



Department of Employee Relations

Tom Barrett
Mayor

Makda Fessahaye
Director

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Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

December 3, 2021 (Revised December 7, 2021)

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

Dear Committee Members:

Re: Common Council File Number 211229

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.

This report also recommends correcting the Positions Ordinance to implement the following changes.

- Updating the position authority to reflect the reclassified title from a prior report.

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

Effective Pay Period 1, 2022 (December 26, 2021), 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 2021 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”

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“4L-Pay Range 836”

Add the letter “X” to the following pay range.

“4N-Pay Range 839”

“4P-Pay Range 842”

ADMINISTRATIVE CHANGES TO UPDATE AND PROVIDE CONSISTENCY

Effective Pay Period 1, 2022 (December 26, 2021), 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

POSITION ORDINANCE CORRECTIONS

Effective Pay Period 12, 2021 (May 30, 2021), make the following changes to reflect the correct position authority within the Milwaukee Public Library following a report sent and approved at the October 27, 2021 Finance and Personnel meeting:

Under Library, Central Library Decision Unit, Education & Outreach Services Section:

- Delete three positions of ‘Library Education Outreach Specialist (X)’
- Add three positions of ‘Library Education Outreach Coordinator (X)’.

Sincerely,



Makda Fessahaye
Employee Relations Director

Attachments: Salary Ordinance Changes
 Fiscal Note