



## Department of Employee Relations

**Tom Barrett**  
Mayor

**Makda Fessahaye**  
Director

**Renee Joos**  
Employee Benefits  
Director

**Nicole M. Fleck**  
Labor Negotiator

December 3, 2021

To The Honorable  
The Committee on Finance and Personnel  
Common Council  
City of Milwaukee

Dear Committee Members:

Re: Common Council File Number 211229

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### SUMMARY

This report recommends amending Part I of the Salary Ordinance to implement the following changes.

- Add the letter “N” or “X” to pay ranges in Section 4, where needed, for consistency in indicating whether position titles listed in the pay ranges are exempt under the Fair Labor Standards Act (FLSA).
- Administrative changes to delete obsolete titles or footnotes and reword some footnotes for consistency.
- Standardize language for titles with recruitment flexibility approved by Employee Relations to allow flexibility at any point in the pay range.

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### ADDITION OF “N” or “X” TO PAY RANGES TO REFLECT FLSA STATUS

Effective Pay Period 2, 2022 (January 9, 2022), add the letter “N” for “Nonexempt” or “X” for “Exempt” to the pay ranges in Section 4, where needed, to indicate whether position titles in the pay range are exempt under the Fair Labor Standards Act (FLSA). Some pay ranges in Section 4 already have the letter “N” or “X” but many do not. The key difference is that positions that are exempt under the FLSA are not eligible for overtime pay. The determinations for these positions have already been made but adding the letter “N” or “X” to the pay range will quickly indicate the status of these positions and make these pay ranges consistent with other pay ranges in the Salary Ordinance.

In the 2022 Salary Ordinance, under Section 4: Protective Services, add the letter “N” to the following pay ranges.

- “4A-Pay Ranges 850 & 850P”
- “4B-Pay Range 801”
- “4C-Pay Range 804”
- “4D-Pay Ranges 853 and 853P”
- “4E-Pay Ranges 856 and 856P”
- “4F-Pay Range 808”
- “4G-Pay Range 831”
- “4G-Pay Range 831D”
- “4H-Pay Range 812”
- “4I-Pay Range 835”
- “4J-Pay Range 857”
- “4L-Pay Range 836”
- “4P-Pay Range 842”

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Add the letter "X" to the following pay range.  
"4N-Pay Range 839"

**ADMINISTRATIVE CHANGES TO UPDATE AND PROVIDE CONSISTENCY**

Effective Pay Period 2, 2022 (January 9, 2022), delete obsolete titles and footnotes; and reword some footnotes for consistency. Categories of changes include:

- Standardize language for titles with recruitment flexibility approved by Employee Relations to allow flexibility at any point in the pay range.
- Create standardized language for similarly worded footnotes
- Combine footnotes with duplicate rates
- Correct language and pay rate typographical errors
- Provide consistent structure for rate charts
- Remove reference to Career Ladders and any related pay progression language
- Delete Pay Ranges which have no titles

Please see attached Salary Ordinance Changes.

Sincerely,



Makda Fessahaye  
Employee Relations Director

Attachments:   Salary Ordinance Changes  
                      Fiscal Note