

Lee, Chris

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**From:** noreply@granicusideas.com  
**Sent:** Monday, March 14, 2022 11:55 AM  
**To:** Lee, Chris  
**Subject:** New eComment for FINANCE & PERSONNEL COMMITTEE on 2022-03-16 9:00 AM - Amended 3/11/22 - Item 11 (CCFN 211774) added.



## New eComment for FINANCE & PERSONNEL COMMITTEE on 2022-03-16 9:00 AM - Amended 3/11/22 - Item 11 (CCFN 211774) added.

Gavin Kuck submitted a new eComment.

Meeting: FINANCE & PERSONNEL COMMITTEE on 2022-03-16 9:00 AM - Amended 3/11/22 - Item 11 (CCFN 211774) added.

Item: 1. 211758 Communication from employees of Milwaukee Water Works relating to wages.

eComment: I work in Plant Automation, I started in Feb of 2018. I was told in my interview that there was no reason I wouldn't be able to max out my pay range in a year or two. I just need used my Matrix to move up the Career Ladder. I was reviewed only in 2019 and not able advance. All inquiries have been dismissed or never answered clearly. Career Ladders were recently(Dec-2021)removed entirely from the salary ordinance, my guess is this was in response to my questioning. If you read the wording in the salary ordinances, with the exception of the second half of 2019 there was never a real "pay freeze" since before I was hired. A request for a pay study was sent in for the Automation group back in last Mar-21 I think. We were told we are the highest priority in the Water Department(top of the "list"), then one of the highest, now most recently "DER is aware of the need for a Classification report/Market study for the Automation group. Unfortunately, DER has received numerous other requests for reports/studies from DPW and other City departments. Re-titling or creating a title series has been discussed as well but would need to be evaluated utility-wide and is also a multi-year process."

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