

CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS

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

October 25, 2019 **REVISED (2)**

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 191093 – Communication from the Department of Employee Relations amending the Salary Ordinance relative to adding recruitment flexibility for Fire Protection Engineer titles in the Department of Neighborhood Services.

Dear Committee Members:

This communication requests an amendment to the 2019 Salary Ordinance to allow recruitment at any rate in the pay range for the titles of Fire Protection Engineer, Fire Protection Engineer II, and Fire Protection Engineer III. The Department of Neighborhood Services (DNS) has one position with authority at the level of Fire Protection Engineer III with two underfill titles as shown below. The department may recruit to fill the position at any of the titles.

Title	Pay Range	Rates of Pay
Fire Protection Engineer III (One Position)	2JN	(\$62,338 - \$87,270) with footnoted pay steps from \$70,334 - \$87,270.
Fire Protection Engineer II (Underfill Title)	2GN	(\$51,469 - \$72,063) with a recruitment rate of \$58,373.
Fire Protection Engineer (Underfill Title)	2EN	(\$45,306 - \$63,426)

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

This position in DNS reports to the Fire Protection Engineer Supervisor and is responsible for conducting plan reviews of fire alarm and other fire protection systems for new commercial, industrial and residential buildings to ensure compliance with applicable codes. The position also evaluates existing buildings for alternate means of achieving code compliance in a cost effective manner. Minimum requirements for the Fire Protection Engineer III include a Bachelor's Degree in Fire Protection Engineering and four years of related experience. The incumbent of this position should possess a strong working knowledge of the State of Wisconsin Commercial Building Code, the International Fire Code, and the National Fire Protection Association Standards.

DNS has requested recruitment flexibility as the position requires a highly specialized skillset that is possessed by a small pool of individuals within the State of Wisconsin. The recent recruitment for Fire Protection Engineer III yielded four qualified candidates on the eligible list. It is for this reason that DNS has requested recruitment flexibility in order to hire a highly qualified candidate. This communication therefore recommends a footnote for each title that allows recruitment flexibility commensurate with experience and credentials with DER approval. In conjunction with this change we recommend a footnoted pay range rather than pay steps for the Fire Protection Engineer III title.

Action Required – Effective Pay Period 23, 2019 (November 3, 2019)

In the Salary Ordinance

Under Pay Range 2EN

Add footnote designations (15) and (30) to the title of Fire Protection Engineer to read as follows:
Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

Under Pay Range 2GN

Add footnote designations (12) and (24) to the title of Fire Protection Engineer II to read as follows:
Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.
Renumber other footnotes accordingly.

Under Pay Range 2JN

Delete footnote designations (1) and (4) from the title of Fire Protection Engineer III.
Add footnote designations (4) and (8) to the title of Fire Protection Engineer III to read as follows:
(4) Recruitment is at the following rate and may be at any rate in the range based on experience and credentials with the approval of DER.

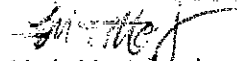
Biweekly	2,705.15
Annual	70,333.90

(8) Recruitment is at the following rate and may be at any rate in the range based on experience and credentials with the approval of DER.

Biweekly	2,786.30
Annual	72,443.80

Renumber other footnotes accordingly.

Respectfully submitted,



Maria Monteagudo
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A Date 10/24/2019 File Number 191093 Original Substitute

Subject Communication from the Department of Employee Relations amending Salary Ordinance to add recruitment flexibility to the Fire Protection Engineer titles in the Department of Neighborhood Services.

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
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 October 30, 2019

NEW COSTS FOR 2019

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	Neighborhood Services	Fire Protection Engineer III	2JN	Fire Protection Engineer III	2JN	N/A	N/A	N/A	N/A Recruitment Flexibility Only	
UF	Neighborhood Services	Fire Protection Engineer II	2GN	Fire Protection Engineer II	2GN	N/A	N/A	N/A	N/A Recruitment Flexibility Only	
UF	Neighborhood Services	Fire Protection Engineer	2EN	Fire Protection Engineer	2EN	N/A	N/A	N/A	N/A Recruitment Flexibility Only	
1								\$0		\$0

Assume effective date is Pay Period 24, 2019 (November 17, 2019).

Note: Any costs will depend on individual candidates and their experience and credentials.

NEW COSTS FOR FULL YEAR

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	Neighborhood Services	Fire Protection Engineer III	2JN	Fire Protection Engineer III	2JN	N/A	N/A	N/A	N/A Recruitment Flexibility Only	
UF	Neighborhood Services	Fire Protection Engineer II	2GN	Fire Protection Engineer II	2GN	N/A	N/A	N/A	N/A Recruitment Flexibility Only	
UF	Neighborhood Services	Fire Protection Engineer	2EN	Fire Protection Engineer	2EN	N/A	N/A	N/A	N/A Recruitment Flexibility Only	
1								\$0		\$0