



CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS

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

From: Maria Monteagudo
Employee Relations Director
Department of Employee Relations
City of Milwaukee

Date: October 23, 2018

Re: Common Council File No. 181063

Dear Committee Members:

This report looks at the rates of pay for the Milwaukee Water Works' head position of "Water Works Superintendent". The position has recently become vacant and ensuring the rates of pay meet market value is important in being able to recruit the most qualified individual to lead a very important and complex area of City government.

Milwaukee Water Works supplies 861,882 people within the City of Milwaukee, as well as in 15 other communities, with safe and abundant drinking water. The department is a national leader in providing quality drinking water through a Lake Michigan water purification process, averaging 94.3 million gallons of daily pumpage, and employing 320 workers across plants, distribution, business, engineering, and water quality units.

The Water Works Superintendent is responsible for overseeing all facets of Milwaukee Water Works including financials, maintenance and repairs, operations, development, public relations, and administration. This position directs treatment and distribution, ensures water quality meets Safe Drinking Water Act standards, presents recommendations for operating and capital budgets, manages communications practices, represents Milwaukee Water Works at events, acts as spokesperson to the media, and more. Minimum requirements include a bachelor's degree in environmental science, chemistry, water resource management, engineering, business administration, public administration, or a related field and five years of senior-level management experience with a large public works organization, utility, or similar entity. A valid driver's license is also required at the time of appointment and throughout employment.

In determining rates of pay for this position, staff looked at rates from the American Water Works Association (AWWA) Compensation Survey, which measured 559 utilities and over 22,500 employees, making it the largest and most complete compilation of salary data in the industry. The data below shows average minimum, middle, and maximum salary ranges for board operated and city/county government entities.

AWWA Top Executive Ranges by Ownership Type

Ownership/Mgmt. Type	Min	Mid	Max
Board Operated	\$163,356	\$203,277	\$245,223
City/County	\$130,566	\$158,026	\$188,386

According to the United States Census Bureau, Milwaukee County was estimated to have a population of about 952,085 last year. The data below shows average minimum, middle, and maximum salary ranges for a population of between 500,000 and 100,000.

AWWA Top Executive Ranges by Population Amount

Population	Min	Mid	Max
500,000 – 100,000	\$138,350	\$175,432	\$212,509

Comparisons were also made to other City positions including the following:

Title	Department	Pay Range	Minimum	Maximum
Administrative Services Director	DPW-Admin.	1MX	\$97,420	\$136,395
Infrastructure Administration Manager	DPW-Infra.	1MX	\$97,420	\$136,395
Deputy Commissioner – City Development	DCD	1NX	\$103,841	\$145,382
City Engineer	DPW-Infra.	1OX	\$110,689	\$154,961*
Commissioner – Building Inspection	DNS	1OX	\$110,689	\$154,961*
Commissioner – City Development	DCD	1OX	\$110,689	\$154,961*
Operations Division Director	DPW-Ops.	1OX	\$110,689	\$154,961*

*Capped at Mayor’s salary of \$147,336

Upon looking at market data and comparisons to other City positions, it has been determined that the position of Water Works Superintendent should fall within Pay Range 1OX. While market value places rates of pay for this position much higher, it is most comparable-in terms of scope and impact-to other positions in Pay Range 1OX. The level of responsibility and authority needed to run a water utility and report to the Public Service Commission warrant this as an appropriate pay range.

We therefore recommend the position of Water Works Superintendent be reallocated from Pay Range 1MX (\$97,420 - \$136,395) to Pay Range 1OX (\$110,689 - \$154,961). Due to the pay range still being well below market for this position, we further recommend a footnote be designated to this title to allow recruitment at any point in the range with approval from DER and the Finance & Personnel Chair. The rate of pay for this position will be capped at the Mayor’s salary which is currently \$147,336.

Action Required – Effective Pay Period 23, 2018 (November 4, 2018)

In the Salary Ordinance

Under Pay Range 1MX:

Delete the title of “Water Works Superintendent”.

Under Pay Range 1OX:

Add the title of “Water Works Superintendent (1)” and create the following footnote (1):

- (1) Recruitment at may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Respectfully submitted,



Maria Monteagudo
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A

Date 10/25/18 **File Number** 181063
Subject Recommendation submitted to the Finance and Personnel Committee for October 31, 2018 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**
- | | |
|--|---|
| <input checked="" type="checkbox"/> Department Account | <input type="checkbox"/> Contingent Fund |
| <input type="checkbox"/> Capital Projects Fund | <input type="checkbox"/> Special Purpose Accounts |
| <input type="checkbox"/> Debt Service | <input type="checkbox"/> Grant & Aid Accounts |
| <input type="checkbox"/> Other (Specify) _____ | |

F

Assumptions used in arriving at fiscal estimate.

G

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

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

I

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

J

Additional information.

**Department of Employee Relations
Fiscal Note Spreadsheet**

Finance and Personnel Committee Meeting of October 31, 2018

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 Works Superintendent	1MX	Water Works Superintendent	1OX	\$97,420	\$110,689	\$2,041	\$347	\$2,388
1								\$2,041	\$347	\$2,388

Assume effective date is Pay Period 23, 2018 (November 4, 2018).

NEW 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 Works Superintendent	1MX	Water Works Superintendent	1OX	\$97,240	\$110,689	\$13,449	\$2,286	\$15,735
1								\$13,449	\$2,286	\$15,735

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