



Department of Employee Relations

Tom Barrett  
Mayor

Maria Monteagudo  
Director

Renee Joos  
Employee Benefits Director

Nicole Fleck  
Labor Negotiator

January 5, 2018

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

RE: Common Council File Number 171399

Dear Committee Members

The following classification and pay recommendation was submitted for the City Service Commission meeting on December 12, 2017.

Department of Public Works-Water Works

Requested	Recommendation
Water Plant Steamfitter/HVAC Specialist PR 7JN (\$47,588 - \$57,877) 3 positions FN: Recruitment at any rate based upon experience and credentials with DER approval.	Water Works Steamfitter PR 7RN (\$66,327 - \$83,054) 3 Positions FN: Recruitment at any rate based upon experience and credentials with DER approval.

Sincerely,

Maria Monteagudo  
Employee Relations Director

Attachments: Job Evaluation Reports  
Fiscal Note

C: Ghassan Korban, Jennifer Gonda, Mark Scheller, Dan Welk, Jeffrey Pavelchik, JoVaughn McFarland, Dan Thomas, Shannon Goodwin, Dawn Crowbridge, Grace Gates, Ken Wischer, Nicole Fleck, Dennis Yaccarino, William Christianson



**JOB EVALUATION REPORT**

City Service Commission Meeting: December 12, 2017

**Department of Public Works-Water Works**

Requested	Recommendation
Water Plant Steamfitter/HVAC Specialist PR 7JN (\$47,588 - \$57,877) 3 positions FN: Recruitment at any rate based upon experience and credentials with DER approval.	Water Works Steamfitter PR 7RN (\$66,327 - \$83,054) 3 Positions FN: Recruitment at any rate based upon experience and credentials with DER approval.

**Background**

At the present time, the Milwaukee Water Works a job classification of Water Plant Steamfitter/HVAC Specialist that combines the duties and responsibilities of a steamfitter and HVAC mechanic. The department has requested that this job be divided into two separate jobs to increase the efficiency of its operations. There are currently three positions of Steamfitter/HVAC Specialist, two of which are filled. When implemented, there will be three Water Works Steamfitters and two HVAC mechanics, as reflected in the department's 2017 budget and Positions Ordinance. This report addresses the job of Water Works Steamfitter only; wage levels for HVC Mechanics will be addressed at a later date.

The job of Water Plant Steamfitter/HVAC Specialist is compensated in Pay Range 7JN (\$47,588 to \$57,877). Although other City departments employ HVAC mechanics, the Water department employs the only employees performing plumbing and steamfitter duties in City government. In studying this request, the department submitted a revised job description, job announcements and advertisements, and pay data from a number of sources. Discussions were then held with Daniel Welk, Water Plants Maintenance Manager and other management representatives.

**Duties, Responsibilities, and Requirements**

The Steamfitter will work under the direction of the Water Plants Maintenance Manager and Maintenance Supervisor installing and repairing water mains, piping systems and valves, gauges, controls, and regulators in water treatment plants, pumping stations, and booster stations. Welding, soldering, pipe sweating, and compression assembly will be required. Piping systems in the Water department convey air, gas, water, steam, chemicals, refrigerants, and other fluids and gases. Some are cryogenic (extremely low temperature). The employee who performs this job will also evaluate piping systems for functionality, safety, and improvements.

This position will also include planning and carrying out projects from start to finish, which will require researching materials and parts; planning job staging; securing equipment, tools, and materials; directing other employees; and coordinating work with others within Water Works. The Steamfitter will also inspect cross connections and test backflow preventions system, documenting results. Administrative duties will include the documentation of work performed. Minimum requirements include a Journey level certification in steamfitting, pipefitting or plumbing and four years of related work experience. These requirements have not been assessed for purposes of staffing.

DPW has experienced difficulty in recruiting for the Water Plant Steamfitter/HVAC Specialist and has not hired employees into the title in the last few years and has relied upon contractors instead. This report takes into consideration the cost of labor in making a recommendation on rates of pay as summarized below.

The following tables provide wage information for steamfitters and plumbers, and pipefitters in the Milwaukee metropolitan area.



**Wages for Steamfitters, Plumbers, and Pipefitters  
Milwaukee-Waukesha-West Allis Metro Area**

	10 <sup>th</sup> Percentile	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	90 <sup>th</sup> Percentile
Plumbers, Pipefitters, and Steamfitters	45,349	56,528	76,796	91,545	101,092

Source: BLS. Published in April of 2016; aged by 2% to approximate 2017 rates

**Wages for Steamfitters and Plumbers  
Public Sector Organizations**

Plumber	State of Wisconsin	\$60,248 - 2016 Average Rate of Pay
Plumber	Milwaukee County	\$79,069
Steamfitter	State of Wisconsin	\$86,112 - 2016 Average rate of Pay
Steamfitter	Milwaukee Public Schools	\$98,981

As may be seen, according to the BLS, the median rate of pay for plumbers/steamfitters/pipefitters in the Milwaukee metro area is approximately \$76,796 annually. Wages paid by other public employers are higher--\$86,112 in 2016 for the State of Wisconsin and \$98,981 by Milwaukee Public Schools.

The Water Works, as well as other organizations have reported difficulty recruiting steamfitters due to a number of factors, one of which is the construction boom currently taking place in the city and surrounding areas and the relative scarcity of plumbers and steamfitters. Milwaukee Public Schools has reported that, despite a pay rate of \$98,981 annually, the staff experiences difficulty recruiting steamfitters. Although not reflected in the above table, the BLS also reports that of all skilled trades' occupations--electricians, carpenters, masons, truck and diesel mechanics, painters, and others--the group of plumbers/pipefitters/steamfitters are paid the very highest rates. In order to meet these recruitment and retention challenges for this group, it will therefore be necessary to create a new range more reflective of the local labor market.

To create a new pay range (meaning minimum and maximum rates of pay), this report takes into consideration the median rate reported, which was \$76,796 annually. This number approximates the average rate of pay for plumbers/pipefitters/steamfitters in the Milwaukee metro area. A range constructed around that point with a proposed minimum of rate of \$66,327 and a maximum of \$83,054 is recommended to adequately recruit qualified steamfitters. This recommended pay range represents rates of pay that are neither the lowest nor the highest, falling roughly between the 40<sup>th</sup> and 60<sup>th</sup> percentile of wages for plumbers/pipefitters/steamfitters reported by the BLS.

**Recommendations**

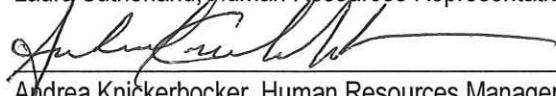
This report therefore recommends the creation of the title of Water Works Steamfitter with new rates of pay, taking into consideration that the market rates of pay for steamfitters are the highest among all construction and skilled trades' occupations. The recommended pay structure is shown below.

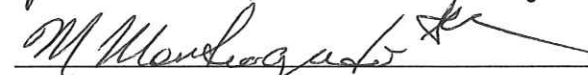
**Recommended Title and Pay Range 7RN  
For Water Works Steamfitter**

	Minimum	Maximum
Hourly	31.89	39.93
Biweekly	2,551.03	3,194.38
Annual	66,326.78	83,053.88

It is further recommended that in order to provide the Water Works with the best opportunity to attract and retain qualified steamfitters that recruitment be allowed at any rate in the pay range based upon experience and credentials with DER approval.

Prepared By:   
Laura Sutherland, Human Resources Representative

Approved By:   
Andrea Knickerbocker, Human Resources Manager

Approved By:   
Maria Monteagudo, Employee Relations Director

**Action Required – Effective Pay Period 1, 2018 (December 31, 2017)**

In the Salary Ordinance

Create a new Pay Range 7RN and create the title “Water Works Steamfitter with footnote (1) as follows:

Pay Range 7RN  
Official Rate Biweekly

Hourly	31.89	39.93
Biweekly	2,551.03	3,194.38
Annual	66,326.78	83,053.88

WATER WORKS STEAMFITTER (1)

(1) Recruitment at any rate in the pay range based upon experience and credentials with the approval of the DER.

In the Positions Ordinance

Under Department of Public Works-Water Works, Plants-South Organization, Howard and South Water Production

Eliminate one position of Steamfitter and replace with one position of Water Works Steamfitter

Under Department of Public Works-Water Works, Plants-North Organization, Linwood and North Production

Eliminate two positions of Steamfitter and replace with two positions of Water Works Steamfitter



# City of Milwaukee Fiscal Impact Statement

## A

**Date** 1/5/17 **File Number** 171399  
**Subject** Classification and pay recommendations submitted to the City Service Commission for December 12, 2017 meeting.

## B

**Submitted By (Name/Title/Dept./Ext.)** Sarah Trotter, Human Resources Representative  
Dept. of 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

- This Note**  Was requested by committee chair.

## E

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify) \_\_\_\_\_
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

**F**

Assumptions used in arriving at fiscal estimate.

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**G**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages		See attached spreadsheet.	
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**H**

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

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**I**

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

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**J**

Additional information.

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**Department of Employee Relations  
Fiscal Note Spreadsheet**

Finance and Personnel Committee Meeting of January 10, 2018  
City Service Commission Meeting of December 12, 2017

**NEW COSTS FOR 2018**

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Water Works	Water Plant Steamfitter/HVAC Spec	7JN	Water Works Steamfitter	7RN	\$47,588	\$66,327	\$18,739	\$3,832	\$22,571
1	DPW-Water Works	Water Plant Steamfitter/HVAC Spec	7JN	Water Works Steamfitter	7RN	\$49,511	\$66,327	\$16,816	\$3,439	\$20,255
1	DPW-Water Works	Water Plant Steamfitter/HVAC Spec	7JN	Water Works Steamfitter	7RN	\$59,365	\$66,327	\$6,962	\$1,424	\$8,386
3								\$42,517	\$8,695	\$51,212

Assume effective date is Pay Period 1, 2018 (December 31, 2017).

**COSTS FOR FULL YEAR**

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Water Works	Water Plant Steamfitter/HVAC Spec	7JN	Water Works Steamfitter	7RN	\$47,588	\$66,327	\$18,739	\$3,832	\$22,571
1	DPW-Water Works	Water Plant Steamfitter/HVAC Spec	7JN	Water Works Steamfitter	7RN	\$49,511	\$66,327	\$16,816	\$3,439	\$20,255
1	DPW-Water Works	Water Plant Steamfitter/HVAC Spec	7JN	Water Works Steamfitter	7RN	\$59,365	\$66,327	\$6,962	\$1,424	\$8,386
3								\$42,517	\$8,695	\$51,212

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