



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Molly King
Employee Benefits Director

Nicholas DeSiato
Labor Negotiator

April 10, 2025

To the Honorable
Finance and Personnel Committee
Milwaukee Common Council

Common Council File No 241950 - Communication from the Department of Employee Relations amending the Salary Ordinance to provide assignment rate footnotes for Equipment Operators and Special Equipment Operators when performing demolition duties.

Dear Council Members:

This communication requests an amendment to the 2025 Salary Ordinance to provide a 5% assignment footnote to the titles of 'Special Equipment Operator III', 'Equipment Operator 3', and 'Equipment Operator 2' when incumbents of those positions are assigned to work on the demolition crew.

The DPW demolition crew is a crucial part of the Mayor's Raze and Revive effort to take down and remove certain city-owned, foreclosed properties. These properties are deemed by DCD to be hazardous to a neighborhood due to factors such as poor structural integrity and are referred to the DPW demolition crew by DCD for removal. This effort plans and has funded to raze 90 residential properties a year by the demolition crew.

Action Required: Pay Period 11, 2025 (05/11/2025)

In the Salary Ordinance:

Under Pay Range 8FN:

- Create footnote (9) and apply to the title 'Equipment Operator 2':
(9) An employee assigned to the demolition crew and called out for emergency demolition to receive an additional 5%.

Under Pay Range 8GN:

- Create footnote (5) and apply to the title 'Equipment Operator 3':
(5) An employee assigned to the demolition crew and called out for emergency demolition to receive an additional 5%.

Under Pay Range 8JN:

- Create footnote (5) and apply to the title 'Special Equipment Operator 3':
(5) An employee assigned to the demolition crew and called out for emergency demolition to receive an additional 5%.

Respectfully submitted,

Harper Donahue, IV
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A	Date	4/16/2025	File Number	241950	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Substitute
	Subject	Communication from the Department of Employee Relations amending the Salary Ordinance to provide assignment rate footnotes for Equipment Operators and Special Equipment Operators when performing demolition duties.				

B	Submitted By (Name/Title/Dept./Ext.)	Sarah Wangerin/ Human Resources Representative / Employee Relations
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C	This File	<input checked="" 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 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.		

D	Charge To	<input checked="" type="checkbox"/> Department Account	<input type="checkbox"/> Contingent Fund
	<input type="checkbox"/> Capital Projects Fund	<input type="checkbox"/> Special Purpose Accounts	
	<input type="checkbox"/> Debt Service	<input type="checkbox"/> Grant & Aid Accounts	
	<input type="checkbox"/> Other (Specify)		

E	Purpose	Specify Type/Use	Expenditure	Revenue
	Salaries/Wages		\$0.00	\$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		\$ 0.00	\$ 0.00

F**Assumptions used in arriving at fiscal estimate.**

The total cost for 2025 is \$13,255. The total cost for a full year is \$21,540. Please see attached spreadsheet for details. Cost breakdown is in attached spreadsheet.

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☐ 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.

NEW COSTS FOR 2024												
Pos.	Dept	From	PR	To	PR	CURRENT Annual	NEW Annual	EffPP	Costs	Rollup	Rollup+ Sal	% Inc
2	DPW	Equipment Operator 2	8FN	5% biweekly when performing demolition duties		\$135,000	\$61,850	11	\$3,625	\$507	\$4,132	
2	DPW	Equipment Operator 3	8GN	5% biweekly when performing demolition duties		\$61,850	\$64,942	11	\$3,806	\$533	\$4,339	
2	DPW	Special Equipment Operator III	2MX	5% biweekly when performing demolition duties		\$68,190	\$71,600	11	\$4,196	\$588	\$4,784	
6									\$11,628	\$1,628	\$13,255	

Assume effective date is Pay Period 11, 2025 (May 11, 2025) unless otherwise indicated.

Note: Totals may not be to the exact dollar due to rounding.

Note: Totals may fluctuate depending on demolition duty assignment volume.

NEW COSTS FOR FULL YEAR											
Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
2	DPW	Equipment Operator 2	8FN	5% biweekly when performing demolition duties		\$135,000	\$61,850	1	\$5,891	\$825	\$6,715
2	DPW	Equipment Operator 3	8GN	5% biweekly when performing demolition duties		\$61,850	\$64,942	1	\$6,185	\$866	\$7,051
2	DPW	Special Equipment Operator III	2MX	5% biweekly when performing demolition duties		\$68,190	\$71,600	1	\$6,819	\$955	\$7,774
6									\$18,895	\$2,645	\$21,540

Note: Totals may not be to the exact dollar due to rounding.

Note: Totals may fluctuate depending on demolition duty assignment volume.