



CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS

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

From: Maria Monteagudo
 Employee Relations Director
 Department of Employee Relations
 City of Milwaukee

Date: October 25, 2018

Re: Common Council File No. 181088

Dear Committee Members:

This communication recommends changes to the pay ranges for the sworn management positions of Battalion Chief, Fire; Deputy Chief, Fire; and Assistant Fire Chief to address internal equity problems as new appointments are made into these titles. This change also supports the Fire Chief's ability to attract applicants for these critical leadership positions.

Background

A previous report in December of 2016 realigned the pay range minimum and maximum rates for these titles. The intent of the previous report was to create a more appropriate structure and pay differential between sworn management positions with the Milwaukee Fire Department (MFD) in relation to the highest rank classification of Fire Captain within Local 215. The previous report addressed several types of pay compression that existed in MFD, including when employees in lower-level jobs are paid almost as much as their colleagues in leadership or supervisory positions. It also addressed situations where the pay of one or more new employees was very close to the pay of more experienced employees in the same job.

Recommendation

This communication focuses on the pay differential between sworn management positions in relation to the highest rank classification of Fire Captain within Local 215 by recommending promotional increases that acknowledge the increased complexity of work and also recommends that annual pay progression be in fixed increments. As such, these titles would no longer be eligible for the Group B variable pay progression. These recommendations take into consideration the rates of pay included in the final agreement for 2018-2020 between the City of Milwaukee and the Milwaukee Firefighters' Association (MFA), Local #215, scheduled to come before the Common Council for approval in November.

Current Rates of Pay

Group	Title	PR	Actual Minimum	Actual Maximum
Management	Assistant Fire Chief	4RX	\$115,327	\$145,381
Management	Deputy Chief, Fire	4OX	\$110,940	\$127,961
Management	Battalion Chief, Fire	4MX	\$107,068	\$112,626
MFA Local #215	Fire Captain*	4J-857	\$93,482	\$100,961

*Rates of pay effective Pay Period 25, 2016 (November 20, 2016) for employees hired prior to October 3, 2011.

Recommended Rates of Pay with Fixed Increment Pay Progression

Title	PR	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Fire Chief	4RX	\$130,535	\$134,451	\$138,445	\$142,530	\$145,381
Deputy Chief, Fire	4OX	\$120,581	\$122,992	\$125,452	\$127,961	
Battalion Chief, Fire	4MX	\$112,668	\$114,921	\$117,220	\$119,564	

The rates of pay for Fire Captain in the 2018-2020 agreement between the City of Milwaukee and the MFA, Local #215 are \$86,879.38 to \$105,297.02 in 2018 with percentage increases of 2% in 2019 and 2.25% in 2020. The proposed rates above provide for pay progression in fixed increments that range from two to three percent depending upon the title. These pay ranges, as well as pay progression increments for Fire Sworn Management, would be considered again at the time of a future agreement between the City and MFA Local #215.

Implementation

The proposed implementation of these recommendations for all incumbents is April 22, 2018 to coincide with the promotions of two incumbents to the rank of Deputy Chief, Fire. The current incumbents of Assistant Fire Chief; Deputy Chief, Fire; and Battalion Chief, Fire would not receive further pay progression increases in 2018. In 2019 and beyond, incumbents with a favorable review would progress to the next increment of the pay range at the same time as the Group B increases.

Going forward, the rate increase for employees promoted into these titles would be to the increment in the new pay range that is higher than the employee's previous rate of pay. This is different than what is currently provided for in Part II of the Salary Ordinance which indicates that an employee receives either a seven or ten percent increase when promoted.

These proposed recommendations would place current employees into a specific step with DER's approval effective April 22, 2018. Non-resident incumbents would receive 2.5% less than the resident rate in each step. The new salary cost of these recommendations in 2018 is \$83,296.16.

Action Required – Effective Pay Period 9, 2018 (April 22, 2018)

In the Salary Ordinance

Under Pay Range 4MX:

Delete the current Hourly, Biweekly, and Annual rates of pay and delete footnote (1) and replace with the following Hourly, Biweekly, and Annual rates of pay and a new footnote (1).

Hourly	54.17	55.25	56.36	57.48
Biweekly	4,333.38	4,420.04	4,508.45	4,598.61
Annual	112,667.88	114,921.04	117,219.70	119,563.86

- (1) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay. The initial placement of current incumbents into the step structure will be determined by DER.

Under Pay Range 4OX:

Delete the current Hourly, Biweekly, and Annual rates of pay and delete footnote (2) and replace with the following Hourly, Biweekly, and Annual rates of pay and a new footnote (2).

Hourly	57.97	59.13	60.31	61.52
Biweekly	4,637.73	4,730.47	4,825.08	4,921.58
Annual	120,580.98	122,992.22	125,452.08	127,961.08

- (2) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay. The initial placement of current incumbents into the step structure will be determined by DER.

Under Pay Range 4RX:

Delete footnotes (1) and (2) replace with the following footnote (1).

- (1) An employee appointed to this title will be paid at the step that is higher than the employee's previous rate of pay. A Deputy Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance: \$5,020.59; \$5,171.20; \$5,324.79; \$5,481.94; and \$5,591.58 biweekly (\$130,535.34; \$134,451.20; \$138,444.54; \$142,530.44; and \$145,381.08). The initial placement of current incumbents into the step structure will be determined by DER.

Respectfully submitted,



Maria Monteagudo
Employee Relations Director