



Department of Employee Relations

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Director

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Labor Negotiator

October 26, 2021

REVISED 10/26/21

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

Common Council File No. 211025 – “Communication from the Department of Employee Relations amending the Salary Ordinance to increase the recruitment rate of pay for the title of Operations Driver Worker in the Department of Public Works – Operations Division.”

Dear Committee Members:

The Department of Employee Relations (DER) recommends an increase to the recruitment rate of pay for the title of Operations Driver Worker (ODW). The minimum recruitment rate for the title is creating little interest in qualified candidates and a shortage in the City’s workforce. Furthermore, the Federal Department of Transportation 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.

In the past, an eligible list prepared by DER for the Operations Driver Worker title could be used to serve hiring needs for one to two years. More recently DER has conducted multiple recruitments per year but even so, the resulting eligible lists have not yielded a sufficient number of candidates to fill the Department of Public Works (DPW) vacancies.

Turnover of staff has also impacted DPW as during the last three years, 129 ODW’s have left for reasons other than retirement; 49 of these employees left with less than one year of service. Exit interviews consistently site that pay is too low for the difficult work that is required. The physical effort of the Operation Driver Workers has increased as daily garbage collection routes are now larger than in the past.

The current rates of pay for an Operations Driver Worker are as follows:

Operations Driver/Worker			
Pay Range 8KN	Minimum	Minimum GIC Rate	Maximum
Hourly	19.54	22.13	25.48
Biweekly	1,563.20	1,770.40	2,038.47
Annual	40,643.20	46,030.40	53,000.22

Note: Residents receive an additional 3%

In addition, ODW’s receive the following incentive pay:

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 or assigned to drive during a

general ice control and snow plow operation to be paid an additional 1% biweekly. An employee assigned to drive during a general ice control and snow plowing operation to be paid a minimum of \$1,770.40 bi-weekly (\$46,030.40 annually).

2. An employee assigned to drive a Roll-off Truck, Top Load Packer, Fuel Truck, or Vac-All to be paid an additional 3% biweekly. An employee assigned to drive a Street Sweeper or Utility Tow Truck to be paid an addition 5% biweekly.
3. An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.

In considering the cost of labor for this title, staff reviewed data from the Economic Research Institute (ERI), a salary survey service to which the Department of Employee Relations subscribes.

CDL Driver, ERI

Years of Experience	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
7	54,696	59,217	65,308	71,176	77,204
6	53,162	57,537	63,446	69,126	74,970
5	51,536	55,753	61,465	66,944	72,593
4	49,822	53,867	59,368	64,635	70,075
3	48,040	51,900	57,177	62,218	67,440
2	46,204	49,882	54,920	59,727	64,722
1	44,331	47,848	52,638	57,203	61,965

Source: ERI as of 10/22/2021

ERI defines a CDL Driver as drives and operates a combination of trucks and vehicles that have a gross vehicle weight of more than 26,001 pounds and that require a Class A or Class B CDL license, including buses and vehicles that transport 15 or more passengers, tractor trailer, dump trucks, 18-wheelers, cement trucks, etc. Picks up and transports passengers, goods, livestock, hazardous materials, and other types of cargo to intended destinations. Assists workers and passengers in loading and unloading baggage or goods. Keeps driving and delivery logs maintained, confirms the contents of loads match manifest documents, and tracks and reports working hours.

Based upon current difficulties in recruiting and retaining employees in the title of Operations Driver Worker, as well as a review of the cost of labor in southeastern Wisconsin, this communication recommends raising the ODW minimum wage effective pay period 1, 2021. The recommended rate below is consistent with the current minimum rate of pay for driving during a general ice control and snow plowing operation. If rates of pay for general city employees are increased during 2022, this minimum wage rate would also be amended.

Operations Driver/Worker

Pay Range 8KN	Minimum	Maximum
Hourly	22.13	25.48
Biweekly	1,770.40	2,038.47
Annual	46,030.40	53,000.22

Note: Residents receive an additional 3%

Actions Required - Effective Pay Period 23, 2021 (October 31, 2021)

In the 2021 Salary Ordinance:

Under Pay Range 8KN:

- Remove current official Wage Rate and Resident Incentive Rate chart and replace with the following:

Wage Rate:

Hourly	22.13	25.48
Biweekly	1,770.40	2,038.47
Annual	46,030.40	53,000.22

Resident Wage Incentive:

Hourly	22.79	26.25
Biweekly	1,823.51	2,099.62
Annual	47,411.26	54,590.12

- Delete footnotes (1) and newly renumbered (5) verbiage and replace 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 or assigned to drive during a general ice control and snow plow operation 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 or assigned to drive during a general ice control and snow plow operation to be paid an additional 1% biweekly.

In the 2022 Salary Ordinance:

Under Pay Range 8KN:

- Remove current official Wage Rate and Resident Incentive Rate chart and replace with the following:

Wage Rate:

Hourly	22.13	25.48
Biweekly	1,770.40	2,038.47
Annual	46,030.40	53,000.22

Resident Wage Incentive:

Hourly	22.79	26.25
Biweekly	1,823.51	2,099.62
Annual	47,411.26	54,590.12

- Delete footnotes (1) and newly renumbered (5) verbiage and replace 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 or assigned to drive during a general ice control and snow plow operation 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 or assigned to drive during a general ice control and snow plow operation to be paid an additional 1% biweekly.

Respectfully submitted,



Makda Fessahaye
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A	Date <u>10/25/2021</u>	File Number _____	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Substitute
	Subject Increase minimum rate of pay for Operations Driver Worker to: \$46,030.40 for Non-Residents of the City of Milwaukee; and, \$47,411.26 for Residents of the City of Milwaukee. Total cost includes 4 pay periods in 2021 and 26 pay periods in 2022.			

B	Submitted By (Name/Title/Dept./Ext.) <u>Chuck Schumacher/Finance and Administration Manager/Department of Public Works - Operations/3271</u>
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C	This File <ul style="list-style-type: none"> <input type="checkbox"/> Increases or decreases previously authorized expenditures. <input type="checkbox"/> Suspends expenditure authority. <input type="checkbox"/> Increases or decreases city services. <input type="checkbox"/> Authorizes a department to administer a program affecting the city's fiscal liability. <input type="checkbox"/> Increases or decreases revenue. <input checked="" type="checkbox"/> Requests an amendment to the salary or positions ordinance. <input type="checkbox"/> Authorizes borrowing and related debt service. <input type="checkbox"/> Authorizes contingent borrowing (authority only). <input type="checkbox"/> Authorizes the expenditure of funds not authorized in adopted City Budget.
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D	Charge To <ul style="list-style-type: none"> <li style="width: 50%;"><input checked="" type="checkbox"/> Department Account <li style="width: 50%;"><input type="checkbox"/> Contingent Fund <li style="width: 50%;"><input type="checkbox"/> Capital Projects Fund <li style="width: 50%;"><input type="checkbox"/> Special Purpose Accounts <li style="width: 50%;"><input type="checkbox"/> Debt Service <li style="width: 50%;"><input type="checkbox"/> Grant & Aid Accounts <li style="width: 50%;"><input type="checkbox"/> Other (Specify) _____
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E	Purpose	Specify Type/Use	Expenditure	Revenue
	Salaries/Wages	Increase salaries expenditures	\$989,676.60	\$0.00
			\$0.00	\$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	\$0.00
	TOTALS		\$989,676.60	\$ 0.00

F

Assumptions used in arriving at fiscal estimate.

Currently 10 Operations Driver Workers are non-residents below the rate of \$46,030.40. Increasing their annual rates of pay to \$46,030.40 costs \$7,405.20 for four payperiods in 2021, and \$48,133.80 annually for 2022. Currently 177 Operations Driver Workers are residents below the rate of \$47,411.26. Increasing their annual rates of pay to \$47,411.26 costs \$124,551.68 for four payperiods in 2021, and \$809,585.92 annually for 2022.

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

The cost to increase Operations Driver Worker salaries to \$46,030.40 for non-residents, and to \$47,411.26 for residents is estimated to be \$131,956.88 for four payperiods in 2021.

1-3 Years 3-5 Years

The cost to increase Operations Driver Worker salaries to \$46,030.40 for non-residents, and to \$47,411.26 for residents is estimated to be \$857,719.72 annually for 2022.

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.

10/25/2021

Estimate to Increase Min ODW Rate to Snow Driver Pay

	Data	
Resident?	Count of ID	Sum of Increase to Min
Non	18	\$48,133.80
Resident	244	\$809,585.92
Grand Total	262	\$857,719.72

Total Annual Cost \$857,719.72
Cost for 4 Pay Periods \$131,956.88

Total Cost \$989,676.60

Non Res increase = (\$46,030.40 - Current ROP)

Resident Increase = (\$47,411.26 - Current ROP)