



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

July 2, 2026

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 260391 - "Communication from the Department of Employee Relations amending the Salary Ordinance to add a percentage increase for Bridge Operator and Bridge Operator – Lead assigned to work on the bridge maintenance crew."

Dear Committee Members:

The Department of Public Works - Infrastructure has requested an assignment percentage increase to Bridge Operators and Bridge Operator - Leads when they are assigned to work on the maintenance crew. The basic function of a Bridge Operator in Pay Range 8CN (\$49,460 – \$67,105) is to attend and operate the City's movable bridges over the Milwaukee, Menomonee and Kinnickinnic Rivers to ensure safe passage for vessels in accordance with Federal rule and regulations.

An assignment footnote currently exists giving an additional \$0.50 per hour when assigned to the maintenance crew on a full day basis. This footnote has not been evaluated since 2011 Wisconsin Act 10 to ensure its adequately compensating employees for the work performed outside their classified position's duties and responsibilities. The work that is performed by the maintenance crew is a cost savings to the City of Milwaukee. The maintenance crew performs maintenance on an as needed basis and the main function is greasing the movable bridges, which includes replacing broken grease lines. This is done at least twice per year at each of the City's 20 movable bridges, and each greasing operation can take up to three to four days to complete. Without proper lubrication, bridges can breakdown and it costs a lot more to fix and replace parts than performing ongoing maintenance. When having bridges greased by contractors in the past, they have charged between \$8,000 to \$15,000 per bridge greasing. That is not taking into account the standard maintenance performed outside of greasing.

The maintenance crew also takes on additional duties as they have more autonomy than a Bridge Operator who isn't assigned to the maintenance crew. They provide direction to Bridge Operators, operate the work boat, assist other trades or engineers who need to use the work boat, and grant access to contractors entering the City's bridges.

As these are tasks that could be assigned on an intermittent basis, and the nature of the duties/ classification of the Bridge Operators and Bridge Operator – Leads, a footnoted task rate incentive is more appropriate than a separate classification.

This communication recommends replacing the current assignment footnote of the Bridge Operator and Bridge Operator – Lead to provide a 5% incentive who are assigned to the maintenance crew.

Action Required – Effective Pay Period 16, 2026 (July 19, 2026)

In the Salary Ordinance

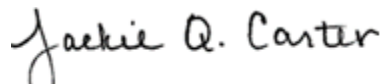
Under Pay Range 8CN:

- Delete contents under footnote (3) and replace with the following:
(3) Employees to be compensated an additional 5% when assigned to the maintenance crew.

Under Pay Range 8EN:

- Delete contents under footnote (4) and replace with the following:
(4) Employees to be compensated an additional 5% when assigned to the maintenance crew.

Sincerely,



Jackie Q. Carter
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

| | | | | | | |
|----------|----------------|--|--------------------|---------------|---|--|
| A | Date | <u>7/8/2026</u> | File Number | <u>260391</u> | <input checked="" type="checkbox"/> Original | <input type="checkbox"/> Substitute |
| | Subject | Communication from the Department of Employee Relations amending the Salary Ordinance to add a percentage increase for Bridge Operator and Bridge Operator – Lead assigned to work on the bridge maintenance crew. | | | | |

| | | |
|----------|---|--|
| B | Submitted By (Name/Title/Dept./Ext.) | <u>Sarah Wangerin/ Human Resources Representative / Employee Relations</u> |
|----------|---|--|

| | | |
|----------|------------------|--|
| 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) | |
| | | | |

| 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 2026 is \$151. Total cost for full year is \$302. 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.

Department of Employee Relations
Fiscal Note Spreadsheet

Finance and Personnel Committee Meeting of July 8, 2026

| NEW COSTS FOR 2026 | | | | | | | | | | | | |
|--------------------|------|------------------------|-----|---|-----|----------|----------|-------|-------|--------|-------------|-------|
| Pos. | Dept | From | PR | To | PR | Annual | Annual | EffPP | Costs | Rollup | Rollup+ Sal | % Inc |
| 1 | DPW | Bridge Operator | 8CN | Employees will receive an additional 5% incentive when assigned to work on the bridge maintenance crew* | 8CN | \$50,130 | \$52,637 | 15 | \$116 | \$24 | \$139 | |
| 1 | DPW | Bridge Operator - Lead | 8EN | Employees will receive an additional 5% incentive when assigned to work on the bridge maintenance crew* | 8EN | \$54,407 | \$57,127 | 15 | \$126 | \$26 | \$151 | |
| | | | | | | | | | \$126 | \$26 | \$151 | |

Assume effective date is Pay Period 15, 2026 (July 5, 2026) unless otherwise indicated.

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

* As the footnote has not yet been assigned, this fiscal note assumes 2 positions will be assigned biweekly. Actual useage will vary.

| NEW COSTS FOR FULL YEAR | | | | | | | | | | | | |
|-------------------------|------|------------------------|-----|---|-----|----------|----------|-------|-------|--------|-------------|-------|
| Pos. | Dept | From | PR | To | PR | Annual | Annual | EffPP | Costs | Rollup | Rollup+ Sal | % Inc |
| 1 | DPW | Bridge Operator | 8CN | Employees will receive an additional 5% incentive when assigned to work on the bridge maintenance crew* | 8CN | \$50,130 | \$52,637 | 1 | \$251 | \$51 | \$302 | |
| 1 | DPW | Bridge Operator - Lead | 8EN | Employees will receive an additional 5% incentive when assigned to work on the bridge maintenance crew* | 8EN | \$54,407 | \$57,127 | 1 | \$272 | \$56 | \$328 | |
| | | | | | | | | | \$251 | \$51 | \$302 | |

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

* As the footnote has not yet been assigned, this fiscal note assumes 2 positions will be assigned biweekly. Actual useage will vary.