

**Job Evaluation Report**

City Service Commission Meeting: October 27, 2020

**Department of Public Works-Infrastructure Services**

Current	Recommended
Sewer Maintenance Program Manager PR 1BX (\$48,670 - \$67,616) One Position	Sewer Maintenance Program Manager PR 1BX (\$48,670 - \$67,616) FN: Recruitment is at \$61,650 One Position
Sewer Operations Supervisor PR 1BX (\$48,670 - \$67,616) Two Positions	Sewer Operations Supervisor PR 1BX (\$48,670 - \$67,616) FN: Recruitment is at \$61,650 Two Positions
Sewer Repair Crew Leader PR 8KN (\$40,643 - \$53,000) FN: Recruitment is at \$44,189 Five Positions	Sewer Repair Crew Leader PR 8PN (\$52,533 - \$60,382) FN: Additional 1% to attain/maintain Class A CDL Five Positions
Sewer Crew Leader II PR 8HN (\$40,639 - \$46,008) Three Positions	Sewer Crew Leader PR 8LN (\$45,327 - \$51,517) FN: Additional 1% to attain/maintain Class A CDL & additional 2% for operating assigned heavy equipment 25 Positions
Sewer Crew Leader I PR 8GN (\$39,153 - \$44,399) FN: Recruitment is at \$40,160 22 Positions	
Sewer Examiner II PR 8JN (\$42,880 - \$48,242) Three Positions	Sewer Examiner PR 8JN (\$43,853 - \$49,338) Three Positions
Sewer Field Investigator PR 8HN (\$40,639 - \$46,008) FN: Recruitment is at \$41,119 Five Positions	Sewer Field Investigator PR 8IN (\$40,640 - \$47,077) FN: Recruitment is at \$41,487 Five Positions

Note: Residents receive a rate that is 3% higher.

**Background**

The Department of Public Works-Infrastructure Services has requested a review of positions within the Sewer Underground Operations of the Sewer Maintenance Fund as listed above. New job descriptions were provided and discussions were held with Tim Thur, Infrastructure Administration Manager, Lindsey O'Connor, Infrastructure Services Personnel Officer, Nader Jaber, Engineer-In-Charge, Robert Brooks, Sewer Services Manager and Jason Sanders, Sewer Services District Manager.

Beginning in 2012, the responsibilities of positions began to change as crews gained responsibility for operating the heavy equipment necessary to complete underground repair operations. Before this time crews had been augmented with Special Equipment Operators (previously titled Heavy Equipment Operators) out of DPW-Operations - Fleet Services.

DPW Sewer Underground Operations is responsible for handling all underground sewer operations. This includes responsibility for the cleaning, maintenance, examination and repair of the City's storm, sanitary, and combined sewer systems as well as any related facilities such as manholes and drainage channels.

Work performed by staff in Sewer Underground Operations is now comparable to that of work performed within the Water Works Distribution Organization in terms of level of responsibility and required skills. Water Distribution crews conduct emergency water main break repairs, hydrant maintenance repairs and replacements, service lateral repairs, construction

activities for water main replacements as well as maintenance and repairs of the water distribution system appurtenances. These crews have operated the heavy equipment required to conduct their repairs for some time.

Because Water Works Distribution positions pay at a higher rate than those in the Sewer Maintenance Underground Operations, Infrastructure Services has often lost staff through internal transfers and promotions to the Water Works Distribution Operation. Over the past five years, eight Sewer Underground staff have left to take positions with Water Works Distribution. This report therefore reviews the rates of pay of comparable positions within these DPW Divisions and recommends reclassification for specific titles in the Sewer Maintenance Underground Operations.

Current	Sewer Maintenance Program Manager	PR 1BX (\$48,669.92 - \$67,615.60)	One Position
	Sewer Operations Supervisor	PR 1BX (\$48,669.92 - \$67,615.60)	Two Positions
Recommended	Sewer Maintenance Program Manager	PR 1BX (\$48,669.92 - \$67,615.60) FN: Minimum Recruitment \$61,650	One Position
	Sewer Operations Supervisor	PR 1BX (\$48,669.92 - \$67,615.60) FN: Minimum Recruitment \$61,650	Two Positions

The Sewer Maintenance Program Manager is responsible for the maintenance of records and scheduled programs for the cleaning, examination, repair, and inspection of sewer related facilities within the City of Milwaukee. Duties, responsibilities, and requirements include:

- 80% Daily to Day responsibilities:
  - Prepare and implement cleaning and inspection programs for sewers, catch basins, and storm inlets.
  - Maintain and record cleaning, repair, inspection, and service records for sewers, catch basins, and storm inlets.
  - Receive, organize and dispatch service referrals to sewer crews.
  - Prepare replies and correspondence to Alderpersons, City Attorney, and property owners, etc.
  - Process Contract sewer exams from the Sewer Design section.
  - Investigate City Attorney claims by compiling information from sewer records.
  - Monitor the database, records, and personnel working in the DPW Flood Control Center.
  - Record and maintain a residential backwater file for properties throughout the City.
- 20% Other Duties:
  - 24-hour on-call rotation as Duty Supervisor for flood control operations and other sewer related issues.
  - S.C.A.D.A. Monitoring of sewer bypass pumps.
  - Represent Sewer Underground Operations at Judicial Legislation Meetings.
  - Attend Town Hall meetings.

Minimum requirements include five years of experience in sewer maintenance or operations at the level of a sewer crew leader or higher. These requirements have not yet been assessed for staffing purposes.

A Sewer Operations Supervisor is responsible for field activities of sewer crews engaged in the repair, construction and cleaning of sewer structures and facilities for one of two City Districts. Duties, responsibilities and requirements include:

- 10% Field supervision of various sewer crews in the cleaning, repair and maintenance of various underground structures and facilities
- 10% Responsible for individual crew safety compliance such as traffic control, utility location and hot lining, and personal protective equipment.
- 10% Assist District Manager in determining priorities when scheduling work and field coordination of assignments between District cleaning and repair crews.
- 70% Day-to-Day Responsibilities:
  - Assumes full responsibility for all District sewer activities in the absence of the District Manager.
  - Approves daily repair reports for usage of labor, equipment, materials, and productivity. Maintain repair records including street permits, plat book data records, and damage reports.

- Visit field locations to check crews daily.
- Prepare cost estimates. Contacts vendors to order materials and coordinate activities with other agencies.
- 24-hour availability for emergencies such as sewer cave-ins.
- Comply with engineering plans, specifications, and special provisions.
- Examine engineering plans and CCTV examinations for necessary sewer repairs and installations.
- Monitor inventory for sewer castings and pre-casts, assist inventory clerks with ordering sewer related materials.
- Serve a 24-hour on-call rotation as duty supervisory for flood control operations and other sewer related issues.
- Train personnel in proper safe usage of all hand tools and/or pneumatic equipment.
- Transport and supervise personnel on random drug tests.
- SCADA monitoring of by-pass pumps throughout the City of Milwaukee.
- Interview citizens and attend Town Hall meetings.

Minimum requirements include two years of experience in sewer construction, repair or related fields at a responsible level. These requirements have not been assessed for staffing purposes.

### Analysis and Recommendations

A Sewer Operations Supervisor is responsible for field activities of sewer crews engaged in the repair, construction and cleaning of sewer structures and facilities for one of two City Districts. Whereas, the Sewer Maintenance Program Manager is responsible for the cleaning and inspection programs for sewers and related structures, maintenance of records and coordination of service requests involving sewers. These positions receive the same level of compensation.

Within the Water Works Distribution Operations, the Water Field Supervisor supervises field personnel including repair crews and meter investigators to expedite repair and maintenance activities such as water main beaks, joint leaks, service leaks and replacements including lead services valve repairs and replacements, hydrant repairs and replacement, realign and reset distribution valve and service boxes in Milwaukee, Greenfield, St. Francis and the Village of Hales Corners. The Water Field Supervisor is also responsible for coordinating water distribution field activities related to the water main relay program and the Milwaukee paving program, and supervising branch service installations as requested by plumbers and contractors.

The work performed by the Sewer Underground Operations supervisors and Water Works field supervisors are comparable in level of responsibility and all are compensated in Pay Range 1BX. All supervise repair personnel that are required to operate heavy equipment used to complete underground repairs and replacement work. However, the pay recommendations for repair personnel discussed later in this report do have the result of creating pay compression with the Sewer Underground supervisors. This situation was also the case with the Water Field Supervisors when Water Distribution repair crews took on responsibility for operating heavy equipment. In response to this pay compression; and to incentivize repair personnel to consider promotion to the supervisory level, Water Field Supervisors have a footnote providing for a higher recruitment rate. The pay ranges for these comparable supervisory titles are as follows:

Title	Pay Range	Minimum	Recruitment Rate	Maximum
Sewer Maintenance Program Manager	1BX	48,670		67,616
Sewer Operations Supervisor	1BX	48,670		67,616
Water Field Supervisor	1BX	48,670	61,650	67,616

Note: Residents receive a rate that is 3% higher.

This report recommends maintaining the same differential in pay between Sewer Underground supervisors and repair personnel as exists with the differential between Water Field Supervisors and Distribution repair personnel.

Therefore, this report recommends that one position of Sewer Maintenance Program Manager and two positions of Sewer Operations Supervisor continue to be classified in Pay Range 1BX (\$48,670 - \$67,616) with the addition of a footnote that provides for a minimum recruitment rate of \$61,650.

Current	Sewer Repair Crew Leader	PR 8KN (\$40,643 - \$53,000) FN: Minimum Recruitment \$44,189	Five Positions
Recommended	Sewer Repair Crew Leader	PR 8PN (\$52,533 - \$60,382) FN: Additional 1% to attain/maintain Class A CDL	Five Positions

A Sewer Repair Crew Leader is responsible for leading the work of a large repair crew responsible for repairing the City's sewers and related underground structures. Duties, responsibilities and requirements include:

- 30% Lead worker in installing catch basins, storm inlets, drains, manholes and other sewer structures.
- 15% Assumes leadership of repair crews in absence of the Sewer Operation Supervisor.
- 15% Directs construction and/or repair activities of the Sewer Laborer II and the other laborers assigned to the crew.
- 10% Lead worker in placing sheeting and bracing in trenches and excavations required by the state industrial code and OSHA.
- 15% Lead worker in laying sewer pipe of various sizes, making various types of joints and placing bedding.
- 5% Trains employees in safe work procedures.
- 5% Determines material required for construction and/or repairs.
- 5% Other duties as assigned to include confined space entry.

Minimum requirements include two years of experience in Underground Operations, one year at Sewer Laborer II title or higher. These requirements have not been assessed for staffing purposes.

### Analysis and Recommendation

A Sewer Repair Crew Leader is responsible for leading the work of a large repair crew responsible for repairing the City's sewers and related underground structures. The main function of these crews is to respond to emergencies as they occur including performing major flood control. This crew responds to road cave-ins, collapsed sewers and repairs/installs inlets and catch basins. They also repair sanitary or storm manhole structures or replace them. In the course of this repair work a Sewer Repair Crew Leader will operate a large Backhoe Tractor, Mini-Excavator Tractor, and Steer-Loader and Hydro-Vac. They use other construction tools such as hand and pneumatic tools; equipment such as compressors, forklifts, dump trucks, trailers, utility vans, dewatering units; trench shields, shoring equipment and air quality air quality monitors.

A Water Chief Repair Worker performs and is responsible for all phases of repair, replacement and maintenance to maintain the integrity of the water distribution system. This includes repair of water main breaks, service laterals, reconnects and replacements, curb stop replacements, valves, hydrants, taps and mains, air vents, taps and branches, water main joints, pipes, and appurtenances. Crews locate the source and location of leaks. In the course of this repair work they operate heavy equipment to include an a large Backhoe Tractor, Hydro-Vac, Drill Rig, electronic leak locators, compressors, forklift, dump trucks, trailers, utility vans, valve operators, travel and guillotine saws, branch and tapping machines, torch cutting apparatus, reed cutters, hand and pneumatic tools, flaring tools, freeze kits, sheeting and shoring equipment, air quality monitors, ventilators, pumps, locating equipment, generators, and other construction tools.

Both the Sewer Repair Crew Leader and the Water Chief Repair Worker are responsible for leading the work of the large repair crew responsible for underground sewers and underground water distribution systems. These crews respond to emergencies within the disparate systems and lead crews in necessary repair or replacement of underground structures. Both positions operate the heavy equipment required to perform these repairs. The current rates of pay for these titles are as follows:

Title	Pay Range	Minimum	Maximum	Incentive Footnote
Water Chief Repair Worker	8PN	52,533	60,382	1% for Class A CDL
Sewer Repair Crew Leader	8KN	40,643	53,000	

Note: Residents receive a rate that is 3% higher.

Because of the comparability in level of responsibility and related competencies this report recommends reallocating these five positions as Sewer Repair Crew Leader in Pay Range 8PN (\$52,532.74 - \$60,382.40) with an additional 1% incentive for attaining and maintaining a Class A CDL.

Current	Sewer Crew Leader II	PR 8HN (\$40,639 - \$46,008)	Three Positions
	Sewer Crew Leader I	PR 8GN (\$39,153 - \$44,399) Minimum Recruitment \$40,160	22 Positions
Recommended	Sewer Crew Leader	PR 8LN (\$45,327 - \$51,517) FN: Additional 1% to attain/maintain Class A CDL & additional 2% to operate assigned heavy equipment	25 Positions

A Sewer Crew Leader supervises and/or operates various sewer cleaning equipment or works as lead person on small repair crew repairing the City's sewers and related structures. Duties, responsibilities and requirements include:

- 45% Supervise/operate various sewer cleaning equipment/Jet-Vac or work as lead person on small repair crew
- 10% Ensure that crew members have proper safety equipment and follow safe work procedures
- 10% Install proper traffic control on job sites to direct traffic and protect crew members and the public
- 5% Prepare daily time reports; complete cleaning/repair records
- 5% Maintenance and light repair of cleaning equipment, Jet-Vac, Rodder etc.
- 5% Confined Space Entry (Training provided).
- 5% Other necessary and related activities, including Flood Control.
- 5% Operator of Mini-Excavator (Training provided)
- 5% Lead worker on Drainage channel maintenance crew
- 5% Other duties as assigned.

Minimum requirements include two years of experience in sewer maintenance including 6 months as a sewer laborer. These requirements have not been assessed for staffing purposes.

### Analysis and Recommendation

A Sewer Crew Leader supervises/operates various sewer cleaning equipment or works as lead person on small crew repairing the City's sewers and related structures. In the course of this work a Sewer Crew Leader will operate a Jet-Vac, Jets, Hydro-Excavator, Hydro-Cranes, a rodder for removing roots, as well as a Backhaul. As an example, the Sewer Crew Leader will use Jet-Vacs to clear clogged sewers, clean 945 miles of sanitary sewers every three years, clean 968 miles of storm sewers on an as needed basis, and clean combined storm sewers and larger sanitary sewers on an eight year cycle. The Hydro-Excavator produces a high-pressure flow of hot water that can clear frozen inlets or catch basis during the winter months.

A Water Repair Worker works as a part of a repair crew conducting routine maintenance and repairs; as well as emergency repairs of the water distribution system. This position drives and operates a Tri-Axle Dump Truck to haul heavy equipment used to excavate material and backfill excavations, and operates a crew van with all the tools, equipment and supplies needed to conduct repairs. The position also acts as crew leader in the absence of the Water Chief Repair Worker as assigned.

The work of a Sewer Crew Leader is comparable in terms of responsibility, scope of work and required competencies to that of a Water Repair Worker. Both classifications conduct routine and emergency repairs of similar underground sewers or water mains. Classifications in both divisions operate necessary heavy equipment in order to perform the needed repairs. The current rates of pay for these titles are as follows:

Title	Pay Range	Minimum	Recruitment Rate	Maximum	Incentive Footnote
Water Repair Worker	8LN	45,327		51,517	1% for Class A CDL; 2% for Hydro-Vac
Sewer Crew Leader II	8HN	40,639		46,008	
Sewer Crew Leader I	8GN	39,153	40,160	44,399	

Note: Residents receive a rate that is 3% higher.

Because of the comparability in level of duties and related competencies this report recommends reallocating these 25 positions to Sewer Crew Leader in Pay Range 8LN (\$45,327 - \$51,517) with a 1% incentive for attaining and maintaining a Class A CDL and an additional 2% for operating assigned heavy equipment.

Current	Sewer Examiner II	PR 8JN (\$42,880 - \$48,242)	Three Positions
Recommended	Sewer Examiner	PR 8JN (\$43,853 - \$49,338)	Three Positions

A Sewer Examiner is in charge of an examining crew which inspects the structural condition of sanitary, storm and combined sewers, and their appurtenances; and produces written, oral and/or video reports of the examination. Duties, responsibilities, and requirements include:

- 60% Responsible for determining and reporting structural and hydraulic conditions in the city's sewer system using a computerized digital CCTV system or visual methods as required by assignment. This includes sewer mains, manholes, drainage structures, storm drains, building services. From these reports, determinations are made relative repairing, replacing or the adequacy of specific portions of the city sewer.
- 10% Investigates backwaters, cleaning problems, voids and cave-ins, water main breaks, complaints by citizens and city officials, performs dye tests and special investigations in conjunction with spillage of hazardous materials, locating point source of pollution
- 30% Day-to-Day Responsibilities:
  - Make initial, final and guarantee inspection when required and acceptance of construction, repairs and adjustments made to existing sewer facilities by contractors
  - Assist other city department agencies, official and other personnel in preparing programmed items, issuing permits, or furnishing selected data on a requested basis.
  - Ability to make inspection and determination on the private portion of plumbing system located on residential, commercial and industrial property. This would include locating sources of excess flow and illegal connections
  - Responsible for training crew members in matters relating to sewer examination methods, safety techniques and standard procedures. Responsible for all vehicles and maintenance of all equipment, tools, and protective equipment assigned to the crew

Minimum requirements include one year of experience in sewer maintenance work at the level of a sewer crew leader of sewer field investigator. These requirements have not been assessed for staffing purposes.

### Analysis and Recommendation

The Sewer Examiner and their examining crew are the first line of defense in ensuring the structural condition of sanitary, storm and combined sewers, and their appurtenances. These positions complete this work by operating a specialized camera to move through and televise the condition of the sewers. These video recordings are retained for seven years and are useful in both determining the next steps in maintenance or repair work as well as used as reference in response to

emergencies. These positions are dedicated to completing this work on a year-round basis and interact with the public on a regular basis.

This position has historically been compensated at a higher level than the Sewer Field Investigator due to the knowledge and skill required for the operation of specialized equipment. For this reason, this report recommends relocating the pay for these the titles with the same percentage increase as recommended for the Sewer Field Investigators discussed in the following section.

This report therefore recommends three positions of Sewer Examiner be reallocated with the following new rates of pay within Pay Range 8JN (\$43,853 - \$49,338).

Current	Sewer Field Investigator	PR 8HN (\$40,639 - \$46,008) Minimum Recruitment \$41,119	Five Positions
Recommended	Sewer Field Investigator	PR 8IN (\$40,640 - \$47,077) Minimum Recruitment \$41,487	Five Positions

A Sewer Field Investigator is responsible for investigating and servicing complaints related to underground facilities involving sewers, sewer structures, and drainage in a designated district or area of the City. A Sewer Investigator works second shift every 5th week of a month and is on-call 24 hours during that time to service any complaints received after normal business hours daily, weekends, and holidays. Duties, responsibilities, and requirements include:

- 30% Investigates flooding during flood control, backwaters, and clogged sewer conditions. Determines causes and takes appropriate steps to provide relief including opening and cleaning sewers, manholes, catch basins, and storm inlets; missing and/or displaced lids.
- 15% Locates all sewer facilities including drains, mainlines, and structures according to Digger's Hotline standards notifying Digger's Hotline whenever necessary or required.
- 10% Prepares and compiles reports of all investigations to include daily timesheets. Summarizes, tabulates and submits reports for data and facts for maintenance programming, liability claims against the City and/or needed repair work.
- 45% Day-To-Day Responsibilities:
  - Performs dye tests on caved-in roadways or sink holes to determine structural integrity of sewer facilities or sewer related structures.
  - Inspects all lateral and sewer connections made to City sewers by private plumber or contractor for proper installation.
  - Checks condition or identification of existing laterals or sewers for plumbing inspection and/or private contractors.
  - Retrieves lost articles from sewer mains or structures such as keys, jewelry, etc. or items needed for law enforcement officials in their investigations.
  - Check and/or maintenance crossovers, gates, outfalls, submersible pump sites, etc.
  - Provide training for Sewer Laborer II working on crew in safe, sewer related functions.
  - Other duties as assigned to include confined space entry
  - Assist in implementing flood control operations.
  - Monitor SCADA system pumps
  - Monitor call center via mobile laptop
  - Transfer of vehicles

Minimum requirements include two years of experience in sewer maintenance, repair, examination or construction work. These requirements have not been assessed for staffing purposes.

### Analysis and Recommendation

The work of a Sewer Field Investigator in Sewer Maintenance Underground Operations is comparable in level and scope to work performed by a Water Distribution Utility Investigator. In comparing the positions, a Sewer Field Investigator

investigates and provides service for complaints related to underground facilities including sewers, sewer structures, and drainage in a designated district or area of the City. A Water Distribution Utility Investigator investigates and provides service to assess the source of water leaks, control water leaks, as well as requests to turn on or turn off water services. Both positions then provide information to managers to determine follow-up repairs.

The work of the Sewer Field Investigator is also comparable in level and scope of work to that of a Water Meter Investigator responsible for conducting meter reading functions for large industrial, commercial and wholesale accounts, as well as for investigating anomalies for residential customers reported by the Automated Reading System. These investigations include both high/low consumption issues and ensuring that water systems are in compliance with the Utility's specifications and policies. Meter Investigators also assist customers in identifying leaks. The current rates of pay for these three titles are as follows:

Title	Pay Range	Minimum	Recruitment Rate	Maximum
Water Meter Investigator	8IN	40,640	41,487	47,077
Water Distribution Utility Investigator	8IN	40,640		47,077
Sewer Field Investigator	8HN	40,639	41,119	46,008

Note: Residents receive a rate that is 3% higher.

Because of the comparability in level of duties and related competencies, this report recommends reallocating five positions of Sewer Field Investigator to Pay Range 8IN (\$40,640 - \$47,077 with minimum recruitment at \$41,487).

**Actions Required – Effective Pay Period 23 (November 1, 2020)**

In the 2020 Salary Ordinance

Under Pay Range 1BX:

Add footnotes as follows for 'Sewer Maintenance Program Manager (3) (6)' and 'Sewer Operations Supervisor (3) (6)'

Under Pay Range 8GN:

Delete Title 'Sewer Crew Leader I'

Under Pay Range 8HN:

Delete title 'Sewer Crew Leader II' and title and footnotes 'Sewer Field Investigator (1) (2)

Under Pay Range 8IN:

Add title with footnotes 'Sewer Field Investigation (4) (8)

Under Pay Range 8JN:

Delete all and add the title 'Sewer Examiner' with the following rates:

Wage Rate:

Hourly	21.08	23.72
Biweekly	1,686.67	1,897.60
Annual	43,853.42	49,337.60

Resident Wage Incentive:

Hourly	21.72	24.43
Biweekly	1,737.27	1,954.53
Annual	45,169.02	50,817.78



Under Pay Range 8KN:

Delete the following title with footnotes 'Sewer Repair Crew Leader (5) (10)'

Under Pay Range 8LN:

Add title and footnotes for Sewer Crew Leader (3) (6) with footnotes as follows:

(3) (6) Additional 1% incentive for attaining and maintaining a Class A CDL and an additional 2% for operating assigned heavy equipment.

Under Pay Range 8PN:

Add title and footnotes for 'Sewer Repair Crew Leader (4) (8)'

In the 2020 Positions Ordinance

Under Department of Public Works-Sewer Maintenance Fund-Underground Decision Unit-Sewer Underground Operations

Delete three positions of 'Sewer Crew Leader II', 22 positions of 'Sewer Crew Leader I', and three positions of 'Sewer Examiner II'

Add 25 positions of Sewer Crew Leader and three positions of 'Sewer Examiner'

In the 2021 Salary Ordinance

Under Pay Range 1BX:

Add footnotes as follows for 'Sewer Maintenance Program Manager (3) (6)' and 'Sewer Operations Supervisor (3) (6)'

Under Pay Range 8GN:

Delete Title 'Sewer Crew Leader I'

Under Pay Range 8HN:

Delete title 'Sewer Crew Leader II' and title and footnotes 'Sewer Field Investigator (1) (2)'

Under Pay Range 8IN:

Add title with footnotes 'Sewer Field Investigation (4) (8)'

Under Pay Range 8JN:

Delete all and add the title 'Sewer Examiner' with the following rates:

Wage Rate:

Hourly	21.08	23.72
Biweekly	1,686.67	1,897.60
Annual	43,853.42	49,337.60

Resident Wage Incentive:

Hourly	21.72	24.43
Biweekly	1,737.27	1,954.53
Annual	45,169.02	50,817.78

Under Pay Range 8KN:

Delete the following title with footnotes 'Sewer Repair Crew Leader (5) (10)'

Under Pay Range 8LN:

Add title and footnotes for Sewer Crew Leader (3) (6) with footnotes as follows:

(3) (6) Additional 1% incentive for attaining and maintaining a Class A CDL and an additional 2% for operating assigned heavy equipment.

Under Pay Range 8PN:

Add title and footnotes for 'Sewer Repair Crew Leader (4) (8)'

In the 2021 Positions Ordinance

Under Department of Public Works-Sewer Maintenance Fund-Underground Decision Unit-Sewer Underground Operations  
Delete three positions of 'Sewer Crew Leader II', 22 positions of 'Sewer Crew Leader I', and three positions of  
'Sewer Examiner II'  
Add 25 positions of Sewer Crew Leader and three positions of 'Sewer Examiner'

Prepared by: Andrea Knickerbocker  
Andrea Knickerbocker, Human Resources Manager