



**Department of Public Works
Operations Division- Sanitation Services**

Jerrel Kruschke, P.E.
Commissioner of Public Works

Danielle A. Rodriguez, M.B.A.
Director of Operations

Rick Meyers
Sanitation Services Manager

January 29, 2025

City Service Commission
Department of Employee Relations
City Hall, Room 706

RE: Request to Extend Temporary Appointment – David Espinoza

Dear City Service Commissioners:

DPW Operations Division respectfully requests a six-month temporary appointment to the position of Equipment and Tool Mechanic 2 for Mr. David Espinoza. The original temporary appointment began on November 13, 2023 and ended on August 17, 2024. The temporary appointment was extended from August 18, 2024 thru February 15, 2025. In anticipation of its expiration, I respectfully request that the temporary appointment be extended from February 16, 2025 thru August 15, 2025. This is the third extension.

Mr. Espinoza is currently a Yard Attendant in Sanitation. He was selected for the Temporary Appointment in the Equipment and Tool Mechanic 2 position through an internal interview process. The current incumbent for this position is serving in a temporary appointment as a Sanitation Supervisor overseeing the Drop Off center. We are currently waiting to conduct a structured interview panel for the Drop Off Supervisor position and will not have that completed prior to this current appointment ending. Sanitation Services utilizes the Equipment and Tool Mechanic position to as the lead worker for Sanitation yard support staff to maintain and operate yard facilities such as brine production equipment and storage tanks, facilities and equipment. Also, to maintain and repair Sanitation-owned stock including but not limited to refuse containers, litter receptacles, salt conveyors, calcium chloride delivery systems, brine manufacturing systems, cart and equipment inventories. This position plays a critically important role both during all seasonal operations.

Thank you for your consideration. If you have any questions or concerns, please contact Rick Meyers, Sanitation Services Manager (x2332 rmeyers@milwaukee.gov) or Makisha Porter, Operations Human Resources Administrator (x3255 or mmporte@milwaukee.gov).

Sincerely,

Danielle Rodriguez, M.B.A.
Director of Operations

DAR:mmmp
cc: Dan Thomas, Rick Meyers, Alan Kerr



Department of Employee Relations
200 E. Wells Street, Room 706
Milwaukee, WI 53202-3554



R. 07.08.19

NOTICE OF TEMPORARY APPOINTMENT

Rule IX, Section 2 of the Civil Service Rules allows a department to appoint a person to a position on a temporary basis. A temporary appointment may be appropriate when services are for a limited period, or during the leave of absence of an employee who plans to return to the service of the city. Therefore a temporary appointment is limited to a period of 90 days, unless an extension is authorized by the City Service Commission.

When making an employment offer for a temporary appointment, the appointing officer must submit this completed form to DER no later than the close of the pay period in which the temporary appointment has been made. All temporary appointees must meet the minimum requirements established for the position to which the individual is appointed.

SEND COMPLETED FORM AND SUPPORTING DOCUMENTATION TO DER, CITY HALL, ROOM 706 OR DERCERTIFICATION@MILWAUKEE.GOV

TEMPORARY APPOINTMENT / APPOINTEE DETAILS			
DEPARTMENT/DIVISION DPW-Operations	LAST NAME Espinoza	FIRST NAME David	INITIAL
AUTHORIZED POSITION TITLE Equipment & Tool Mechanic 2	PAY RANGE 7CN	F&P COMMITTEE APPROVAL DATE N/A	REQUISITION # N/A
UNDERFILL TITLE (IF APPLICABLE)	PAY RANGE	WAS THE INDIVIDUAL HIRED FROM AN ELIGIBLE LIST? ☐ Yes ☒ No If yes, Referral #	
REASON FOR TEMPORARY APPOINTMENT ☐ During Leave of Absence of an employee who is expected to return ☒ To perform services of a temporary nature and for a limited period	EFFECTIVE DATE 2/16/2025	ANTICIPATED EXPIRATION DATE 8/15/2025	T.A. RATE OF PAY \$2,239.04
ATTACH A COPY OF THE CURRENT JOB DESCRIPTION & A RESUME IN ADDITION TO COMPLETING THE INFORMATION BELOW			
PROVIDE AN EXPLANATION OF WHY THE TEMPORARY APPOINTMENT IS NEEDED: Sanitation Services utilizes the Equipment and Tool Mechanic position to as the lead worker for Sanitation yard support staff to maintain and operate yard facilities such as brine production equipment and storage tanks, facilities and equipment. Also, to maintain and repair Sanitation-owned stock including but not limited to refuse containers, litter receptacles, salt conveyors, calcium chloride delivery			
EXPLAIN HOW THE INDIVIDUAL WAS SELECTED FOR THE APPOINTMENT, INCLUDING THE SELECTION PROCESS USED AND IF NOT FROM AN ELIGIBLE LIST, HOW THE INDIVIDUAL WAS IDENTIFIED AS A POTENTIAL TEMPORARY APPOINTEE: Mr. Espinoza is currently a Yard Attendant in Sanitation. He was selected for the Temporary Appointment in the Equipment and Tool Mechanic 2 position through an internal interview process.			
PROVIDE INFORMATION TO DEMONSTRATE HOW THE INDIVIDUAL MEETS THE MINIMUM REQUIREMENTS:			
TRAINING AND EDUCATION: Waukesha Area Technical College - Truck Driving (CDL) MATC - GED Jiffy Lube International - various certifications	WORK EXPERIENCE: Has worked as a Yard Attendant for DPW-Ops- Sanitation for over 7 years. Mr. Espinoza has experience operating, maintaining and repairing brine equipment.	OTHER REQUIREMENTS (i.e. LICENSES)	
IS THIS INDIVIDUAL A CURRENT CITY OF MILWAUKEE EMPLOYEE? ☒ Yes ☐ No	IF YES, CURRENT DEPARTMENT: DPW-Operations-Sanitation	CURRENT POSITION TITLE: Yard Attendant	EMPLOYEE ID NUMBER: 026305
IS THE INDIVIDUAL BEING GIVEN THIS TEMPORARY APPOINTMENT RELATED BY BLOOD OR MARRIAGE TO THE APPOINTING OFFICER, ANY MEMBER OF THE APPOINTING BOARD OR BODY, DIRECT SUPERVISOR, OR TO ANY ELECTIVE OF APPOINTEE CITY OFFICIAL? (Refer to CSC Rule VIII, Section 10 regarding nepotism.) ☒ No ☐ Yes - Explain Relationship			
THIS TEMPORARY APPOINTMENT IS MADE IN ACCORDANCE WITH RULE IX, SECTION 2 OF THE CITY SERVICE COMMISSION AND IS LIMITED TO A PERIOD OF 90 DAYS UNLESS AN EXTENSION IS APPROVED BY THE COMMISSION.			
REPORTING OFFICER Rick Meyers	Signed by: <i>Rich Meyers</i>	TITLE Sanitation Services Manager	DATE 1/29/2025
APPROVING OFFICER Danielle Rodriguez	Signed by: <i>Danielle Rodriguez</i>	TITLE Director of Operations	DATE 1/29/2025
165150080304411C THIS SECTION FOR DER REVIEW			
DER REVIEW COMPLETED BY:	SIGNATURE	TITLE	DATE



Department of Employee Relations
200 E. Wells Street, Room 706
Milwaukee, WI 53202-3554



TEMPORARY APPOINTEE STATEMENT OF UNDERSTANDING

Rule IX, Section 2 of the Civil Service Rules allows a hiring authority to appoint a person to a position on a temporary basis. A temporary appointment may be appropriate when services are for a limited period, or during the leave of absence of an employee who plans to return to the service of the city. Therefore a temporary appointment is limited to a period of 90 days, unless an extension is authorized by the City Service Commission.

SECTION I. TO BE COMPLETED BY HIRING AUTHORITY – PLEASE TYPE OR PRINT LEGIBLY

APPLICANT NAME (last, first, middle)		DATE
Espinoza, David		2/17/2025
POSITION TITLE	PAY RANGE	RATE OF PAY
Equipment & Tool Mechanic 2	7CN	\$2,239.04

SECTION II. TEMPORARY APPOINTEE STATEMENT OF UNDERSTANDING

I understand that if I am appointed to the position described above on a temporary basis, that I must meet the requirements for the position. I further understand that this temporary appointment may expire at any time and is limited to a period of 90 days, unless an extension at the request of the hiring authority is approved by the City of Milwaukee Civil Service Commission.

I understand that as a temporary appointee I am ineligible for paid holidays, sick leave, vacation or other benefits while serving on this temporary appointment, and that this temporary appointment shall not confer upon me any privilege of regular appointment. (Note: A current City of Milwaukee employee who accepts a temporary appointment to a different position retains his/her current benefits and civil service status).

I understand that if I wish to be considered for regular employment I must compete in a Civil Service examination for the position, and must pass the examination with a grade which shall place me among the top five scores on the eligible list in order to be eligible to interview for regular appointment to the position.

I understand that acceptance of a temporary appointment will not affect my rights to certification for permanent appointment to any position for which I am currently on an eligible list for.

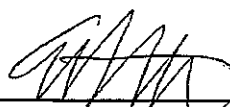
In accordance with Civil Service Rule VIII, Section 10, concerning nepotism, I hereby certify that I am not related, either by blood or through marriage, to the appointing officer or to any member of the appointive board or body or to any direct superior or to any elective or appointive City official. (This includes relative of both whole and half cousins, and extends to persons as closely related as first cousins when the relationship is by blood, or more closely related than first cousins when the relationship is through marriage, and includes the cases of husbands of sisters-in-law and wives of brothers-in-law).

A Rule IX, Section 2, temporary appointee who is on an eligible list may be considered for future regular appointment when the appointee ranks among the certifiable highest eligible on the list, or compete in a future examination.


Temporary Appointment Applicant Signature

1-30-25
Date Signed

ERIC MUSCHINSKE
Witness Name (Print)


Witness Signature

JOB DESCRIPTION

FOR DER USE ONLY

Vacancy No.

City Service
Commission:
Fire & Police
Commission:

Finance
Committee:
Common
Council:

Instructions: Complete all sections. Refer to the *Guidelines for Preparing Job Descriptions* for instructions on completing specific items.

1. Date Prepared/ Revised: 5/03/2023		2. Present Incumbent: Vernon Gomillia		Is incumbent underfilling position?	
3. Date Filled:		4. Previous Incumbent:		YES ☐ NO ☒ If YES, indicate Underfill Title in box 10.	
5. Department: Public Works		Bureau: Division: Operations		Unit: Section: Sanitation	
6. Work Location: 2657 S 31 st St		Telephone: Email:		Work Schedule: Hours: 7:00am / Days: 3:30pm	
7. Represented by a Union? ☐ Yes ☒ No		8. Bargaining Unit: Non-Mgmt/Non-Rep If in District Council 48, which local?		9. FLSA Status (check one): ☐ Exempt ☒ Non-Exempt	
10.	Official Title: Equipment Mechanic 2			Pay Range	Job Code
	Underfill Title (if applicable):			7CN	
	Requested Title (if applicable):				
Recommended Title (DER Use Only):				Approved by: Date:	

11. BASIC FUNCTION OF POSITION:

Under the direction of the Mechanical Maintenance Supervisor, act as the lead worker for Sanitation yard support staff to maintain and operate yard facilities such as brine production equipment and storage tanks, facilities and equipment. Maintain and repair Sanitation-owned stock including but not limited to refuse containers, litter receptacles, salt conveyors, calcium chloride delivery systems, brine manufacturing systems, cart and equipment inventories. Guide and assist other Sanitation staff regarding the performance of equipment maintenance and repairs as well as quality control of manufactured brine. Oversee maintenance schedules, detailed documentation and recordkeeping. Track equipment condition and expected life-cycles and advise on appropriate equipment replacement plans and associated specifications to assist with bid solicitations.

12. DESCRIPTION OF JOB (Check if description applies to **Official Title** ☒ or **Underfill Title** ☐):

A. ESSENTIAL FUNCTIONS/Duties and Responsibilities: (Refer to the "Guidelines for Preparing Job Descriptions" for instructions on determining Essential Functions.)

% of Time	ESSENTIAL FUNCTION
25	Coordinate inventory of refuse containers supplies. Repair and maintain containers as much as possible by replacing wheels, covers, etc. to extend their useful life. Take delivery of new stock and provide or oversee organized inventory storage of containers. Maintain records of inventory and report inventory status to supervisors and managers upon request.
20	Operate deicing liquid production and storage. Conduct inspections and maintenance of liquids equipment and facilities. Assist in training of staff and monitor operation to ensure quality of product and accurate production, dispensing, storage and recordkeeping of the product. Work with yard staff to conduct regular salinity sampling and maintain proper documentation to ensure consistent quality control and effective brine chemistry. Anticipate upcoming needs and ensure adequate inventory of product at each location.
15	Maintain various equipment and tools supplies citywide for the Sanitation Section. Record location and document use to keep track of tools and supplies. Research new products and review with management for possible purchase and implementation to solve operational needs. Review maintenance needs and design, layout and fabricate special tools and equipment as needed to solve maintenance issues or repair obsolete equipment.

The above statements are intended to summarize the nature and level of work and typical responsibilities and duties being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities, duties, and tasks required of the position.

% of Time	ESSENTIAL FUNCTION
15	Conduct minor facility repairs and alterations to correct and repair conditions, support operations and satisfy safety requirements at various Sanitation facilities. Conduct minor carpentry, plumbing, electrical, painting and masonry repairs.
10	Diagnose problems or issues with the various material handling, dispensing systems and storage for products such as calcium chloride, brine, salt. Conduct repairs and provide preventative maintenance to ensure proper operation.
10	Assist with the coordination of salt deliveries. Monitor proper loading of pre-season salt deliveries to ensure the safety of the operation of the conveyor and/or endloader operator to ensure proper loading methods and protection of the structures. Assist with the training of new yard staff in these procedures.

B. PERIPHERAL DUTIES:

% of Time	PERIPHERAL DUTY
5	Other Duties as assigned such as conduct property damage repairs to lawn, mail boxes, fence posts etc. from heavy equipment operations in an urban environment.

C. NAME AND TITLE OF IMMEDIATE SUPERVISOR:

Todd Armstrong, Mechanical Maintenance Supervisor

D. SUPERVISION RECEIVED: (Describe the extent to which work assignments and methods are outlined, reviewed, and approved by this position's supervisor.)

E. SUPERVISION EXERCISED:

Total number of employees for whom responsible, either directly or indirectly = 0.

Direct Supervision: List the number and titles of personnel directly supervised. Specify the kind and extent of supervision exercised by indicating one or more of the following:

of supervision exercised by indicating one or more of the following:		
a. Assign duties	e. Sign or approve work	
b. Outline methods	f. Make hiring recommendations	
c. Direct work in progress	g. Prepare performance appraisals	
d. Check or inspect completed work	h. Take disciplinary action or effectively recommend such	
Number Supervised	Job Title	Extent of Supervision Exercised (Select those that apply from list above, a - h)

F. MINIMUM QUALIFICATIONS REQUIRED: (Indicate the MINIMUM qualifications required to enter the job.)

i. Education and Experience:

Minimum of two years of experience in operation, maintenance and repair as referred to above.

ii. Knowledge, Skills and Abilities:

Ability to work independently with minimum direct supervision; and the ability to function as part of a team, maintaining good relationships with fellow employees, management, contractors and the public. Ability to problem solve and effectively work towards a solution. Able to effectively communicate with a variety of people in a professional manner. Detailed and thorough in recordkeeping skills. Ability to read and interpret plans and specification as well as be mechanically inclined in order to know and understand maintenance manuals, establish and provide timely maintenance schedules, trouble shoot breakdowns and accurately perform repairs as needed to maintain tools, equipment and facilities that support the functions of the operations such as liquid deicing production facilities and equipment, hydraulic and electrical motors and systems, minor plumbing configurations, small engines, etc. associated with the Sanitation yard functions and operations. Knowledge and ability to safely utilize repair shop tools and cutting equipment such as welding and torch cutting equipment to complete fabrication and repair tasks. Ability to work in outdoors in adverse weather conditions for extended period of time. Ability to climb ladders and work at heights.

Certifications, Licenses, Registrations:

Valid driver's license at the time of appointment and throughout employment. Must be able to be

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trained and obtain certification in Forklift Operation.

iii. Other Requirements:

Must be willing and able to respond and report for after hour work assignments including evenings, weekends and holiday as necessary to address the emergency needs of the department.

13. PHYSICAL AND ENVIRONMENTAL DEMANDS: TOOLS AND EQUIPMENT USED

The Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008 requires job descriptions to provide detailed information regarding the physical demands required to perform the essential functions of a job; the conditions under which the job is performed; and the tools and equipment the employee will be required to use on the job. Reasonable accommodations may be made to enable qualified individuals to perform the essential duties and responsibilities of the job for each of the categories listed below.

G. PHYSICAL ACTIVITY OF THE POSITION: (List the physical activities that are representative of those that must be met to successfully perform the essential functions of the job).

CHECK ALL THAT APPLY:

☒	Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles, and the like; using feet and legs and/or hands and arms. Body agility is emphasized. Check only if the amount and kind of climbing required exceeds that required for ordinary locomotion.
☒	Balancing: Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. Check only if the amount and kind of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.
☒	Stooping: Bending body downward and forward by bending spine at the waist. Check only if it occurs to a considerable degree and requires full use of the lower extremities and back muscles.
☒	Kneeling: Bending legs at knee to come to a rest on knee or knees.
☒	Crouching: Bending the body downward and forward by bending leg and spine.
☒	Crawling: Moving about on hands and knees or hands and feet.
☒	Reaching: Extending Hand(s) and arm(s) in any direction.
☒	Standing: Particularly for sustained periods of time.
☒	Walking: Moving about on foot to accomplish tasks, particularly for long distances.
☒	Pushing: Using upper extremities to exert force in order to draw, press against something with steady force in order to thrust forward, downward or outward.
☒	Pulling: Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
☒	Lifting: Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. Check only if it occurs to a considerable degree and requires substantial use of the upper extremities and back muscles.
☒	Fingering: Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm, as in handling.
☒	Grasping: Applying pressure to an object with fingers and palm.
☒	Feeling: Perceiving attributes of objects such as size, shape, temperature or texture by touching with the skin, particularly that of the fingertips.
☒	Talking: Expressing or exchanging ideas by means of the spoken word. Those activities which demand detailed or important instructions spoken to other workers accurately, loudly or quickly.
☒	Hearing: Perceiving the nature of sounds with no less than a 40 db loss. Ability to receive oral communication and make fine discriminations in sound.
☒	Repetitive Motions: Substantial movements (motions) of the wrist, hands, and/or fingers.
☒	Driving: Minimum standards required by State Law (including license).

H. PHYSICAL REQUIREMENTS OF THE POSITION: (List the physical requirements that are essential functions of the job.)

CHECK ONE:

☐	Sedentary Work: Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
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☐	Light Work: Exerting up to 10 pounds of force occasionally and/or negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated for Light Work.
☐	Medium Work: Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
☒	Heavy Work: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
☐	Very Heavy Work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

- I. **VISUAL ACUITY REQUIREMENTS:** (List the visual acuity requirements that are essential functions of the job.)

CHECK ONE:

☐	Operators (Electronic Equipment), Inspection, Close Assembly, Clerical, Administrative: This is a minimum standard for use with those whose job requires work done at close visual range (i.e. preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small parts, operation of machines, using measurement devices, assembly or fabrication of parts).
☒	Machine Operators, Mechanics, Skilled Tradespeople: This is a minimum standard for use with those whose work deals with machines where the seeing job is at or within arm's reach. This also includes mechanics and skilled tradespeople and those who do work of a non-repetitive nature such as carpenters, technicians, service people, plumbers, painters, mechanics, etc. (If the machine operator also inspects, check the "Operators" box.)
☐	Mobile Equipment Operators: This is a minimum standard for use with those who operate cars, trucks, forklifts, cranes, and high lift equipment.
☐	Other: This is a minimum standard based on the criteria of accuracy and neatness of work for janitors, sweepers, etc.

- J. **THE CONDITIONS THE WORKER WILL BE SUBJECT TO IN THIS POSITION:**

List the environmental/working conditions to which the employee may be exposed while performing the essential functions of the job. Include scheduling considerations such as on-call for emergencies, rotating shift, etc. **Approximate Percentage of time performing field work:** _____%

CHECK ALL THAT APPLY:

☐	None: The worker is not substantially exposed to adverse environmental conditions (such as typical office or administrative work).
☒	The worker is subject to inside environmental conditions: Protection from weather conditions but not necessarily from temperature changes (i.e. warehouses, covered loading docks, garages, etc.)
☒	The worker is subject to outside environmental conditions: No effective protection from weather.
☐	The worker is subject to extreme cold: Temperatures below 32 degrees for period of more than one hour.
☐	The worker is subject to extreme heat: Temperatures above 100 degrees for periods of more than one hour.
☒	The worker is subject to noise: There is sufficient noise to cause the worker to shout in order to be heard above the surrounding noise level.
☐	The worker is subject to vibration: Exposure to oscillating movements of the extremities or whole body.
☒	The worker is subject to hazards: Includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places or exposure to chemicals.
☐	The worker is subject to atmospheric conditions: One or more of the following conditions that affect the respiratory system or the skin: Fumes, odors, dust, mists, gases or poor ventilation.
☒	The worker is subject to oil: There is air and/or skin exposure to oils and other cutting fluids.
☐	The worker is required to wear a respirator.

- K. **MACHINE, TOOLS, EQUIPMENT, ELECTRONIC DEVICES, SOFTWARE, ETC. USED BY POSITION:**

List equipment needed to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.)

CHECK ALL THAT APPLY:

☒ Camera and photographic equipment	☒ Office Equipment (desk, chair, telephone, etc.)
☐ Cleaning supplies	☒ Office supplies (pens, staplers, pencils, etc.)
☐ Commercial vehicle	☐ Packing materials (boxes, shrink wrap, etc.)
☐ Data processing equipment	☒ PC equipment (monitor, keyboard, printer, etc.)
☐ Handcart	☒ PC software
☒ Hand tools (please list):	

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☒ Office Machines (check all that apply):	☒ Copier	☒ Facsimile	☐ Calculator	☐ Cash register
☐ Other (please list):				

- L. SUPPLEMENTARY INFORMATION:** (Indicate any other information which further explains the importance, difficulty, or uniqueness of the position, such as its scope of responsibility related to finances, equipment, people, information, etc. Also indicate success factors such a personal characteristics that contribute to an individual's ability to perform well in the job, and any other special considerations.)

Must be available to respond and report for emergency after hour to emergency operations and work extended hours, weekend and holidays as needed to meet the needs of the operation. Must be able to work at multiple sites as needed to accomplish tasks that meet the needs of the Division. Must be professional in appearance and conduct.

M.

- N. I believe that the statements made above in describing this job are complete and accurate.**



Signature of Department Head or Designated Representative

The above statements are intended to summarize the nature and level of work and typical responsibilities and duties being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities, duties, and tasks required of the position.