



Department of Employee Relations

REVISED 9/12/2023

Cavalier Johnson
Mayor

Harper Donahue IV
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

To: Chris Lee
Staff Assistant
Finance and Personnel Committee
Common Council
City of Milwaukee

From: Andrea Knickerbocker Human
Resources Manager
Department of Employee Relations
City of Milwaukee

Date: September 11, 2023

Re: Common Council File No. 230520

Please make the following corrections to the 2023 Salary Ordinance:

Under Part I:

Under Pay Range 1EX:

- Apply footnote (1) to the titles 'Fleet Operations Supervisor', 'Self Help Yard Supervisor', 'Sanitation Supervisor', and 'Street Repair Supervisor'.

Under Pay Range 1GX:

- Apply footnote (16) to the title 'Safety Supervisor'.

Under Pay Range 1MX:

- Correct the title 'Building Code Enforcement Manager' to read 'Building Codes Enforcement Manager'.
- Delete footnote (1) from the titles 'Police Information Systems Director', 'Police Records Director', and 'Water Works Administration Manager'.

Under Pay Range 1QX:

- Correct the title 'Employee Retirement System – Deputy Director' to read 'Employees' Retirement System – Deputy Director'

Under Pay Range 2IN:

- Delete contents of footnote (3) and replace with the following:
(3) Recruitment is at:

Biweekly	2,523.21
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Annual 65,681.46

- Remove footnote (9) from the title 'Water Plant Automation Controls Engineer'
- Add footnote (3) to the title 'Water Plant Automation Controls Engineer'

Under Pay Range 7AN:

- Create footnote (10):
(10) Employees will receive an additional 3% when performing special assignments.
- Apply footnotes (8) and (10) to the title 'Garage Custodian'

Under Pay Range 7EN:

- Correct the title 'Vehicle Services Writer' to read 'Vehicle Service Writer'
- Delete footnote (15) from the title 'Emergency Vehicle Mechanic I' and add footnote (12)
- Delete contents of footnote (15) and replace with the following:
(15) Employees will receive an additional 3% when performing special assignments.
- Create footnotes (16), (17), (18), (19):
(16) Additional 5% biweekly when performing Lead Worker duties.
(17) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
(18) Additional 3% biweekly when assigned to operate the Grapple Saw.
(19) Additional 5% biweekly when performing core forestry duties.
- Apply footnotes (15) and (16) to the title 'Vehicle Service Writer'
- Apply footnotes (16) and (17) to the title 'Nursery Specialist'
- Apply footnotes (17), (18), and (19) to the title 'Urban Forestry Specialist'
- Apply footnote (11) to the title 'Equipment and Tool Mechanic Lead'

Under Pay Range 7FN:

- Apply footnote (8) to the title 'Nursery Crew Leader'

Under Pay Range 7LN:

- Delete contents of footnote (4) and replace with the following:
(4) Additional \$1.50 per hour when designated to hold the Wisconsin Electrical Contractor License for the City.

Under Pay Range 8FN:

- Delete contents from footnote (5) and replace with the following:
(5) Employees who attain and maintain a Class A CDL to be paid an additional 1% biweekly.
- Create footnotes (8) and (9):
(8) An employee assigned to operate a Hydro-Vac to be paid an additional 10% biweekly.
(9) An employee assigned to operate heavy equipment to be paid an additional 2%
- Apply footnote (8) to the title 'Water Repair Worker 3'
- Apply footnote (9) to the title 'Sewer Crew Leader'

Under Part II:

Under Part II, Section 3. Salary at Time of Appointment:

- Edit subsection 'C.' to read:
C. Recruitment of Technicians (Section 3) and Skilled Crafts (Section 7): In the event it become necessary to recruit at a rate above the minimum for positions classified as Technicians or Skilled Craft, recruitment may be authorized at any rate in the pay range based on credentials and relevant experience with the approval of the Department of Employee Relations.

Under Part II, Section 9. Supplemental Pay Practices:

- Bold subsection 'M. Certification Pay:'

Please make the following corrections to the 2023 Positions Ordinance:

Under Assessor's Office, Real Property:

- Add footnote (X) to 1 position 'Assessment Appeals Director'
- Add footnote (X) to 11 positions 'Commercial Property Appraiser 3'
- Add footnote (X) to 12 positions 'Residential Property Appraiser 3'

Under Department of Public Works, Infrastructure Services Division, Bridges & Buildings Decision Unit, Custodial Services:

- Delete 1 position 'Building Services Supervisor II'
- Add 1 Position 'Building Operations Supervisor'
- Delete 13 positions 'Custodial Worker 1'
- Delete 4 positions 'Custodial Worker 2'
- Add 17 positions 'Custodial Worker 3'

Under Department of Public Works, Infrastructure Services Division, Bridges & Buildings Decision Unit, Auxiliary Positions:

- Delete 1 position 'Custodial Worker 1'
- Add 1 position 'Custodial Worker 3'

Under Department of Public Works, Infrastructure Services Division, Transportation Infrastructure Decision Unit, Stores Unit:

- Delete 8 positions 'Inventory Control Assistant 1'
- Delete 7 positions 'Inventory Control Assistant 2'
- Add 15 position 'Inventory Control Assistant 3'

Under Department of Public Works, Infrastructure Services Division, Transportation Infrastructure Decision Unit, Auxiliary Personnel:

- Delete 1 position 'Inventory Control Assistant 1'
- Add 1 position 'Inventory Control Assistant 3'
- Delete 2 position 'Inventory Control Assistant 2'
- Add 2 position 'Inventory Control Assistant 3'

Under Department of Public Works. Water Works, Business Organization, Meter Services:

- Delete 1 position 'Inventory Control Assistant 2'
- Add 1 position 'Inventory Control Assistant 3'

Under Department of Public Works, Operations Division, Fleet Services Section, Fleet Store Rooms:

- Delete 7 positions 'Inventory Assistant Control Assistant 2'
- Add 7 positions 'Inventory Assistant Control Assistant 3'

Under Department of Public Works, Infrastructure Services Division, Transportation Operations Decision Unit:

- Delete 1 position 'Inventory Control Assistant 2'
- Add 1 position 'Inventory Control Assistant 3'

Under Department of Public Works, Operations Division, Fleet Services Section, Training and Investigation:

- Delete 10 positions 'Equipment Operator 1'
- Add 10 positions 'Equipment Operator 3'

Under Department of Public Works, Operations Division, Fleet Services Section, Dispatch Operations:

- Delete 44 positions 'Equipment Operator 1'
- Add 44 positions 'Equipment Operator 3'

Under Department of Public Works, Operations Division, Sanitation Section, Field Operations:

- Delete 236 positions 'Equipment Operator 1'
- Add 236 positions 'Equipment Operator 3'

Under Department of Public Works, Sewer Maintenance Fund, Underground Decision Unit, Auxiliary Personnel:

- Delete 1 position 'Equipment Operator 1'
- Add 1 position 'Equipment Operator 3'

Under Health, Office of The Commissioner and Health Administration, Finance & Administration:

- Delete 1 position 'Inventory Control Assistant 1 (X)'
- Add 1 position 'Inventory Control Assistant 3 (X)'

Under Health, Environmental Health Division, Emergency Response Preparation:

- Delete 1 position 'Inventory Control Assistant 1 (RG)'
- Add 1 position 'Inventory Control Assistant 3 (RG)'

Under Library, Administrative Services Decision Unit, Central Custodial Unit:

- Delete 1 position 'Custodial Worker 2'
- Delete 14 positions 'Custodial Worker 1'
- Add 15 positions 'Custodial Worker 3'

Under Library, Administrative Services Decision Unit, Branch Custodial Unit:

- Delete 11 positions 'Custodial Worker 1 (X)'
- Add 11 positions 'Custodial Worker 3 (X)'

Under Library, Administration Services Decision Unit, Auxiliary Positions:

- Delete 2 positions 'Custodial Worker 1'
- Add 2 positions 'Custodial Worker 3'

Under Library, Administrative Services Decision Unit, Facilities and Fleet Section:

- Delete 1 position 'Building Operations Supervisor (X)(Y)'
- Add 1 position 'Building Services Supervisor II (X)(Y)'
- Delete 1 position 'Building Operations Supervisor (Y)'
- Add 1 position 'Building Services Supervisor II (Y)'