



Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Molly King
Employee Benefits Director

Veronica Rudychev
Labor Negotiator

Department of Employee Relations

October 23, 2024

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Subject: *Common Council File No. 241006 - Communication from the Department of Employee relations amending the Salary Ordinance to reflect equivalent additional pay for the position of 911 Dispatcher performing 'lead' work assignments in the Department of Emergency Communication.*

Dear Committee Members:

This communication recommends a change to compensate a 911 Dispatcher given a 'Lead' assignment and a 911 Dispatcher given a 'Fire Dispatcher-Senior' assignment at a consistent 7% increase in pay.

911 Dispatchers performing the two different lead assignments in the Department of Emergency Communication perform comparable level work. The 'Lead' assignment was previously associated with lead work in the Police Department and has been compensated at an additional 7%. The 'Fire Dispatcher-Senior' assignment was previously associated with intermittent lead work in the Fire Department and has been compensated an additional 5%.

This recommended change will make consistent the additional pay for performing either higher level 'lead' assignment in the Department of Emergency Communication.

The following ordinance changes are recommended:

Action Required – Effective Pay Period 24, 2024 (November 10, 2024)

In the Salary Ordinance

In Pay Range 5LN, eliminate footnote (4) in its entirety and replace with the following language:

(4) Appointment may be at any rate in the following pay range with the approval of DER.

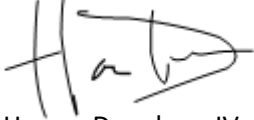
Biweekly	2,565.99	3,155.82
Annual	66,715.74	82,051.32

A 911 Dispatcher assigned to intermittent on-the-job peer training to be paid an additional 5% or at the minimum of the following range, whichever is greater.

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department or assigned to perform Fire Dispatcher-Senior duties in the Fire Department is to be paid an additional 7% or at least the minimum of the following range, whichever is greater. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,742.57	3,376.74
Annual	71,384.82	87,795.24

Respectfully submitted,



Harper Donahue, IV
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A **Date** 10/30/2024 **File Number** 241006 **Original** **Substitute**

Subject Communication from the Department of Employee relations amending the Salary Ordinance to reflect equivalent additional pay for the position of 911 Dispatcher performing 'lead' work assignments in the Department of Emergency Communication.

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	\$ 0.00

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

The total cost for 2024 is \$802. The total cost for a full year is \$6,950.
 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 meeting: October 30, 2024

NEW COSTS FOR 2024

Pos.	Dept	Title	PR	CURRENT	NEW	EffPP	Costs	Rollup	Rollup+ Sal
				Annual	Annual				
1	DEC	911 Dispatcher	5LN	\$70,052	\$71,386	24	\$154	\$31	\$185
1	DEC	911 Dispatcher	5LN	\$82,255	\$83,821	24	\$181	\$37	\$218
1	DEC	911 Dispatcher	5LN	\$71,453	\$72,814	24	\$157	\$32	\$189
1	DEC	911 Dispatcher	5LN	\$79,158	\$80,666	24	\$174	\$36	\$210
4							\$666	\$136	\$802

Assume Effective Pay Period 24, 2024 (November 10, 2024) unless otherwise indicated.

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

NEW COSTS FOR FULL YEAR

Pos.	Dept	To	PR	CURRENT	NEW	EffPP	Costs	Rollup	Rollup+ Sal
				Annual	Annual				
1	DEC	911 Dispatcher	5LN	\$70,052	\$71,386	1	\$1,334	\$273	\$1,607
1	DEC	911 Dispatcher	5LN	\$82,255	\$83,821	1	\$1,567	\$320	\$1,887
1	DEC	911 Dispatcher	5LN	\$71,453	\$72,814	1	\$1,361	\$278	\$1,639
1	DEC	911 Dispatcher	5LN	\$79,158	\$80,666	1	\$1,508	\$308	\$1,816
4							\$5,770	\$1,180	\$6,950

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