



**Milwaukee Water Works**

**Cavalier Johnson**  
Mayor

**Jerrel Kruschke**  
Commissioner, Department of Public Works

**Patrick W. Pauly**  
Superintendent, Milwaukee Water Works

February 17, 2026

To the Honorable  
Finance & Personnel Committee  
Common Council  
200 E. Wells St., Room 205  
Milwaukee, WI 53202

RE: Request to Amend the Positions Ordinance  
Add Water Laboratory Technician (PR 3MN)

Dear Committee Members:

Please accept this request from the Department of Public Works – Water Works to amend the Positions Ordinance to add one (1) additional position of Water Laboratory Technician (PR 3MN). We would ask that this file be heard at the February 25, 2026, meeting of the Finance & Personnel Committee.

The Utility currently has three (3) Water Laboratory Technicians, one of which has transitioned to nearly full-time support of the Lead Service Line Replacement (LSLR) program, making it challenging for the remaining team to keep up with other daily operations. Moreover, as the LSLR program takes its final step to expand to more than 5,000 replacements each year, that incumbent’s workload will grow to a full-time position (a separate request to study the position for reclassification will be made). An additional position of Water Laboratory Technician is therefore vital to keeping up with the workload and regulatory compliance deadlines of the Water Quality laboratory.

The Utility is making this request now so a new position may be filled as soon as possible, with the 2026 construction season getting underway in mid-March.

The Utility will have 2026 budget funds available in Salaries and Fringe Benefits for this position, as its overall vacancy rate in the position of Industrial Machine Repairperson is still high enough that salary and fringe benefit savings will exceed its anticipated Personnel Cost Adjustment (PCA) for the year. Water Works would then include the positions in its 2027 budget request.

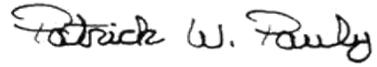
Please amend the 2026 Positions Ordinance to add the following positions:

| <u>Department/Organization/Unit/Position Title</u> | <u>Add</u> |
|--|------------|
| <b>Department of Public Works - Water Works</b>    |            |
| <u>Water Quality Organization</u>                  |            |
| Water Laboratory Technician                        | 1          |

Finance & Personnel Committee  
Request to Amend the Positions Ordinance  
February 17, 2026  
Page 2

I am happy to answer any questions or address any concerns regarding this request.

Sincerely,

A handwritten signature in black ink that reads "Patrick W. Pauly". The signature is written in a cursive style with a large initial 'P'.

Patrick W. Pauly, P.E.  
Water Works Superintendent

c Jerrel Kruschke, Commissioner of Public Works  
Jackie Q. Carter, Director of Employee Relations  
Jane E. T. Islo, Water Works Administration Manager  
Cynthia Moore, Water Works Human Resources Administrator  
Michelle Natarajan, Water Quality Manager