



**CITY OF MILWAUKEE**  
**DEPARTMENT OF EMPLOYEE RELATIONS**

---

Andrea Knickerbocker  
Department of Employee Relations  
City of Milwaukee  
200 E Wells St, Room 706

February 17, 2021

The Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No. 201436 - "Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to for Fire Dispatcher - Senior."*

Dear Committee Members:

This communication requests an amendment to the 2021 Salary Ordinance to allow recruitment flexibility for the title 'Fire Dispatcher – Senior'. Incumbents of this title are responsible for overseeing the daily operations of a shift in the Fire Dispatch Section. This responsibility extends to overseeing the receipt of emergency, non-emergency, and interdepartmental calls while assuring the prompt dispatch of the proper units or agencies to the scene of a fire, medical or any other emergency. The Fire Dispatcher – Senior submits personnel review reports to the Fire Managers, assigns duties, conducts coaching and training, maintains reports and records, and assists in updating policies and procedures.

This title was previously a part of a career ladder that allowed promotion into the title at a rate commensurate with call quality, assessment, educational coursework and certifications. The Fire Department would like to promote an employee that, under the previous pay paradigm, would be eligible for a rate higher than the regular 7% increase provided by the Salary Ordinance. Allowing this recruitment flexibility would maintain equity in pay between peers with equivalent levels of performance, credentials, and experience.

This communication therefore requests the creation of footnotes that allow recruitment at any point in the range with DER approval based upon the incumbent's verified experience and credentials.

**Action Required – Effective Pay Period 5 2021 (February 21, 2021)**

In the Salary Ordinance

Under Pay Range 2FN

Add footnotes (5) and (14) 'Fire Dispatcher-Senior (6) (15)'

Respectfully Submitted,

*Andrea Knickerbocker*  
Human Resources Manager



# City of Milwaukee Fiscal Impact Statement

**A** **Date** 2/20/2021 **File Number** 201436  **Original**  **Substitute**

**Subject** Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to the title of Fire Dispatcher - Senior in the Fire Department.

**B** **Submitted By (Name/Title/Dept./Ext.)** Sarah Trotter / Human Resources Representative / 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** **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
<b>E</b>	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
	<b>TOTALS</b>		<b>\$ 0.00</b>	<b>\$ 0.00</b>

**F**Assumptions used in arriving at fiscal estimate. Please see 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 Committee Meeting of February 24, 2021

<b>NEW COSTS FOR 2021</b>										
No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
6	Fire Department	Fire Dispatcher-Senior	2FN	Fire Dispatcher-Senior	2FN	N/A	N/A	N/A Recruitment Flexibility		
6								\$0	\$0	\$0

Assume effective date is Pay Period 5, 2021 (February 21, 2021).  
Costs will depend on the experience and credentials of an individual being appointed to this position.

<b>NEW COSTS FOR FULL YEAR</b>										
No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
6	Fire Department	Fire Dispatcher-Senior	2FN	Fire Dispatcher-Senior	2FN	N/A	N/A	N/A Recruitment Flexibility		
6								\$0	\$0	\$0