



Department of Employee Relations

Tom Barrett
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Director

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Employee Benefits Director

Deborah Ford
Labor Negotiator

October 7, 2014

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

Dear Committee Members: Re: Common Council File Number **140923**

The following classification and pay recommendations will be submitted to the City Service Commission on **October 7, 2014**. We recommend these changes subject to approval by the City Service Commission.

In the DPW-Operations and Infrastructure Divisions, various positions of Operations Driver/Worker, City Laborer (Seasonal & Regular), Sanitation Worker, and Tractor Operator classifications were recommended for reclassification.

The job evaluation reports covering the above positions, including the necessary Salary and Positions Ordinance amendments, is attached.

Sincerely,

Maria Monteagudo
Employee Relations Director

MM:fcw

Attachments: 1 Job Evaluation Report
Fiscal Note

C: Mark Nicolini, James Carroll, Dennis Yaccarino, Deborah Ford, Nicole Fleck, Ghassan Korban, Preston Cole, Dan Thomas, Wanda Booker, Jeff Tews, Jason Blasiola, Dawn Crowbridge, Boyd McCamish, Kenneth Wischer, Daniel Panowitz, Calvin Lee, and Penni Secore (DC48) and Harold Cross (#61)



JOB EVALUATION REPORT

City Service Commission Meeting: October 7, 2014

Department: Department of Public Works-Operations Division

Summary

This report recommends changes to the Operation Driver/Worker, City Laborer (Seasonal/Regular), Sanitation Worker, and Tractor Operator classifications and/or corresponding pay ranges and pay practices. The specific recommendations summarized below are designed to create a classification and compensation structure that establishes higher rates of pay for assignments that are inherently more difficult and require a higher skill level within the job classification. Specifically the Department of Employee Relations is recommending the following:

1	<ul style="list-style-type: none"> • Create task rates within the Operations Driver/Worker title for performing specific work assignments to include: Laboring, General Driving Assignments, Driving Refuse Collection Vehicles, General Ice Control/Snow Removal, and Special Equipment. • Implement these task rates to coincide with the effective date of the November 'Job Picks' which is pay period 25, 2014. • Ensure that no current employee's rate of pay be decreased by these recommendations.
2	<ul style="list-style-type: none"> • Combine the titles of City Laborer (Seasonal), City Laborer (Regular) and Sanitation Worker into the title of 'City Laborer' and a new title of 'Sanitation Yard Attendant' - both in Pay Range 8DN. • For 'City Laborer' provide a pay increment of 7% linked to successful completion of the probationary period and an increment of 10% when the employee completes 2080 hours of work. <i>(Note: Currently a City Laborer (Seasonal) receives a 17% increase when promoted to City Laborer (Regular) at 2080 hours).</i> • Provide footnotes (red circle pay rates) for current Sanitations Workers assigned to a refuse collection route under the title of City Laborer and Sanitation Workers assigned to 'yardman' duties under the new title of Sanitation Yard Attendant. • Implement these changes in pay period 25, 2014.
3	<ul style="list-style-type: none"> • Create Tractor Operator A, B, and C titles with pay rates for specific equipment assignments.

Background

Since October of 2013, the Department of Employee Relations (DER) has been working with the Department Public Works (DPW) to assess classification and compensation practices for the ODW and related classifications. The need for this review and assessment stem from a staffing and compensation model that originated from provisions in old labor contracts and memorandums of understanding that fail to meet the needs of DPW in ensuring quality and timely delivery of services. In addition, employees in these classifications have expressed significant concerns regarding the lack of pay progression since 2010, pay inequities associated with compensation rates for snow and ice operations, peer pay compression problems, and rates of pay that are below the market when compared to other jurisdictions.

The DER recognized that while the restructuring the classification/compensation models would require a significant investment of time and resources, there were some changes that could be pursued immediately. As a result the following changes were recommended and approved by the Common Council and Mayor in October of 2013 and January of 2014

- An increase in the recruitment rate for ODW from \$14.95 per hour to \$18.06 per hour;
- A change to the practice of treating new ODWs as seasonal employees for purposes of benefits; and
- Setting a task rate of a minimum of \$22.13 per hour for all DPW titles when assigned to general ice control/snow removal operations (this task rate only previously applied to non ODW classifications working snow and ice operations.)

Scope of Review and Analysis

Through the first six months of 2014 the DER met with DPW representatives and employees to collect information regarding this review and to better understand operational, administrative, and labor practices. The scope of this review and information collected included:

- Listening sessions with employees and employee's representatives
- Meetings with Operations Divisions supervisors and DPW leadership on operational concerns
- An assessment of pay and benefits for comparable positions within the metro-Milwaukee area
- An analysis of the City of Milwaukee's collective bargaining history of the ODW classification
- An analysis of special equipment driving assignments
- A comparison of rates for laboring assignments within the City.

Early in the review and analysis process it became clear that any recommendation resulting from this review would need to address the following Department of Public Works needs:

- Creation a pay structure that recognizes that more difficult assignments that require higher skill sets should be compensated at higher rates of pay;
- Creation of incentives for ODWs with experience to pick special equipment assignments or assignments that require 3rd shift work and to reverse the trend of having more senior employees at the maximum of the pay range perform laboring work;
- Creation of a structure that establishes a maximum rate of pay for employees performing laboring assignments;
- Creation of a structure and staffing model that establishes workforce flexibility but recognizes that not all assignments performed by the relevant classifications require the same level of skill and difficulty.

Recommendation #1

- Create task rates within the Operations Driver/Worker title for performing specific work assignments to include: Laboring, General Driving Assignments, Driving Refuse Collection Vehicles, General Ice Control/Snow Removal, and Special Equipment.
- Implement these task rates to coincide with the effective date of the November 'Job Picks' which is pay period 25, 2014.
- Ensure that no current employee's rate of pay be decreased by these recommendations.

The current pay range for Operations Driver/Worker is as follows:

Title	Pay Range	Minimum	Maximum
Operations Driver/Worker	8KN	\$18.24 \$1,458.90 \$37,931.40	\$23.95 \$1,915.79 \$49,810.54

Within this pay range employees complete a wide range of assignments including but not limited to responsibility for collecting solid waste and recycling, sweeping streets, collecting leaves and brush, asphalt patching, and general ice control/snow removal. Employees drive refuse collection vehicles and trucks, operate special equipment such as street sweepers, sewer-vacs, skid loaders and cranes, as well as perform minor maintenance on equipment and manual labor. Employees pick job assignments two times per year by seniority.

The following chart details the proposal to provide task rates for specific assignments. An employee would receive these footnoted rates of pay when the work is actually performed.

Recommended Operations Driver/Worker Task Rates
 Listed as Hourly Rates (Official Rates are Biweekly)

ASSIGNMENT	MIN	MAX
Operations Driver/Worker	\$18.24	23.95
Footnote #1 Laboring	\$18.24	19.98
Footnote #2 General Driving Assignments	\$19.54	\$23.95
Footnote #3 (1% > FN #2) Driving Packers, Recycling, Skid Steer, Gen Ice Control/Snow*	\$19.73	\$24.19
Footnote #4 (2% > FN #2) Street Sweeper, Sewer Vacs	\$19.93	\$24.43
Footnote #5 (4% > FN #2) Utility Driver	\$20.32	\$24.91
Footnote #6 (12% > FN #2) Hydro Crane, Reach All	\$21.88	\$26.82

*Minimum Footnoted Rate for Snow Driver is \$22.13 per hour

As indicated by these task rates above, Operations Driver Works would be paid for the work performed:

- **ODWs assigned to laboring tasks would be paid in the range of \$18.24 to \$19.98 per hour.** (Employees currently paid higher than \$19.98 will retain that rate of pay while laboring)
- **ODWs assigned to General Driving assignments within DPW would be paid in the range of \$19.54 to \$23.95 per hour.** (Employees currently paid less than \$19.54 per hour to roll up to this minimum rate)
- **ODWs assigned to drive packers, recycling vehicles, and skid steers would be paid in the range of \$19.73 to \$24.19 per hour. This task rate would also apply to ODW driving assignments during General Ice Control/Snow Removal Operations.** This task rate is 1% higher than the rate to be paid for general driving assignments. For General Ice Control/Snow Removal Operations the minimum 'Snow Driver' rate is \$22.13 per hour.

- **Employees assigned to the Street Sweeper and Sewer Vacs would be paid in the range of \$19.93 to \$24.43 per hour.** This task rate is 2% higher than the rate to be paid for general driving assignments.
- **Employees assigned as the Utility Driver would be paid in the range of \$20.32 to \$24.91 per hour.** This task rate is 4% higher than the rate to be paid for general driving assignments.
- **Employees assigned to operate the Hydro Crane or Reach-all would be paid in the range of \$21.88 to \$26.82 per hour.** This task rate is 12% higher than the rate to be paid for general driving assignments.

In summary, within the Operations Driver/Worker pay range, these recommendations set a maximum rate of pay for laboring assignments, set a minimum rate of pay for general driving assignments, and create incentive rates for special equipment assignments and general ice control/snow removal operations. During each 'Job Pick' employees will indicate a preferred work assignment; however, DPW operational demands currently affect, and will continue to affect the assignment an employee is actually given on a daily basis. If an employee is assigned to other work by department management on a short term basis, an employee would retain the pay associated with the 'job pick'.

Recommendation #2

- Combine the titles of City Laborer (Seasonal), City Laborer (Regular) and Sanitation Worker into the title of 'City Laborer' and a new title of 'Sanitation Yard Attendant' - both in Pay Range 8DN.
- For 'City Laborer' provide a pay increment of 7% linked to successful completion of the probationary period and an increment of 10% when the employee completes 2080 hours of work.
 (Note: Currently a City Laborer (Seasonal) receives a 17% increase when promoted to City Laborer (Regular) at 2080 hours).
- Provide footnotes (red circle pay rates) for current Sanitations Workers assigned to a refuse collection route under the title of City Laborer and Sanitation Workers assigned to 'yardman' duties under the new title of Sanitation Yard Attendant.
- Implement these changes in pay period 25, 2014.

Currently, City Laborer (Seasonal) employees work assignments throughout DPW, are laid off seasonally and are non-benefitted positions. When an employee completes 2080 of work they are promoted to the title of City Laborer (Regular), which represents a 17% increase in pay, and are granted benefits. City Laborer (Regular) employees continue to be laid off seasonally. The following chart illustrates these pay rates:

Title	Pay Range	Minimum	Maximum
City Laborer (Seasonal)	8CN	\$31,408.52	\$37,132.42
City Laborer (Regular)	8DN	\$36,842.52	\$40,450.02

This report recommends combining the two titles into 'City Laborer' and providing an interim pay increment of 7% at the point of passing probation, and an additional increment of 10% at 2080 hours of employment. In both cases these increments would be linked to satisfactory rating on a performance review. This change is recommended to provide employees with performance feedback and a pay incentive and to assist the DPW in recruiting and retaining employees. The recommended rates for City Laborer are as follows:

Title	Pay Range	Minimum	Probationary Increment	2080 Hour Increment	Maximum
City Laborer	8DN	\$15.10	\$16.16	\$17.71	\$19.45
		\$1,208.02	\$1,292.58	\$1,417.02	\$1,555.77
		\$31,408.52	\$33,607.08	\$36,842.52	\$40,450.02

Further, it is recommended that employees with the title of Sanitation Worker be footnoted under the title of 'City Laborer' title or under a new title of 'Sanitation Yard Attendant', both in Pay Range 8DN. While there are currently 23 employees with the title of Sanitation Worker, DPW no longer appoints or hires employees into this title.

Sanitation Workers assigned to a refuse collection route would be footnoted under the title of 'City Laborer' and would retain their current rate of pay. Sanitation Workers assigned to 'yardman duties' would be footnoted under the proposed title of 'Sanitation Yard Attendant' and would retain their current rate of pay. These employees would continue to be assigned work in DPW-Operations Division-Sanitation Services and would not be laid off on a seasonal basis.

The proposed job of Sanitation Yard Attendant would complete responsibilities commonly referred to as "yardman" duties. This position performs medium to heavy manual labor, frequently outdoors during inclement weather or in unpleasant working conditions including outside regular work hours. The position also provides administrative support to Sanitation field managers including data entry and retrieval, customer service and other general office duties. This position is involved in snow and ice operations and requires a considerable amount of overtime work. Specific duties and responsibilities include:

- 20% Cart survey and inventory maintenance including delivery, retrieval, off loading and repair/cleaning of carts.
- 10% Removal and cleanup of debris, spills and memorials in public right of way to maintain public safety.
- 10% Special events support including setup, removal and maintenance of barricades and litter containers.
- 10% Maintenance and clean-up of sanitation yard, equipment and tools
- 10% Provide excellent customer service to elected officials and citizens related to service requests and/or complaints
- 5% Deliver cart tags and other notices to resident for garbage, recycling or other sanitation services
- 5% Perform public right of way lawn repair from excessive damage by city vehicles or equipment.
- 5% Update inventory records of salt, sand, and liquid calcium.
- 10% Assist in collection of garbage and recycling and assist in various snow operation activities
- 5% Operate hand tools such as hammers, saws, weed-whackers, lawn movers and wood cutters
- 10% Assist driver with mounting plow blades and perform other snow related activities such as shoveling snow, spreading sand or salt on city streets, walkways and other areas as assigned.

The position required a valid Commercial Driver's License (CDL) (Class B or higher) without Air Brakes restriction. Experience with Microsoft Office Suite of software is desirable.

The recommended rate of pay for Sanitation Yard Attendant is as follows. These rates of pay as the same as the current title of City Laborer (Regular). The department has indicated that employees will be selected for this position through a competitive process.

Title	Pay Range	Minimum	Maximum
Sanitation Yard Attendant	8DN	\$17.71	\$19.45
		\$1,417.02	\$1,555.77
		\$36,842.52	\$40,450.02

Recommendation #3

Create Tractor Operator A, B, and C titles with pay rates for specific equipment assignments

Operation Driver/Workers with sufficient seniority, department training, and successful work performance in operating the heavier “tractor” special equipment are promoted to the designation of Tractor Operator. Employees promoted to Tractor Operator operate the most complicated, heavier special equipment within the DPW-Operations Division on an ongoing basis. However, a Tractor Operator may be assigned and compensated as an ODW if there is insufficient Tractor Operator work.

Tractor Operators currently operate the following equipment and are paid under a plethora of titles, pay ranges, footnotes, and cross-referenced footnotes. To simplify titles and pay ranges this report recommends three levels of Tractor Operator with rates associated with specific assignments. ODWs promoted to Tractor Operator would receive Tractor Operator B as their base title. The pay for these Tractor Operator assignments remains the same as current rates of pay with the exception of the Backhoe and the End Loader during general ice control/snow removal. In these two cases, the pay is increased by .07 hourly to give a consistent rate. Official rates for these positions are biweekly.

Tractor Operator Titles and Rates by Assignment

Title	Hourly	Biweekly	Annual
Tractor Operator A	\$27.24	\$2,179.05	\$56,655.30
<ul style="list-style-type: none"> • Sidewalk Tractor • Skid Steer (General Ice Control/Snow Removal) - \$2,234.12 biweekly • Sidewalk Tractor (General Ice Control/Snow Removal) - \$2,234.12 biweekly 			
Tractor Operator B	\$28.25	\$2,259.98	\$58,759.48
<ul style="list-style-type: none"> • Bulldozer • End Loader • Mini Excavator • Prentice Log Loader (PP 9 - PP24) - \$2,276.00 biweekly 			
Tractor Operator C	\$29.03	\$2,322.40	\$60,382.40
<ul style="list-style-type: none"> • Backhoe • Bulldozer (demolition) • End Loader (General Ice Control/Snow Removal) • Excavator (demolition) • Gradall • Grinder • Prentice Log Loader (PP 25- PP 8) 			

The proposed implementation date for these three recommendations is Pay Period 25, 2014. The necessary administrative planning and communication with administrative staff, supervisors and employees would need to commence immediately upon adoption of these recommendations. DER staff will continue to work closely with DPW staff to ensure and support an effective transition.

Labor Market Comparisons

Given the concerns expressed by employees regarding “higher wages” paid by other jurisdictions in southeastern Wisconsin, DER collected and analyzed pay data for comparable driving and laboring positions. Salary data was also collected from the Economic Research Institute (ERI), an online salary survey subscription service. The chart below shows pay data for driving and laboring positions in local jurisdictions:

**Southeastern Wisconsin Jurisdictions
 Related Driving and Laboring Positions Rates of Pay (2014)**

Jurisdiction	Title	Min	Max
City of Milwaukee	Tractor Operator	56,655.42	60,382.40
	Hydrocrane, Reachall	43,700.80	55,577.60
	Operations Driver/Worker	37,931.40	49,810.54
Greendale	DPW Serviceperson	40,164.80	59,446.40
	Grader Equipment Operator	49,524.80	55,036.80
Wauwatosa	DPW Employee	57,033.60	58,011.20
	Laborer	36,795.20	37,169.60
Bayside	DPW Employee		54,849.60
South Milwaukee	Side Loader Operator		54,516.80
	Rear Loader Driver		52,062.40
Shorewood	DPW Employee	37,710.40	52,436.80
Racine	Street Sweeper Operator	40,809.60	51,334.40
	Truck Driver	40,081.60	51,105.60
	Laborer	38,771.20	49,441.60
West Milwaukee	DPW Worker		50,960.00
Madison	Street Machine Operator I, II, III	39,548.86	50,797.76
West Allis	Truck Driver	46,009.60	49,670.40
Waukesha	Motor Equipment Operator		48,921.60
Cudahy	General Labor	37,440.00	42,140.80

As can be seen in the chart above, there is no exact match between City of Milwaukee title and those of area jurisdictions. The City of Milwaukee Public Works is a much larger operation, with a corresponding larger workforce and broader variety and levels of positions. Public Works jobs in jurisdictions with less extensive public works operations may be expected to perform a larger variety of assignments. In addition, these jurisdictions may also contract out specific functions.

The following chart shows pay data for related driving and laboring positions from ERI side-by-side with the assignments and pay rates recommended in this report.

**ERI Pay Data – Southeastern Wisconsin
 Related Laboring Titles and Rates of Pay (2014)**

Title	Yrs Exp	10 TH %	25 TH %	Survey Mean	75 TH %	90 TH %
Grader Operator	12	51759	55,562	60,620	65,638	70,711
	6	45451	48,569	52,744	56,846	61,046
	1	39559	42,131	45,550	48,789	52,143
Heavy Equipment Operator	12	48,745	52,726	58,159	63,335	68,692
	6	42,341	45,746	50,368	54,720	59,292
	1	34,803	37,633	41,496	44,953	48,580
Truck Crane Operator	12	47,641	50,820	55,090	59,236	63,476
	6	42,622	45,317	48,942	52,419	56,014
	1	36,503	38,688	41,624	44,320	47,125
Heavy Truck Driver	12	43,574	47,080	51,854	56,382	61,088
	6	37,842	40,897	45,008	48,815	52,820
	1	31,468	34,022	37,537	40,666	43,933
Truck Driver Refuse	12	41,565	44,899	49,426	53,703	58,166
	6	36,320	39,267	43,230	46,857	50,675
	1	30,213	32,653	36,035	39,043	42,188
Truck Driver Dump	12	39,640	42,824	47,127	51,159	55,387
	6	34,729	37,558	41,376	44,828	48,453
	1	28,911	31,230	34,465	37,339	40,363
Laborer	12	34,576	36,751	39,826	42,363	45,139
	6	30,325	32,213	34,945	37,168	39,625
	1	25,352	26,874	29,130	30,911	32,951

**Recommendations for
 DPW-Oper Div Titles**

Title	Min	Max
Tractor Operator C		60,382
Tractor Operator B		58,759
Tractor Operator A		56,655
ODW		
Hydrocrane, Reachall	45,510	55,786
ODW		
Utility Driver	42,266	51,813
Sweeper, Sewer Vac	41,454	50,814
ODW-		
Packers, Recycling, Skid	41,038	50,315
ODW –General Driving	40,643	49,816
ODW- Laboring	37,939	49,816
City Laborer	31,409	40,450

The pay rates recommended in this report were not drawn directly from local jurisdiction pay data or from the ERI pay data for Southeastern Wisconsin. Four years frozen wages have had an impact on the City of Milwaukee rates as compared to the general labor market. However, the recommended changes to the classification and compensation structure of these positions will mean that employees who pick inherently more difficult tasks or tasks that require a higher level of skill will receive pay rates that are closer to the overall market rate for these assignments.

Actions Required – EFFECTIVE PAY PERIOD 25, 2014 (November 23, 2014)

In the Salary Ordinance,

under Pay Range 8CN, delete the title “City Laborer (Seasonal)” and retain pay range information. ;

under Pay Range 8DN, delete the title “City Laborer (Regular) (8) and footnote “8” in its entirety and add the titles “City Laborer (8)(10)”; “Sanitation Yard Attendant (11)”; and footnotes “8”, “10”, “11”, “12” and “13” to read as follows: “(8) Recruitment is at \$1,208.02 biweekly (\$31,408.52 annual). An employee who successfully passes a 9 month probation period and meets standards on a performance review to receive \$1,292.58 biweekly (\$33,607.09 annual). An employee who completes 2080 hours in this title and meets standards on a performance review to receive \$1,417.02 biweekly (\$36,842.52

annual).”; “(10) The following employees to be paid the rate of \$1,598.64 biweekly: Brian Grams; Terry Barnes, Richard F. Juno, Chris Shiltz, John Dionne, Jimmy Romo, and James J. Kendzierski.”; “(11) The following employees to be paid the rate of \$1,598.64 biweekly: Etheldia Weston-Smith, Daniel Sedlachek, Leon Voelz, Gary Hansen, Michael Brahm, Barry Dye, Joseph A. De Leon, and Michael Carpenter.”; “(12) George Finch, Jr. to be paid the rate of \$1,598.74 biweekly.”; “(13) Sahagian Grimes to be paid the rate of \$1,560.52 biweekly.” ;

under Pay Range 8EN, delete the title “Sanitation Worker” and footnotes “1” and “4” in its entirety.;

under Pay Range 8IN, delete the title “Snow Driver (11)” and footnote “11” in its entirety.

under Pay Range 8KN, delete footnotes “1”, “2” and “3” in their entirety.; and add under the title “Operations Driver/Worker “ designations “6”, “7”, “8”, “9” and “10” with footnotes to read as follows: “(1) Effective November 23, 2014, employees in DPW assigned to a laboring assignment to be paid a maximum of \$1,458.90 biweekly unless already compensated at a higher rate.”; “(2) Effective November 23, 2014 employees in DPW assigned to a driving assignment to be paid a minimum of \$1,563.20 biweekly.” ; “(3) Effective November 23, 2014 employees in DPW assigned to drive packers, recycling vehicles, skid steers or assigned to drive during a general ice control and snow plow operation to be paid an additional 1% biweekly.” ; “(6) Effective November 23, 2014 employees in DPW-Operations assigned to drive a Street Sweeper or Sewer Vac to be paid an additional 2 % biweekly.”; “(7) Effective November 23, 2014, employees in DPW-Operations assigned to drive a Utility Vehicle to be paid an additional 4% biweekly.”; “(8) Effective November 23, 2014, employees in DPW-Operations assigned to drive the Hydrovac or Reach-All to be paid an additional 12% biweekly.”; and “(9) An employee given a promotional emergency appointment to this title to be paid an additional 3% biweekly. “; and “(10) An employee holding a title in DPW, when assigned to driving during General Ice Control/Snow Removal operations, to be paid the rate of \$1,770.40 biweekly (\$22.13 hourly).”;

under Pay Range 8NN, delete the title “Tractor Operator (under 40 HP)” and add the title “Tractor Operator A(1)” with footnote “1” to read as follows: “(1) Employees operating the Sidewalk Tractor to be paid the rate of \$2,179.05 biweekly. Employees operating the Skid Steer (General Ice Control/Snow Removal) or Sidewalk Tractor (General Ice Control/Snow Removal) to be paid \$2,234.12 biweekly.”;

under Pay Range 8ON, delete the titles “Snow Operator-Light” and “Tractor, Bulldozer, Endloader, or Grader Operator” and footnotes “1”, “2” and “3” in their entirety; and add the title “Tractor Operator B(1)” with footnote “1” to read as follows: “(1) Employees operating the Bulldozer, Endloader, or Mini Excavator to be paid the rate of \$2,259.98 biweekly. Employees operating the Prentice Log Loader to be paid \$2,276.00 biweekly (PP 9 – PP 24).”;

under Pay Range 8PN, delete the titles “Clamshell Operator”, “Crane Operator”, “Grad All Operator”, “Roller Operator” and footnotes “1” and “2” in their entirety.; and add the title “Tractor Operator C (1)” with footnote “1” to read as follows: “(1) Employees operating the Backhoe, Bulldozer (demolition), Endloader (General Ice Control/Snow Removal), Excavator (demolition), Gradall, Grinder, or Prentice Log Loader (PP 25 – PP 8) to be paid the rate of \$2,322.40 biweekly.” ;


under Pay Range 8QN, delete the title “Snow Operator-Heavy”;

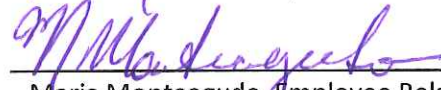
In the Positions Ordinance,

under the Department of Public Works – Infrastructure Services Division, Field Operations – Street & Bridges Decision Unit, Auxiliary Positions, delete 15 positions of “City Laborer (Regular)” and add 15 positions of “City Laborer”; under Bridge Operations/Maintenance, Auxiliary Positions, delete two positions of “City Laborer (Regular)” and add two positions of “City Laborer”; under Department of Public Works-Operations Division, Fleet Operations/Dispatch Section, delete three positions of “Crane Operator”; 13 positions of “Tractor, Bulldozer, Endloader, or Grad Operator”; five positions of “Tractor Operator (Under 40 HP)”, six positions of “Grad All Operator” and add 27 positions of “Tractor Operator B”; under Auxiliary Positions, delete the section and replace with the following:

“Equipment Operations Supervisor I	5
Tractor Operator B	26
Operations Driver/Worker	102
Ctiy Laborer	25
Garage Custodian	3
Communications Assistant IV	1
Communications Assistant III	2
Operations Driver/Worker (General Ice Control/Snow Removal)	180
Tractor Operator B (General Ice Control/Snow Removal)	70”;

under Sanitation Section, Field Operations, delete 23 positions of “Sanitation Worker” and add 23 positions of “City Laborer (A)” and add footnote “A” to read as follows: “These City Laborer positions in Sanitation Section, Field Operations to remain year-round positions held by the listed incumbents. Positions to become seasonal when vacant. Incumbents include: Brian Grams, Etheldia Weston-Smith, Daniel Sedlachek, Leon T. Voelz, Gary L. Hansen, Terry Barnes, Michael Brahm, Richard F. Juno, Chris Shiltz, Barry Dye, George Finch Jr., John Dionne, Joseph A. De Leon, Jimmy Romo, Michael Carpenter, James J. Kendzierski, Sahagian Grimes, Johnny J. Jennings, Jose Rodriguez, Tarance Hodges, Phillip McClendon, and E xcell D. Golden, Jr.”; under Department of Public Works-Infrastructure Services Division-Sewer Maintenance Fund, Underground Decision Unit, Sewer Underground Operations, Auxiliary Personnel, delete 10 positions of “City Laborer (Seasonal/Regular) and add 10 positions of “City Laborer”.

Prepared by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Maria Monteagudo, Employee Relations Director