



Department of Employee Relations

Tom Barrett
Mayor

Makda Fessahaye
Employee Relations Director

Renee Joos
Employee Benefits Director

Nicole Fleck
Labor Negotiator

June 2, 2021

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

Common Council File No. 210269 – “Communication from the Department of Employee Relations amending the Salary Ordinance to provide an incentive rate for CNG inspection certification.”

Dear Committee Members:

This communication requests to amend the salary ordinance to provide an incentive rate for Vehicle Service Technicians who hold a CNG inspection certification. Currently there is only one employee with the City of Milwaukee that holds the certification to inspect the vehicles that utilize CNG (compressed natural gas) fuel. There are very few inspectors within the State of Wisconsin and if our one employee is not available, we may have to bring someone in from out of state to perform the required inspections on our CNG vehicles.

The Federal Motor Vehicle Safety Standards (FMVSS) Standard 304 requires vehicles that utilize CNG fuel to be inspected every three years or 36,000 miles, whichever comes first, or after any accident or fire. Currently the City of Milwaukee has 75 CNG vehicles and are looking to expand the fleet by an additional 7 by the end of 2021. The current city employee that holds this certification is the only person in-house that is able to work on these vehicles' CNG tanks and is the lead worker on servicing these vehicles in general. Any accident that may have compromised the CNG tank on these vehicles needs to be inspected by a certified CNG Inspector to be in compliance with federal regulations.

The certification process requires a week long course and training with annual recertification. There is tremendous value in offering an incentive for additional employees to become CNG Inspectors. This would prevent possible outsourcing due to urgency and availability for inspections. And it would further benefit the fleet to have multiple inspectors onsite for daily CNG vehicle servicing thus creating a more effective workflow.

In order to implement this recommendation, the Salary Ordinance will need to be amended as follows:

Effective Pay Period 1, 2021 (December 27, 2021)

Under Section 7, Pay Range 7ON:

Create footnotes (7) (14) and add to the title “Vehicle Services Technician”

(7) An employees who attains and maintains a CNG Inspector certification will receive an additional 5% of their base rate.

(14) An employees who attains and maintains a CNG Inspector certification will receive an additional 5% of their base rate.

Respectfully submitted,

A handwritten signature in black ink, consisting of a large, stylized initial 'M' followed by a horizontal line and a circular flourish.

Makda Fessahaye
Employee Relations Director

SES
Attachment – Fiscal Impact Statement



City of Milwaukee Fiscal Impact Statement

A **Date** 6/4/2021 **File Number** 210269 **Original** **Substitute**

Subject Communication from the Department of Employee Relations amending the Salary Ordinance to provide an incentive rate for CNG inspection certification.

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

E	Purpose	Specify Type/Use	Expenditure	Revenue
		Salaries/Wages		\$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. 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 June 9, 2021

NEW COSTS FOR 2021

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Operations	Vehicle Services Technician	7ON	Vehicle Services Technician	7ON	\$69,746	\$73,234	\$3,487	\$609	\$4,096
3	DPW-Operations	Vehicle Services Technician	7ON	Vehicle Services Technician	7ON	\$56,780	\$59,619	\$2,948	\$514	\$3,463
4								\$6,436	\$1,123	\$7,559

Assume effective date is Pay Period 1, 2021 (December 27, 2020).

Assume three additional employees obtain the certification Pay Period 16, 2021 (July 25, 2021). The average biweekly rate of pay is \$2,183.84 (\$56,779.84).

NEW COSTS FOR FULL YEAR (2021)

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Operations	Vehicle Services Technician	7ON	Vehicle Services Technician	7ON	\$69,746	\$73,234	\$3,487	\$609	\$4,096
3	DPW-Operations	Vehicle Services Technician	7ON	Vehicle Services Technician	7ON	\$56,780	\$59,619	\$8,517	\$1,486	\$10,003
4								\$12,004	\$2,095	\$14,099

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