
DEPARTMENT OF PUBLIC WORKS
INFRASTRUCTURE & ADMINISTRATION
DIVISIONS

Workforce Planning

JUNE 30, 2017
CITY OF MILWAUKEE
Department of Employee Relations

This report was compiled using data from the City's Human Resources System on June 30, 2017. The generations listed including employees born in the following years: Traditionalists – 1922-1973; Baby Boomers – 1944-1960; Generation X 1961-1980; Millennials – 1981-2000.

Department Demographics

Race	Female	Male	Grand Total	%Race
American Indian	2	1	3	0.41%
Asian	4	10	14	1.92%
Black	68	205	273	37.35%
Hispanic	4	55	59	8.07%
White	72	310	382	52.26%
Grand Total	150	581	731	100.00%
% Gender	20.52%	79.48%		

Average Age = 48.36

Average Years of Service = 12.92

Department Composition by Generation

	Traditionalist	Baby Boomer	Generation X	Millennial	Total
# of Employees	1	183	436	111	731
% of Employee	0.14%	25.03%	59.64%	15.18%	100.00%

Department by EEO Category

EEO Category	# of Employees	% of Employees
Office/Clerical	35	4.79%
Officials and Administrators	64	8.76%
Paraprofessionals	20	2.74%
Professionals	79	10.81%
Service Maintenance	267	36.53%
Skilled Craft	161	22.02%
Technicians	105	14.36%
Grand Total	731	100.00%

Eligible for Service Retirement*

Employees Retirement Eligible	Today	2017	2018	2019	2020	2021
# Employees Eligible to Retire	175	191	216	244	271	302
% of Total Employees (731)	23.94%	26.13%	29.55%	33.38%	37.07%	41.31%

*Service Retirement was determined based on the Employees' Retirement System guidelines assuming one of three eligibility options: 1. Age 55 with 30 years of service, 2. Age 60 with four years of service, or 3. Age 55 with 15 years of service.

Titles with All Incumbents Eligible to Retire as of June 30, 2017

Title	Total # Employees	today	2017	2018	2019	2020	2021
BRIDGES & PUB BLDGS INSP	3	3	3	3	3	3	3
BUSINESS OPERATIONS MGR	3	3	3	3	3	3	3
ELECTRICAL SERVICES MANAGER	3	3	3	3	3	3	3
ELECTRICAL SVC SUPVR II	2	2	2	2	2	2	2
ADMINISTRATIVE ASSISTANT III	1	1	1	1	1	1	1
ADMINISTRATIVE SERVICES DIR	1	1	1	1	1	1	1
ARCHITECT DESIGNER II	1	1	1	1	1	1	1
ARCHITECTURAL PROJECT MGR	1	1	1	1	1	1	1
BUILDING SERVICES SUPVR II	1	1	1	1	1	1	1
BUSINESS SUPPORT LIAISON	1	1	1	1	1	1	1
CIVIL ENGINEER IV	1	1	1	1	1	1	1
COMMISSIONER-PUBLIC WORKS	1	1	1	1	1	1	1
DPW INVENTORY & PURCHASING MGR	1	1	1	1	1	1	1
ELECT SERVICES BLACKSMITH	1	1	1	1	1	1	1
ELECTRICAL SERVICES MANAGER-SR	1	1	1	1	1	1	1
ELECTRICAL SVC OPERS MGR	1	1	1	1	1	1	1
ELECTRICAL SVC SUPVR I	1	1	1	1	1	1	1
EQUIPMENT MECHANIC I	1	1	1	1	1	1	1
FINANCE & ADMINISTRATION MGR	1	1	1	1	1	1	1
INVENTORY ASSISTANT V	1	1	1	1	1	1	1
INVENTORY MANAGER	1	1	1	1	1	1	1
IRONWORKER SUPERVISOR	1	1	1	1	1	1	1
MACHINIST II	1	1	1	1	1	1	1
OFFICE SUPERVISOR II	1	1	1	1	1	1	1
PAINTER LDWKR-BRIDGE & IRON	1	1	1	1	1	1	1
SEWER SERVICES MANAGER	1	1	1	1	1	1	1
STREET & BRIDGES SERV MGR	1	1	1	1	1	1	1

Critical Job Titles with Future Vacancy Potential

Title	Total Employees in Title	Today	2017	2018	2019	2020	2021
<u>Civil Engineering</u>							
ENGINEERING DRAFT TECH II	10				1	1	2
ENG DRAFTING TECH IV	18	7	8	9	9	12	12
ENGINEERING DRAFTING TECH I	4						1
ENGINEERING DRAFTING TECH V	3	2	2	2	2	2	2
ENGINEERING TECH I	3						
ENGINEER TECHNICIAN II	2	1	1	1	1	1	1
ENGINEERING TECH IV	14	6	7	8	10	10	10
ENGINEERING TECHNICIAN V	7	1	1	2	2	4	6
ENGINEERING TECHNICIAN VI	7	3	3	3	5	5	5
CIVIL ENGINEER I	3						
CIVIL ENGINEER II	22	4	4	4	4	4	4
CIVIL ENGINEER III	17	7	7	7	8	9	9
CIVIL ENGINEER IV	1	1	1	1	1	1	1
CIVIL ENGINEER V	2				1	1	1
MANAGEMENT CIVIL ENG - SR	5	2	2	2	2	2	3
ENGINEER IN CHARGE	4	3	3	3	3	4	4
<u>Electrical Services</u>							
MUNICIPAL SERVICES ELEC APPR	11						
MUNICIPAL SERVICES ELECTRICIAN	66	21	24	26	29	31	32
ELECTRICAL SVC SUPVR I	1	1	1	1	1	1	1
ELECTRICAL SVC SUPVR II	2	2	2	2	2	2	2
ELECTRICAL SERVICES MANAGER	3	3	3	3	3	3	3
ELECTRICAL SERVICES MANAGER-SR	1	1	1	1	1	1	1
ELECTRICAL SVC OPERS MGR	1	1	1	1	1	1	1
Grand Total	139	175	191	216	244	271	302

Total Separations by Year

Separations	2012	2013	2014	2015	2016	2017	Total
Involuntary	5	2	2	3	4	6	22
Voluntary	48	65	42	44	51	29	279
Normal Retirement	27	44	23	23	21	19	157
Resignation	18	16	14	14	20	10	92
Grand Total	53	67	44	47	55	35	301

Total % Separation Reason 2012-2017

Voluntary	92.69%
Involuntary	7.31%

Resignations by Title and Year

Resignations by Title and Year	2012	2013	2014	2015	2016	2017	Total
ACCOUNTANT II		1					1
ADMINISTRATIVE ASSISTANT II		1					1
BRIDGE OPERATOR				1		1	2
CITY LABORER				1	5	1	7
CITY LABORER (REG)	2	1		1			4
CIVIL ENGINEER I	1						1
CIVIL ENGINEER II		2	3	3	3		11
CIVIL ENGINEER III	1						1
ELECTRICAL MECHANIC		1					1
ENG DRAFTING TECH IV		1		1	1		3
ENGINEERING DRAFT TECH II	1						1
ENGINEERING DRAFTING TECH I		1	1		2		4
ENGINEERING DRAFTING TECH V					1		1
ENGINEERING INSPECTION ASST	2						2
ENGINEERING TECH I			1	1		1	3
FINANCE & ADMINISTRATION MGR					1		1
INFRASTRUCTURE REPAIR CREW LDR	1		1			1	3
INFRASTRUCTURE REPAIR WORKER			1	1			2
INVENTORY ASSISTANT II					1		1
IRONWORKER			1				1
IT SUPPORT SPECIALIST-SENIOR	1						1
MAINTENANCE TECHNICIAN II				1	1	1	3
OFFICE ASSISTANT II				1			1
PUBLIC WORKS INSPECTOR I			1	3	1	2	7
PUBLIC WRKS INSPECTOR II	2					1	3
SEWER CREW LEADER I						1	1
SEWER LABORER I	1		1				2
SEWER LABORER II	1		1		1		3
TRAFFIC CONTROL ASSISTANT	4	2	1				7
TRAFFIC SIGN WORKER II		1					1
UTILITY WORKER (E.S.)		1					1
Total	17	12	12	14	17	9	81

Hires by Type and Year

Hires/Rehires	2012	2013	2014	2015	2016	2017	Grand Total
Exempt					2		2
Original Exam	29	15	31	35	29	32	171
Reinstatement	3	2	1	1	1	1	9
Transfer	4	2	2				8
Promotions without Exam	27	23	39	17	32	8	146
Promotions with Underfill	9	9	9	14	13	16	70
Grand Total	72	51	82	67	77	57	274