



Department of Employee Relations

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Mayor

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Director

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Director

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January 7, 2022

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

Common Council File No. 210449 – “Communication from the Department of Employee Relations amending the Salary Ordinance to provide an additional 1% biweekly for FLSA non-exempt employees assigned to drive during a general ice control and snow plow operation.

Dear Committee Members:

The Department of Employee Relations (DER) and the Department of Public Works (DPW) recommend that all FLSA non-exempt employees assigned to drive during a general ice control and snow plow operation (GIC) be paid an additional 1% biweekly. Employees performing these driving functions are required to possess a Commercial Driver’s License (CDL) as a minimum requirement of their job descriptions.

The City of Milwaukee has experienced difficulty in recruiting and retaining employees in positions that require a CDL. Furthermore, the Federal Department of Transportation’s minimum requirements for a Commercial Driver’s License (CDL) are increasing on February 7, 2022. Under the new requirements, individuals are required to complete a theory/knowledge and behind the wheel training program. This increased requirement may make it more difficult for individuals to obtain a CDL, thereby making current CDL holders and candidates more valuable.

At present, employees in the title of Operations Driver/Worker (ODW) receive an additional 1% when assigned to drive during a general ice control and snow plow operation (GIC). However, there are additional titles in the Department of Public Works in which employees are required to drive or may volunteer to drive during an operation. In all cases, if an employee’s rate of pay in their current title is lower than the minimum rate of pay of an ODW, that employee is given an emergency promotional appointment to the title of ODW. Employees in the titles below drive during a general ice control and snow plow operation (GIC).

- Cement Finisher
- Cement Finisher Helper
- City Laborer
- Infrastructure Repair Crew Leader
- Infrastructure Repair Worker
- Operations Driver/Worker
- Sewer Crew Leader
- Sewer Examiner
- Sewer Field Investigator
- Sewer Laborer I
- Sewer Laborer II
- Sewer Mason
- Sewer Repair Crew Leader
- Special Equipment Operator I, II, III
- Special Laborer (Electrical Services)
- Traffic Sign Worker II
- Urban Forestry Arborist Apprentice
- Urban Forestry Crew Leader
- Urban Forestry Laborer
- Urban Forestry Specialist
- Urban Forestry Technician

This report recommends that employees in the above FLSA non-exempt titles receive an additional 1% biweekly when assigned to drive during a GIC. Further, it is recommended that this change be effective Pay Period 25, 2021, consistent with the beginning of the 2021/2022 GIC season.

Actions Required – Effective Pay Period 25, 2021 (November 28, 2021)

In the Salary Ordinance:

Under Part I - Rates of Pay, Section 8: Pay Range 8KN

Delete and replace footnotes (1) (5) with the following:

- (1) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader to be paid an additional 1% biweekly.
- (5) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader to be paid an additional 1% biweekly.

Under Part II-Administration, Section 9: Supplemental Pay Practices

Add the following language:

N. General Ice Control and Snow Plow Operations: In the Department of Public Works, employees holding positions designated as non-exempt under FLSA shall be paid an additional 1% biweekly when assigned to drive during a general ice control and snow plow operation (GIC).

Respectfully submitted,



Makda Fessahaye
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A **Date** 1/12/2022 **File Number** 210449 **Original** **Substitute**
Subject Department of Public Works - 1% General Ice Contral Pay

B **Submitted By (Name/Title/Dept./Ext.)** Mason Lavey/Budget & Fiscal Policy Analyst III/Dept. of Administration

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

	Purpose	Specify Type/Use	Expenditure	Revenue
E	Salaries/Wages	Salary impact in 2022	\$26,036.00	\$0.00
		Fringe Benefit impact in 2022	\$11,977.00	\$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
	TOTALS		\$38,013.00	\$ 0.00

F

Assumptions used in arriving at fiscal estimate.

The wage and benefit changes are not reflected in the 2022 Budget and will result in additional costs for the City. This change makes changes to 22 positions.

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 Annual costs are estimated at \$38,013.00

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.

Jobcode (All)

Row Labels	Sum of Total
CEMENT FINISHER	\$ 663
CITY LABORER	\$ 1,447
INFRASTRUCTURE REPAIR CREW LDR	\$ 11,505
INFRASTRUCTURE REPAIR WORKER	\$ 1,079
SEWER CREW LEADER	\$ 36,085
SEWER CREW LEADER I	\$ 10,194
SEWER FIELD INVESTIGATOR	\$ (64)
SEWER LABORER I	\$ -
SEWER LABORER II	\$ 2,669
SEWER REPAIR CREW LEADER	\$ 2,427
SPECIAL EQUIPMENT OPER I	\$ 236,515
SPECIAL EQUIPMENT OPER II	\$ 141,027
SPECIAL EQUIPMENT OPER III	\$ 95,611
SPECIAL LABORER (ES)	\$ 60
URBAN FORESTRY ARBORIST APPR	\$ 2,602
URBAN FORESTRY CREW LDR	\$ 67,939
URBAN FORESTRY LABORER	\$ 30,487
URBAN FORESTRY SPECIALIST	\$ 169,457
URBAN FORESTRY TECHNICIAN	\$ 1,932
Grand Total	\$ 811,634

2021: Non-1425GC Titles	\$ 8,116
1425GC Titles	\$ 17,920
Annual Estimate	\$ 26,036
Benefits	\$ 11,977
Total	\$ 38,013