentive when assigned lead worker responsibilities.

The following ordinance changes are recommended:

Action Required – Effective Pay Period 26, 2024 (December 8, 2024)

In the Salary Ordinance

In Pay Range 3MN, add footnote (8):

(8) Employees will receive an additional 5% incentive for lead work.

Respectfully submitted,

Harper Donahue, IV
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A **Date** 11/20/2024 **File Number** 241131 **Original** **Substitute**

Subject Communication from the Department of Employee relations amending the Salary Ordinance to provide a lead worker incentive pay for the position of Water Laboratory Technician.

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

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

F**Assumptions used in arriving at fiscal estimate.**

The total cost for 2024 is \$116. The total cost for a full year is \$3,018.
 Please see attached spreadsheet for details. Cost breakdown is in
 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.

J

This Note Was requested by committee chair.

Department of Employee Relations
Fiscal Note Spreadsheet

Finance and Personnel Committee Meeting of November 20, 2024

NEW COSTS FOR 2024

Pos.	Dept	From	PR	To	PR	CURRENT Annual	NEW Annual	EffPP	Costs	Rollup	Rollup+ Sal
1	MWW	Water Laboratory Technician	3MN	Employees will receive an additional 5% incentive for lead work.		\$0	\$2,648	26	\$102	\$14	\$116
1									\$102	\$14	\$116

Assume effective date is Pay Period 26, 2024 (December 8, 2024) unless otherwise indicated.

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

Note: Totals may fluctuate depending on staff attaining and maintaining incentivized certifications.

NEW COSTS FOR FULL YEAR

Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
1	MWW	Water Laboratory Technician	3MN	Employees will receive an additional 5% incentive for lead work.		\$0	\$2,648	1	\$2,648	\$371	\$3,018
1									\$2,648	\$371	\$3,018

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

Note: Totals may fluctuate depending on staff attaining and maintaining incentivized certifications.