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Mayor

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Department of Employee Relations

REVISED 12/10/2024

December 11, 2024

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Subject: *Common Council File No. 241141 - Communication from the Department of Employee relations amending the Salary Ordinance to designate the DEC Emergency Communication Systems Administrators eligible for Reporting Pay (Call-In/Show-Up Pay).*

Dear Committee Members:

This communication recommends a change to provide compensation to Emergency Communications Systems Administrator minimum of one (1) hour of work when required to call-in or report-in to respond for a detailed assessment and resolution.

Currently, only the two Systems Administrators in the DEC have the technical expertise to provide application support for Hexagon's Intergraph Computer Aided Dispatch or system. As a result, it has been necessary for these incumbents to be assigned on-call responsibilities outside of the regular business schedule every other week to ensure 911 Telecommunicators, Dispatchers and MPD and MFD first responders have continual access to this mission critical system.

The Reporting Pay is applicable when available on-site resources have been exhausted, and call-in or report-in support from a System Administrator is necessary to resolve a critical, service affecting problem. Problem reporting processes for non-service affecting issues will continue to be handled via existing protocols with a next business day response.

The I/CAD system is an incident management software that features complete, integrated capabilities for call handling and dispatching, intelligent mapping, field communications, data reporting and analysis, and application integration. Prior to the implementation of a new I/CAD (Intergraph Computer-Aided Dispatch), the Police and Fire Departments had an after-hours process that supported the separate Tiburon and Securus CAD systems along with Police/Fire mission critical systems which is no longer available.

Action Required – Effective Pay Period 2, 2025 (January 5, 2025)

In the Salary Ordinance

Part II, Section 9: SUPPLEMENTAL PAY PRACTICES, E.:

- Add the following language to bullet pointed eligible employee list:
 - o "Eligible employees in the Department of Emergency Communications who are required to report for detailed system assessment and resolution."

Respectfully submitted,

Harper Donahue, IV
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A **Date** 12/11/2024 **File Number** 241141 **Original** **Substitute**

Subject Communication from the Department of Employee relations amending the Salary Ordinance to add the employees in the title of Emergency Communications Systems Administrator to the reporting pay provision.

B **Submitted By (Name/Title/Dept./Ext.)** Sarah Wangerin/ Human Resources Representative / Employee Relations

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
E	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
	TOTALS		\$ 0.00	\$ 0.00

F**Assumptions used in arriving at fiscal estimate.**

The total cost for 2024 is \$127. The total cost for a full year is \$3,2977.
 Please see attached spreadsheet for details. Cost breakdown is in
 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.

NEW COSTS FOR 2024

Pos.	Dept	From	PR	To	PR	CURRENT Hourly	NEW Hourly	EffPP	Costs	Rollup	Rollup+ Sal
1	DEC	Emergency Communications Systems Administrator	2MN	Employees will receive one (1) hour of pay when required to report-in to respond for a detailed assessment and resolution.	2MN	\$0	\$52	26	\$52	\$11	\$63
1	DEC	Emergency Communications Systems Administrator	2MN	Employees will receive one (1) hour of pay when required to report-in to respond for a detailed assessment and resolution.	2MN	\$0	\$53	26	\$53	\$11	\$64
2									\$105	\$22	\$127

Assume effective date is Pay Period 26, 2024 (December 8, 2024) unless otherwise indicated.

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

Note: Totals may fluctuate depending on number of occurrences.

Note: Estimate assumes one occurrence per pay period.

NEW COSTS FOR FULL YEAR

Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
1	DEC	Emergency Communications Systems Administrator	2MN	Employees will receive one (1) hour of pay when required to report-in to respond for a detailed assessment and resolution.	2MN	\$0	\$52	1	\$1,355	\$277	\$1,632
1	DEC	Emergency Communications Systems Administrator	2MN	Employees will receive one (1) hour of pay when required to report-in to respond for a detailed assessment and resolution.	2MN	\$0	\$53	1	\$1,382	\$283	\$1,664
2									\$2,737	\$560	\$3,297

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

Note: Totals may fluctuate depending on number of occurrences.

Note: Estimate assumes one occurrence per pay period.