



Department of Employee Relations

Tom Barrett
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Nicole M. Fleck
Labor Negotiator

October 8, 2018

REVISED

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

Dear Committee Members:

Re: Common Council File #180951

File #180951 recommends adding a snow pay footnote to certain classifications within the Department of Public Works management. These classifications include: Building Services Supervisor II (1AX), Business Support Liaison (2HX), Parking Financial Manager (1FX), and Street Repair District Manager (1FX). The addition of this footnote will affect five individual employees who are in these classifications.

The City of Milwaukee experiences an average of 47" of snow and countless freezing road conditions such as freeze back from thawing snow, freezing fog, frost and drizzle, etc. for an average of 4 major plowings and 32 general ice control operations involving multiple shifts and hours. All these operations require watchful and active winter road maintenance operations. Precipitation occurs frequently during overnight hours creating morning rush hour concerns to be addressed in advance and outside of normal business hours.

Snow and Ice Control responsibilities for managers and supervisors require that these individuals be scheduled, available at a moment's notice and report for duty to monitor, respond and manage winter weather events. This means these individuals will work increased hours above and beyond and outside of what is expected of their day to day management positions.

Therefore, we request the addition of the following footnote to the following classifications:

Pay Range 1AX, Building Services Supervisor II, add footnote designation "3" as follows:
"3/The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work."



Pay Range 1FX, Parking Financial Manager and Street Repair District Manager, add footnote designation "4" as follows: "4/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work."

Pay Range 2HX, Business Support Liaison, add footnote designation "6" as follows: "6/The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work."

A copy of the fiscal note is included with file #180951. It is recommended that the requested Salary Ordinance changes be approved.

Sincerely,



Nicole M. Fleck
Labor Negotiator

Attachments

NMF
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labr/2018/CC_F&P_Files

