



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Deborah Ford**  
Labor Negotiator

October 30, 2013 *(Revised)*

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

Dear Committee Members;

Common Council File #130926 is a communication from the Department of Employee Relations relating to Snow Driver pay for Operations Driver/ Workers in the Department of Public Works (DPW). This file recommends amending the Salary Ordinance to allow Operations Driver/ Workers to receive the rate of \$21.91 per hour when assigned to salting and plowing operations when the employee's regular rate of pay is lower. Currently, Operations Driver/Workers receive their regular rate of pay while employees in any other titles in DPW receive at least the minimum rate of \$21.91 per hour. This is due to the following footnote under Pay Range 8IN in the Salary Ordinance for the title of Snow Driver. (Note: There is also a reference to this pay practice in Part II of the Salary Ordinance.)

“An employee holding a title in DPW, other than Operations Driver, when assigned to salting and plowing operations, will be paid the rate of \$21.91 per hour, if that employee's regular rate of pay is lower.”

Salting and plowing operations in DPW are staffed by members of the A Team that consists primarily of 75 Operations Driver/Workers and 15 Urban Forestry Specialists. The A Team is staffed by volunteers (job picks) in order of seniority. When performing salting and plowing operations, Operations Driver/Workers in Pay Range 8KN receive their regular rate of pay (minimum hourly rate is \$14.95 and maximum hourly rate is \$23.71). In contrast, members of the A Team who are Urban Forestry Specialists in Pay Range 7EN receive the hourly rate of \$21.91 per hour if their regular rate is lower. The minimum hourly rate for Urban Forestry Specialists is \$20.08 per hour and the maximum rate is \$22.41 per hour. This difference in pay based on title has created an internal equity problem for DPW when staffing salting and plowing operations.

DPW also employs members of the B Team consisting of 90 Forestry and Infrastructure employees to staff salting and plowing operations after an A Team rollover occurs. Again, those employees that do not have the title of Operations Driver/Worker receive the hourly rate of \$21.91 if their regular hourly rate is lower. An additional 30 drivers are available from Infrastructure to fill gaps in operations as a result of a salting or plowing operation. The same provision applies to those employees.

In order to correct this inequity we recommend amending the Salary Ordinance to allow all employees in DPW, including Operations Driver/Workers, to receive the hourly rate of \$21.91, if that employee's regular hourly rate is lower, when assigned to salting and plowing operations. It is anticipated that this recommendation will assist DPW in the 'recruitment' of A and B Team members while ensuring a higher response rate during salting and plowing operations.

Currently, there are 120 Operations Driver/Workers who earn less than \$21.91 per hour (out of 600 regular and auxiliary positions). Approximately 15% of the A team slots are filled by this group of 120 Operations Driver/Workers. With the assumption of four Plowing Operations and 30 Salting Operations the estimated cost for a full year is \$50,098. This cost is also based on the assumption that the average number of hours for a plowing operation is 18 and for a salting operation the average number of hours is 12. These assumptions are based on an average year. The snow season is usually mid-October through mid-April.

To implement this change the following action would be required.

Effective Date: Pay Period 23, 2013 (October 27, 2013)

In the Salary Ordinance, under Pay Range 8IN, delete footnote (11) and replace with the following:

"(11) An employee holding a title in DPW, when assigned to salting and plowing operations, will be paid the rate of \$21.91 per hour, if that employee's regular rate of pay is lower."

Under Part II, Section 9 - Supplemental Pay Practices, H. Snow Driver Pay, delete the current language and replace with the following:

"An employee holding a title in DPW, when assigned to salting and plowing operations, will be paid the rate of \$21.91 per hour, if that employee's regular rate of pay is lower."

Sincerely,



Maria Monteagudo  
Employee Relations Director

MM/fcw