



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Makda Fessahaye**  
Director

**Renee Joos**  
Director  
Employee Benefits

**Nicole Fleck**  
Labor Negotiator

January 28, 2022

The Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No. 211569 - "Communication from the Department of Employee Relations amending the Salary Ordinance to increase the percentage increase for Water Repair Workers assigned to operate the Hydro-Vac equipment in the Department of Public Works – Water Works.*

Dear Committee Members:

The Milwaukee Water Works (MWW) has requested an increase in the percentage paid to Water Repair Workers when they operate hydro-vac equipment. The basic function of a Water Repair Worker in Pay Range 8LN (\$46,234 - \$52,548) Wage Rate and (\$47,621 - \$54,124) Resident Wage Incentive, is to work as part of a repair crew; conduct routine maintenance and repairs as well as emergency repairs of the water distribution system; drive and operate a tri-axle dump truck to haul construction materials; operate a drill rig to locate leaks; operate a hydro-vac to safely excavate water main facilities; operate a crew van with all the tools, equipment, and supplies needed to conduct repairs; repair water mains, hydrants, and valves; and act as crew leader in the absence of the Water Chief Repair Worker, when assigned.

The MWW currently has three hydro-vac trucks that were put into service in 2018. Originally, many different employees were assigned to operate the hydro-vac, but the department found that this was inefficient. Operation of the hydro-vac requires specialized training and skills plus regular assignments so that an employee can maintain the expertise and knowledge needed to operate the equipment correctly and safely. When employees were assigned inconsistently, it was more common for equipment failure and a need for maintenance and repair. Additional maintenance was expensive and meant the hydro-vac truck was not available for use.

To solve this problem, the department now consistently assigns operation of the hydro-vac to a specific pool of employees who have received training and certification from the manufacturer. This includes 12 classroom hours and three months of on-the-job training. As a result, equipment failure has become less common and there is less need for maintenance and repairs.

The department relies heavily on this pool of employees to operate the hydro-vac, which can quickly and safely excavate water main facilities for daily maintenance activities and in emergency conditions. The use of these trucks result in more compact excavations and helps to lessen the chance of damage to nearby utilities. These employees currently receive a 2% increase when assigned to operate the hydro-vac. The department has requested the percentage be increased to 10% to give greater recognition for the additional training and skill required to do the assignment, plus the independence in which they perform their work.

A 10% increase to the current pay rates would be a range of (\$50,857 - \$57,803) Wage Rate and (\$52,383 - \$59,537) Resident Wage Incentive. These rates are more comparable to the rates of Special Equipment Operator I in Pay Range 8NN (\$57,788) Wage Rate and (\$59,522) Resident Wage Incentive, but are still below the rates for a Water Chief Repair Worker in Pay Range 8PN (\$53,583 - \$61,590) Wage Rate and

(\$55,191 - \$63,438) Resident Wage Incentive. The requested higher percentage of 10% for Water Repair Workers who are assigned to operate the hydro-vac seems reasonable and we recommend the footnotes be changed to provide a 10% increase.

**Action Required – Effective Pay Period 5, 2021 (March 21, 2021)**

In the Salary Ordinance

Under Pay Range 8LN:

- Remove footnotes (2) and (5) and replace as follows:
  - (2) An employee assigned to operate a Hydro-Vac to be paid an additional 10% biweekly.
  - (5) An employee assigned to operate a Hydro-Vac to be paid an additional 10% biweekly.

Respectfully submitted,



Makda Fessahaye  
Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

<b>A</b>	<b>Date</b>	<u>1/28/2022</u>	<b>File Number</b>	<u>211569</u>	<input checked="" type="checkbox"/> <b>Original</b>	<input type="checkbox"/> <b>Substitute</b>
	<b>Subject</b>	Communication from the Department of Employee Relations amending the Salary Ordinance to increase the percentage increase for Water Repair Workers assigned to operate the Hydro-Vac equipment in the Department of Public Works - Water Works.				

<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> _____	

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. \_\_\_\_\_

**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 February 2, 2022

<b>NEW COSTS FOR 2021</b>										
No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Water Works	Water Repair Worker-2% FN	8LN	Water Repair Worker-10% FN	8LN	\$49,059	\$52,907	\$3,256	\$568	\$3,824
1	DPW-Water Works	Water Repair Worker-2% FN	8LN	Water Repair Worker-10% FN	8LN	\$47,621	\$51,356	\$3,161	\$552	\$3,712
1	DPW-Water Works	Water Repair Worker-2% FN	8LN	Water Repair Worker-10% FN	8LN	\$46,696	\$50,358	\$3,099	\$541	\$3,640
3								\$9,515	\$1,660	\$11,176

Assume effective date is Pay Period 5, 2021 (March 21, 2021)

<b>NEW COSTS FOR 2022</b>										
No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Water Works	Water Repair Worker-2% FN	8LN	Water Repair Worker-10% FN	8LN	\$49,059	\$52,907	\$148	\$26	\$174
1	DPW-Water Works	Water Repair Worker-2% FN	8LN	Water Repair Worker-10% FN	8LN	\$47,621	\$51,356	\$144	\$25	\$169
1	DPW-Water Works	Water Repair Worker-2% FN	8LN	Water Repair Worker-10% FN	8LN	\$46,696	\$50,358	\$141	\$25	\$165
1	DPW-Water Works	Water Repair Worker-2% FN	8LN	Water Repair Worker-10% FN	8LN	\$50,040	\$53,965	\$3,774	\$659	\$4,432
1	DPW-Water Works	Water Repair Worker-2% FN	8LN	Water Repair Worker-10% FN	8LN	\$48,573	\$52,383	\$3,663	\$639	\$4,302
1	DPW-Water Works	Water Repair Worker-2% FN	8LN	Water Repair Worker-10% FN	8LN	\$47,630	\$51,366	\$3,592	\$627	\$4,219
6								\$11,462	\$2,000	\$13,462

This chart reflects the percentage increase for Pay Period 1, 2022 (December 26, 2022) and then for Pay Periods 2 through 26, 2022 separately.  
Assume Pay Periods 2 through 26, 2022 reflect the 2% Across the Board Increase effective Pay Period 2, 2022 and that three employees operate a hydro-vac on a daily basis.

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