



Department of Employee Relations

February 19, 2016

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

Dear Committee Members;

Re: Common Council File Number **151604**

This communication recommends changes relative to overtime provisions for eligible civilian employees in the MPD Technical Communications Division. Specifically, this report recommends that certain hours worked by eligible MPD Technical Communications Division civilian employees in response to unexpected/unanticipated staffing shortages be considered overtime in accordance with applicable provisions of the salary ordinance. These changes are similar to those recently approved by the Common Council for certain DPW and Water Works employees for work performed in response to an emergency call out.

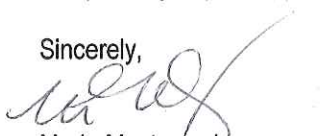
Two other Common Council Files have been introduced related to civilian employees in the MPD Technical Communications Division. Common Council File number 151590 recommends changes to the Code of Ordinance relating to overtime compensation for emergency communication employees. Common Council File Number 150043 includes recommendations on the classification and rates of pay for these civilian positions in the Technical Communications Division. The new classification and pay structure are designed to help the MPD and the Fire and Police Commission address recruitment and retaining challenges within these critical emergency communication positions given the number of vacancies they have maintained over the last year. The recommended changes to the overtime provision will recognize the difficult working conditions created by requiring employees to work additional or extended shifts due to unexpected/unanticipated staffing shortages as the MPD manages the high vacancy rate.

In order to implement this change to overtime provisions, the following Salary Ordinance amendments will be needed:

K. Certain hours worked by MPD Technical Communications Division eligible civilian employees will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, the work must be performed in response to a department directive to work an additional or extended shift due to an unexpected/unanticipated staffing shortage. This provision does not apply to hours worked as an extension of the normal work shift or hours scheduled in advance by Technical Communication Division management.

I respectfully request approval of the recommended changes.

Sincerely,



Maria Monteagudo
Employee Relations Director

C: Mark Nicolini, Budget and Management Division
Deborah Ford, Labor Negotiator



Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator