

**Cavalier Johnson** Mayor

Vacant Director

Renee Joos Employee Benefits Director

Nicole M. Fleck Labor Negotiator

July 21, 2022

The Honorable Finance and Personnel Committee Common Council City of Milwaukee

Common Council File No. 220504 - Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to the titles Safety Specialist, Safety Specialist – Senior, and Safety Supervisor in DPW.

#### Dear Committee Members:

This communication requests to amend the 2022 Salary Ordinance to allow recruitment flexibility for the following positions in the Department of Public Works – Safety Specialist, Safety Specialist – Senior, and Safety Supervisor:

#	Title	PR	Title Min	Title Max
1	Safety Supervisor	1DX	\$59,631.52	\$78,342.16
3	Safety Specialist – Senior (DPW)	2FX	\$52,498.16	\$68,967.86
2	Safety Specialist – Senior (MPD)	2FX	\$52,498.16	\$68,967.86
Underfill	Safety Specialist	2DN	\$46,211.88	\$60,687.90

<sup>\*</sup> Note: Residents receive a rate that is 3% more.

The Department has indicated that these highly complex and specialized positions are essential to the smooth operation of DPW and the City of Milwaukee as a whole. These positions are responsible for the Drug and Alcohol testing and tracking required by DOT and federal law. Not only that, but the section is responsible for collaborating with various staff members and departments, such as EAP and Worker's Compensation; managing and implementing changes within Safety; managing the increased unemployment and discipline hearings; gathering information, coordinating witnesses; and serving as witness for said hearings. The Department has requested a footnote to allow for recruitment flexibility to not only attract experienced candidates, but to also allow for proper equity adjustments that have arisen due to internal transfers and have led to at least one resignation.

We would like to note that there are currently two positions of Safety Specialist – Senior within the Milwaukee Police Department that have been vacant since early 2021 due to a retirement within the Department. This memo will also assist the Police Department in recruiting for those positions as well.

To assist the Department with future recruitment efforts and for equitable pay in the Department's Safety Section, this communication requests the addition of a footnote that allows recruitment flexibility with DER approval to the aforementioned titles.

Action Required – Effective Pay Period 16, 2022 (July 24, 2022)

\* See addendum included in CCFN: 220504 for Salary and Position Ordinance changes.

Respectfully Submitted,

Renee Joos

Interim Employee Relations Director





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July 21, 2022

The Honorable Finance and Personnel Committee Common Council City of Milwaukee

Common Council File No. 220504 - Communication from the Department of Employee Relations amending the Salary Ordinance to add an assignment rate to the position Sanitation Inspector in DPW.

#### Dear Committee Members:

This communication requests to amend the 2022 Salary Ordinance to add a 5% assignment rate to the title Sanitation Inspector. This would properly compensate the incumbents of the position for when they perform duties above their classification, including but not limited to, acting as leads, training, etc.

Sanitation Inspectors are tasked with property inspections and postings of sanitation ordinance violations. Their work is critical to maintaining clean neighborhoods and ensuring violations are corrected quickly. Unfortunately, DPW-Sanitation Services has seen an increase in turnover in this position. There are eight Sanitation Inspectors and four have left the position within the past year. Two of the previous incumbents left for a higher paid position within the City and two left employment with the City due to pay.

The Sanitation Inspectors are a versatile group who have stepped up to ensure essential services have continued through the COVID pandemic. The Department anticipates the continued need to have Sanitation Inspectors serve in higher capacity assignments and is requesting an additional 5% footnote for this title. The footnote would be applied when they are representing the Department on neighborhood walks/town halls, serving as a trainer, or when they are needed to assist in monitoring recycling and garbage collection operations.

The detailed oriented nature of their work has led them to be effective trainers for their new peers; and as staffing challenges have persisted in DPW, this group has been called on to assist in a quasi-supervisor role when needed.

Action Required – Effective Pay Period 16, 2022 (July 24, 2022)

\* See addendum included in CCFN: 220504 for Salary and Position Ordinance changes.

Respectfully Submitted,

Renee Ioos

Interim Employee Relations Director



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July 21, 2022

The Honorable Finance and Personnel Committee Common Council City of Milwaukee

Common Council File No. 220504 - Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to various positions in the Fire and Police Commission.

#### Dear Committee Members:

This communication requests to amend the 2022 Salary Ordinance to allow recruitment flexibility for the following positions in the Fire and Police Commission:

Number	Title	Pay Range	Minimum	Title Minimum	Maximum
1	Community Outreach Coordinator	2HX	\$55,962	\$55,962	\$78,342
1	Fire and Police Commission Compliance Auditor	2HX	\$55,962	\$55,962	\$78,342
2	Fire and Police Commission Investigator	2HX	\$55,962	\$55,962	\$78,342
2	Fire and Police Commission Auditor	2FX	\$49,643	\$49,643	\$68,968
1	Research and Policy Analyst	2FX	\$49,643	\$49,643	\$68,968
2	Paralegal	5JN	\$48,037	\$48,037	\$58,287
Underfill	Program Assistant II	5FN	\$41,326	\$43,390	\$49,213
2	Program Assistant I	5EN	\$41,311	\$41,311	\$47,658

It is to be noted that there are three titles that are shared with various departments, Paralegal, Program Assistant II, and Program Assistant I. Although other departments have not directly submitted requests to allow for recruitment flexibility, these titles have documented recruiting difficulties. For example, this year alone, two of these titles had to have two recruitments three months apart from one another to try and attain a sustainable eligible list for departments to hire from.

To assist the Fire and Police Commission with recruitment, this communication recommends recruitment flexibility for these classification with DER approval.

Action Required – Effective Pay Period 16, 2022 (July 24, 2022)

\* See addendum included in CCFN: 220504 for Salary and Position Ordinance changes.

Respectfully Submitted,

Renee Joos

Interim Employee Relations Director





**Cavalier Johnson** 

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Vacant Director

Renee Joos

Employee Benefits Director

Nicole M. Fleck

REVISED 7/25/2022

Labor Negotiator

July 21, 2022

The Honorable Finance and Personnel Committee Common Council City of Milwaukee

Common Council File No 220504 - Communication from the Department of Employee Relations amending the Salary Ordinance to increase the recruitment rates of pay for various trade titles city wide.

### Dear Committee Members:

This communication requests an amendment to the 2022 Salary Ordinance to allow for increased rates of pay for the following titles:

Current	Recommended				
Facilities Manager	Facilities Manager				
(1 Position – MPD)	(1 Position – MPD)				
(1 Position – DPW - Infrastructure	(1 Position – DPW - Infrastructure				
Building Codes Enforcement Manager –	<b>Building Codes Enforcement Manager –</b>				
Commercial	Commercial				
(1 Position – DNS)	(1 Position – DNS)				
PR 1HX (\$74,402 - \$104,172)	PR 1HX (\$74,402 - \$104,172)				
FN: Appointment may be at any rate in the pay	FN: Recruitment is at \$92,207				
range with the approval of DER and the Chair of	FN: Appointment may be at any rate in the pay range				
the Committee on Finance and Personnel.	with the approval of DER.				
**Building Construction Inspection Supervisor	Building Construction Inspection Supervisor				
(2 Positions DNS)	(2 Positions DNS)				
**Building Codes Enforcement Manager	<b>Building Codes Enforcement Manager</b>				
(1 Position/1 Auxiliary - DNS)	(1 Position/1 Auxiliary - DNS)				
**Electrical Inspection Supervisor	<b>Electrical Inspection Supervisor</b>				
(1 Position – DNS)	(1 Position – DNS)				
**(Fire Protection Engineer Supervisor)	(Fire Protection Engineer Supervisor)				
(1 Position – DNS)	(1 Position – DNS)				
**Plumbing Inspection Supervisor	Plumbing Inspection Supervisor				
(2 Positions – DNS)	(2 Positions – DNS)				
*Water Plant Maintenance Manager	Water Plant Maintenance Manager				
(2 Positions DPW-WW)	(2 Positions DPW-WW)				
***Housing Programs Manager	*Housing Programs Manager				
(1 Position – DCD)	(1 Position – DCD)				
PR 1GX (\$67,763 - \$94,870)					
*FN: Recruitment is at \$73,504	PR 1GX (\$67,763 - \$94,870)				
**FN: Appointment may be at any rate in the pay	FN: Recruitment is at \$89,692 and appointment may be				
range with the approval of DER and the Chair of	at any rate in the range with DER approval.				
the Committee on Finance and Personnel.	*FN: Recruitment is at \$75,818 and may be any rate in				
***FN: Recruitment is at \$75,818	the pay range with the approval of DER.				

*Street Repair District Manager (3 Positions — DPW - Infrastructure Sewer Services District Manager (2 Positions — DPW - Infrastructure **Water Plants Maintenance Supervisor (1 Position — DPW - WW)  **Special Enforcement Supervisor (2 Positions — DPW - Unfrastructure  *Water Plants Maintenance Supervisor (1 Position — DPW - WW)  *Special Enforcement Supervisor (2 Positions — DNS)  **PRIFX (\$63,585 - \$89,016)  *FN: 4.8% Snow and Ice Assignment  **FN: 4.8% Snow and Ice Assignment  **FN: Recruitment is at \$71,487  **PRIPM (\$63,585 - \$89,016)  *FN: Recruitment is at Special Enforcement Supervisor (1 Position — DPW - Infrastructure)  **Frie Equipment Repairs Manager (1 Position — MFD)  **Frie Equipment Manager (1 Position — MFD)  **Port Facilities Assistant Manager (1 Position — MFD)  **Port Facilities Supervisor (1 Position — DOD)  **Port Facilities Assistant Manager (1 Position — DOD)  **Port Facilitie	*G	WG( AD TOTAL AND				
Sewer Services District Manager (2 Positions – DPW - Infrastructure **Water Plants Maintenance Supervisor (1 Position – DPW-WW) **Special Enforcement Supervisor (2 Positions – DNS)  PR IFX (\$63,585 - \$89,016) *FN: 4.8% Snow and Ice Assignment **FN: Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel. **Frice Recruitment is at \$71,487 *Frice Equipment Repairs Manager (1 Position – DPW – Infrastructure) **Fire Equipment Repairs Manager (1 Position – MFD)  **Fire Fleet and Equipment Manager (1 Position – MFD)  **Port Facilities Assistant Manager (1 Position – MPD)  **Police Facilities Assistant Manager (1 Position – DCD)  PR IEX (\$59,632 - \$83,481) **PN: Recruitment is at \$69,275 **FN: Recruitment is at \$70,179 **FN: 48% Snow and Ice Assignment  Building Maintenance Supervisor II (4 Positions – DNS)  PR 2IN (\$63,585 - \$89,016) FN: Recruitment is at \$70,179 PR 1BX (\$49,643 - \$68,968) Fre Protection Engineer III (1 Position – DNS)  Sewer Services District Manager (1 Position – DPW – WW) **Special Enforcement Supervisor (2 Positions – DNS)  PR IFX (\$63,585 - \$89,016) FN: Recruitment is at \$83,825 and may be at any rate in the pay range with DER approval of DER.  **FN: Appointment may be at any rate in the pay range with DeR approval of DER.  **FN: Appointment may be at any rate in the pay range with DeR approval of DER.  **FN: Appointment may be at any rate in the pay range with DeR approval of DER.  **FN: Appointment may be at any rate in the pay range with DeR approval of DER.  **FN: Elect and Equipment Manager (1 Position – DCD)  PR 1EX (\$59,632 - \$83,481) FN: Recruitment is at \$50,179 FN: Recruitment is at \$69,275 FN: Recruitment is at \$83,881 FN: Recruitment is at \$70,179 FN: Recruitment is at \$69,275 FN: Recruitment is at \$68,968 FN: Recruitment is at \$68,968 FN: Recruitment is						
(2 Positions – DPW - Infrastructure  **Water Plants Maintenance Supervisor (1 Position – DPW-WW)  ***Special Enforcement Supervisor (2 Positions – DNS)  PR IFX (\$63,585 - \$89,016)  *FN: 4.8% Snow and Ice Assignment  **FN: Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.  **FR: Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.  **Facilities Maintenance Supervisor (1 Position – DPW – Infrastructure)  *Fire Equipment Repairs Manager (1 Position – MFD)  **Fire Feat and Equipment Manager (1 Position – MFD)  **Port Facilities Supervisor (1 Position – DCD)  **Port Facilities Supervisor (1 Position – DCD)  **Position – MFD)  **Police Facilities Assistant Manager (1 Position – DCD)  **Position – MFD)  **Housing Rehabilitation Manager (1 Position – DCD)  **Position – MPD)  **Position – MFD)  **Position – MPD)  **Position – MPD)  **Police Facilities Supervisor (1 Position – MPD)  **Position – MFD)  **Position – MPD)  **Position – MP						
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(1 Position – DPW-WW)  ***Special Enforcement Supervisor (2 Positions – DNS)  PR 1FX (\$63,585 - \$89,016)  *FN: 4,898 Snow and Ice Assignment  **FN: Recruitment is at \$71,487  **FN: Recruitment is at \$71,487  **FN: Reprosent Manager (1 Position – DPW – Infrastructure)  *Fire Fleet and Equipment Manager (1 Position – MFD)  Police Facilities Assistant Manager (1 Position – MPD)  Police Facilities Supervisor (1 Position – DPO)  Police Facilities Supervisor (1 Position – DCD)  PR 1EX (\$59,632 - \$83,481)  **FN: Recruitment is at \$69,275  **FN: Recruitment is at \$71,740  PR 1EX (\$49,643 - \$68,968)  PR 2JN (\$63,585 - \$89,016)  FN: Recruitment is at \$71,740  FN: Repointment may be at any rate in the pay range with DER approval.  **PN: Appointment may be at any rate in the pay range with DER approval.  **FR: Appointment may be at any rate in the pay range with DER approval.  *FN: Appointment may be at any rate in the pay range with DER approval.  *FN: Appointment may be at any rate in the pay range with DER approval.  *FN: Appointment may be at any rate in the pay range with DER approval.  *FN: Appointment is at \$83,825 and may be at any rate in the pay range with DER approval.  *FN: Appointment may be at any rate in the pay range with DER approval.  *FN: Appointment may be at any rate in the pay range with DER approval.  *FN: Appointment may be at any rate in the pay range with DER approval.  *FN: Appointment is at \$83,825 and may be at any rate in the pay range with DER approval.  *FN: Appointment is at \$83,825 and may be at any rate in the pay range with DER approval.  *FN: Appointment is at \$83,825 and may be at any rate in the pay range with DER at any rate in the pay range with DER approval.  *FN: Appointment is at \$83,825 and may be at any rate in the pay range with DER at any rate in the pay range with DER approval.  *FN: Appointment is at Say.016)  FN: Recruitment is at Say.016)  FN: Recruitment is at Say.016)  FN: Recruitment is at Say.016)  FN: Repointment may be at any rate in the pay range  *Spointment is at	(2 Positions – DPW - Infrastructure	(2 Positions – DPW - Infrastructure				
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*FN: 4.8% Snow and Ice Assignment **FN: Recruitment is at \$71,487 **FN: Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.  **Facilities Maintenance Supervisor (I Position – DPW – Infrastructure)  *Fire Equipment Repairs Manager (I Position – MFD)  *Fire Fleet and Equipment Manager (I Position – MFD)  *Police Facilities Assistant Manager (I Position – Port)  **Port Facilities Supervisor (I Position – DCD)  Police Facilities Supervisor (I Position – DCD)  **Port Facilities Supervisor (I Position – DCD)  PR 1EX (\$59,632 - \$83,481)  *FN: Recruitment is at \$69,275  **FN: Recruitment is at \$69,275  **FN: Recruitment is at \$71,354  **FN: Recruitment is at \$71,354  **FN: Recruitment is at \$70,179  Art. 4.8% Snow and Ice Assignment  *FN: Recruitment is at \$70,179  Art. 4.8% Snow and Ice Assignment  Building Maintenance Supervisor II (4 Position – DN)  PR 1BX (\$49,643 - \$68,968)  FN: Recruitment is at \$71,740  FN: Recruitment is at \$83,825  FN: Appointment may be at any rate in the pay range with DER approval.  **FN: Appointment may be at any rate in the pay range with DER approval of DER.  **FN: 4.8% Snow and Ice Assignment  FN: Appointment may be at any rate in the pay range with DER approval of DER.  **FN: 4.8% Snow and Ice Assignment  Building Maintenance Supervisor II (4 Position – DNS)  PR 2JN (\$63,585 - \$89,016)  FN: Recruitment is at \$71,740  FN: Appointment may be at any rate in the pay range  FN: Appointment may be at any rate in the pay range  FN: Appointment may be at any rate in the pay range  FN: Appointment may be at any rate in the pay range  FN: Appointment may be at any rate in the pay range  FN: Appointment may be at any rate in the pay range  FN: Appointment may be at any rate in the pay range  FN: Appointment may be at any rate in the pay range	DD 1EV (\$62.595 \$90.016)	DD 1EV (\$62.595 \$90.016)				
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***FN: Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.  **Fiscilities Maintenance Supervisor (I Position – DPW – Infrastructure)  *Fire Equipment Repairs Manager (I Position – MFD)  *Fire Fleet and Equipment Manager (I Position – MFD)  *Fort Facilities Assistant Manager (I Position – MPD)  **Port Facilities Assistant Manager (I Position – Port)  ***Port Facilities Supervisor (I Position – DCD)  ***Housing Rehabilitation Manager (I Position – DCD)  ***Pix: Appointment may be at any rate in the pay range with the approval of DER.  **Fix: Appointment may be at any rate in the pay range with the approval of DER.  **Fix: 4.8% Snow and Ice Assignment  **Facilities Maintenance Supervisor (I Position – DPW – Infrastructure)  **Facilities Maintenance Supervisor (I Position – MFD)  **Facilities Maintenance Supervisor (I Position – MFD)  **Facilities Maintenance Supervisor (I Position – MFD)  **Fire Equipment Repairs Manager (I Position – MFD)  **Port Facilities Assistant Manager (I Position – DOT)  **Port Facilities Supervisor (I Position – DOT)  **Housing Rehabilitation Manager (I Position – DCD)  **PR LEX (\$59,631 - \$83,481)  **FN: Recruitment is at \$70,179 may be at any rate in the pay range with the approval of DER.  **FN: 4.8% Snow and Ice Assignment  **FN: 4.8% Snow and Ice Assignment  **Britical Supervisor (I Position – DCD)  **Port Facilities Supervisor (I Position – DCD)  **Port Facilities Assistant Manager (I Position – DC	<u>e</u>					
pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.  **FN: 4.8% Snow and Ice Assignment  **FRilities Maintenance Supervisor (1 Position – DPW – Infrastructure)  *Fire Equipment Repairs Manager (1 Position – MFD)  *Fire Fleet and Equipment Manager (1 Position – MFD)  Police Facilities Assistant Manager (1 Position – MFD)  Police Facilities Supervisor (1 Position – MPD)  **Port Facilities Supervisor (1 Position – Port)  ***Housing Rehabilitation Manager (1 Position – DCD)  PR 1EX (\$59,632 - \$83,481)  *FN: Recruitment is at \$69,275  **FN: Recruitment is at \$71,354  ***FN: A.8% Snow and Ice Assignment  Building Maintenance Supervisor II  (4 Position – MPD)  PR 1BX (\$49,643 - \$68,968)  FIR Protection Engineer III  (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016)  FN: Recruitment is at \$71,740  FN: Appointment may be at any rate in the pay range  FN: Appointment may be at any rate in the pay range  **FN: Appointment may be at any rate in the pay range		1 0 11				
**FN: 4.8% Snow and Ice Assignment  **Facilities Maintenance Supervisor (1 Position – DPW – Infrastructure)  *Fire Equipment Repairs Manager (1 Position – MFD)  *Fire Fleet and Equipment Manager (1 Position – MFD)  **Police Facilities Assistant Manager (1 Position – MPD)  **Poft Facilities Supervisor (1 Position – Port)  ***Housing Rehabilitation Manager (1 Position – DCD)  PR 1EX (\$59,632 - \$83,481)  *FN: Recruitment is at \$69,275  **PN: Recruitment is at \$71,354  **FN: Recruitment is at \$71,354  **FN: Recruitment is at \$70,179  APN: 4.8% Snow and Ice Assignment  **Facilities Maintenance Supervisor (1 Position – MPD)  Fire Equipment Manager (1 Position – MPD)  Police Facilities Assistant Manager (1 Position – Port)  *Housing Rehabilitation Manager (1 Position – DCD)  PR 1EX (\$59,632 - \$83,481)  *FN: Recruitment is at \$69,275  **PN: Recruitment is at \$70,179  APN: 4.8% Snow and Ice Assignment  Building Maintenance Supervisor II (4 Positions – MPD)  PR 1BX (\$49,643 - \$68,968)  Fire Protection Engineer III (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016)  FN: Recruitment is at \$71,740  FN: Appointment may be at any rate in the pay range FN: Appointment may be at any rate in the pay range Fire Requipment Repairs Manager (1 Position – MFD)  Fire Fleet and Equipment Manager (1 Position – MFD)  Port Facilities Assistant Manager (1 Position – MPD)  Port Facilities Supervisor (1 Position – MPD)  Port Facilities Assistant Manager (1 Position – DCD)  PR 1EX (\$59,631 - \$83,481)  FN: Recruitment is at \$70,179 may be at any rate in the pay range with the approval of DER.  **FN: 4.8% Snow and Ice Assignment  Building Maintenance Supervisor II (4 Positions – MPD)  PR 1BX (\$49,643 - \$68,968)  Fire Protection Engineer III (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016)  FN: Recruitment is at \$83,825  FN: Appointment may be at any rate in the pay range						
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***FN: Recruitment is at \$70,179  ^FN: 4.8% Snow and Ice Assignment  **FN: 4.8% Snow and Ice Assignment  **Building Maintenance Supervisor II  (4 Positions – MPD)  **PR: 1BX (\$49,643 - \$68,968)  FN: Recruitment is at \$68,968  Fire Protection Engineer III  (1 Position – DNS)  **FN: 4.8% Snow and Ice Assignment  **FN: 4.8% Snow and Ice Assignment  **Building Maintenance Supervisor II  (4 Positions – MPD)  **PR: 1BX (\$49,643 - \$68,968)  FN: Recruitment is at \$68,968  Fire Protection Engineer III  (1 Position – DNS)  **PR: 2JN (\$63,585 - \$89,016)  FN: Recruitment is at \$71,740  FN: Recruitment is at \$83,825  FN: Appointment may be at any rate in the pay range	**FN: Recruitment is at \$71,354	*FN: Recruitment is at \$70,179 may be at any rate in the				
**FN: 4.8% Snow and Ice Assignment  **Building Maintenance Supervisor II  (4 Positions – MPD)  PR 1BX (\$49,643 - \$68,968)  FN: Recruitment is at \$68,968  Fire Protection Engineer III  (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016)  FN: Recruitment is at \$71,740  FN: Recruitment is at \$83,825  FN: Appointment may be at any rate in the pay  FN: Appointment may be at any rate in the pay		<u> </u>				
Building Maintenance Supervisor II (4 Positions – MPD)  PR 1BX (\$49,643 - \$68,968) PR 1BX (\$49,643 - \$68,968) Fire Protection Engineer III (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$71,740 FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay  Building Maintenance Supervisor II (4 Positions – MPD)  PR 1BX (\$49,643 - \$68,968) FN: Recruitment is at \$68,968 Fire Protection Engineer III (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay range	·	1 1				
(4 Positions – MPD)       (4 Positions – MPD)         PR 1BX (\$49,643 - \$68,968)       PR 1BX (\$49,643 - \$68,968)         Fire Protection Engineer III       Fire Protection Engineer III         (1 Position – DNS)       (1 Position – DNS)         PR 2JN (\$63,585 - \$89,016)       PR 2JN (\$63,585 - \$89,016)         FN: Recruitment is at \$71,740       FN: Recruitment is at \$83,825         FN: Appointment may be at any rate in the pay       FN: Appointment may be at any rate in the pay range						
PR 1BX (\$49,643 - \$68,968)  Fire Protection Engineer III (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$71,740 FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay  PR 1BX (\$49,643 - \$68,968) FN: Recruitment is at \$68,968  Fire Protection Engineer III (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay		_				
FN: Recruitment is at \$68,968  Fire Protection Engineer III (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$71,740 FN: Recruitment is at \$71,740 FN: Appointment may be at any rate in the pay  FN: Appointment may be at any rate in the pay	(4 Tositions – Wil D)	(4 I OSITIONS – IVII D)				
FN: Recruitment is at \$68,968  Fire Protection Engineer III (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$71,740 FN: Recruitment is at \$71,740 FN: Appointment may be at any rate in the pay  FN: Appointment may be at any rate in the pay	DD 1DV (\$40.642   \$60.060)	DD 1DV (\$40.642 \$60.060)				
Fire Protection Engineer III (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$71,740 FN: Appointment may be at any rate in the pay  Fire Protection Engineer III (1 Position – DNS)  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay range	PK 1BA (\$49,043 - \$08,908)					
(1 Position – DNS)  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$71,740 FN: Appointment may be at any rate in the pay  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay						
PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$71,740 FN: Appointment may be at any rate in the pay  PR 2JN (\$63,585 - \$89,016) FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay range		0				
FN: Recruitment is at \$71,740 FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay FN: Appointment may be at any rate in the pay range	(1 Position – DNS)	(1 Position – DNS)				
FN: Recruitment is at \$71,740 FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay FN: Appointment may be at any rate in the pay range						
FN: Recruitment is at \$71,740 FN: Recruitment is at \$83,825 FN: Appointment may be at any rate in the pay FN: Appointment may be at any rate in the pay range	PR 2JN (\$63,585 - \$89,016)	PR 2JN (\$63,585 - \$89,016)				
FN: Appointment may be at any rate in the pay  FN: Appointment may be at any rate in the pay range						
	·					
with the approval of DER.						
	Tunge with the approval of DER.	with the approval of DER.				

vn n r	D 1 T
*Boiler Inspector	Boiler Inspector
(2 Positions – DNS)	(2 Positions – DNS)
*Building Construction Inspector	<b>Building Construction Inspector</b>
(4 Positions – DNS)	(4 Positions – DNS)
*Electrical Inspector	Electrical Inspector
(9 Positions – DNS)	(9 Positions – DNS)
*Elevator Inspector	Elevator Inspector
(5 Positions – DNS)	(5 Positions – DNS)
*Plumbing Inspector	Plumbing Inspector
(20 Positions – DNS)	(20 Positions – DNS)
*Sprinkler Construction Inspector	Sprinkler Construction Inspector
(4 Positions – DNS)	(4 Positions – DNS)
**Facilities Maintenance Coordinator	*Facilities Maintenance Coordinator
(1 Position – DPW-Infrastructure)	(1 Position – DPW-Infrastructure)
**Facilities Construction Project Coordinator	*Facilities Construction Project Coordinator
(1 Position – DPW-Infrastructure)	(1 Position – DPW-Infrastructure)
PR 2HN (\$55,962 - \$78,342)	PR 2HN (\$55,962 - \$78,342)
*FN: Recruitment at \$64,840 and up to \$78,342	FN: Recruitment is at \$78,342
**FN: Recruitment at \$66,792	*FN: Professional Engineer License to be paid an
**FN: Professional Engineer License to be paid	additional 3%
an additional 3%	
**FN: Appointment may be at any rate in the pay	
range with the approval of DER	
Fire Protection Engineer II	Fire Protection Engineer II
(Underfill title)	(Underfill title)
*Housing Rehabilitation Specialist	*Housing Rehabilitation Specialist
(6 Positions – DCD)	(6 Positions – DCD)
*Neighborhood Improvement Project	*Neighborhood Improvement Project Inspector
Inspector	(10 Positions – DNS)
(10 Positions – DNS)	*^Special Enforcement Inspector
**^Special Enforcement Inspector	(20 Positions – DNS)
(18 Positions/2 Auxiliary – DNS)	(20100000 2110)
( = = = = = = = = = = = = = = = = = = =	PR 2GN (\$52,498.16 - \$73,504)
PR 2GN (\$52,498 - \$73,504)	FN: Recruitment is at \$73,504
FN: Recruitment is at \$59,540	*FN: Actual Rates – (\$63,395 - \$75,409)
*FN: Actual Rates – (\$63,395 - \$75,409)	*FN: Appointment may be at any rate in the pay range
FN: Appointment may be at any rate in the pay	with the approval of DER.
range with the approval of DER	^FN: 5% Lead worker assignment pay
**FN: Appointment may be at any rate in the pay	111. 576 Lead Worker assignment pay
range with the approval of DER and the Chair of	
Committee on Finance and Personnel.	
^FN: 5% Lead worker assignment pay	
Facilities Control Specialist	Facilities Control Specialist
(1 Position – MPL)	(1 Position – MPL)
(1 1 0510011 – 1411 12)	
PR 3SN (\$63,301 - \$81,471)	PR 3SN (\$63,301 - \$81,471)
ΤΚ 351 (ψ03,301 - ψ01,471)	FN: Recruitment is at \$81,471
Water Plant Steamfitter	Water Plant Steamfitter
(3 Positions – DPW-WW)	(3 Positions – DPW-WW)
Water Plant Steamfitter-HVACR Mechanic	Water Plant Steamfitter-HVACR Mechanic
(2 Positions – DPW-WW)	(2 Positions – DPW-WW)
(= 5524515 22 11 11 11 )	
PR 7RN (\$67,653 - \$84,715)	PR 7RN (\$67,653 - \$84,715)
FN: Appointment may be at any rate in the pay	FN: Recruitment is \$83,825
range with the approval of DER	FN: Appointment may be at any rate in the pay range
and with the approviation Diffe	with the approval of DER.
	are approvat of DDIN

HVAC Maintenance Technician – Senior	HVAC Maintenance Technician – Senior
(1 Position – MPL)	(1 Position – MPL)
(1 Position – DPW- Infrastructure)	(1 Position – DPW- Infrastructure)
PR 7ON (\$67,070 - \$67,156)	PR 7ON (\$67,070 - \$67,156)
FN: Recruitment is at \$48,198 and up to \$66,960	FN: Recruitment is \$67,156
FN: Appointment may be at any rate in the pay	1 11. Rectutificat is \$67,130
range with the approval of DER.	
HVAC Maintenance Technician	HVAC Maintenance Technician
(2 Positions – DCD)	(2 Positions – DCD)
(2 Positions – MPL)	(2 Positions – DCD) (2 Positions – MPL)
(6 Positions – MPD)	(6 Positions – MPD)
(7 Positions – DPW- Infrastructure) Fire HVAC Maintenance Technician	(7 Positions – DPW- Infrastructure) Fire HVAC Maintenance Technician
(Two Positions - MFD)	(Two Positions - MFD)
PR 7NN (\$45,682 - \$64,466)	PR 7NN (\$45,682 - \$64,466)
FN: Appointment may be at any rate in the pay	FN: Recruitment is at \$64,466
range with the approval of DER.	FN: Positions in the Police Department receive an
FN: Positions in the Police Department receive an	additional one dollar (\$1.00) per hour premium when
additional one dollar (\$1.00) per hour premium	assigned to supervisory duties for a full shift.
when assigned to supervisory duties for a full	(3) Positions in the Police Department will receive an
shift.	additional one-dollar (\$1.00) per hour for all time
(3) Positions in the Police Department will receive	worked in excess of eight (8) hours in one 24-hour day
an additional one-dollar (\$1.00) per hour for all	plowing snow or salting.
time worked in excess of eight (8) hours in one	1 6
24-hour day plowing snow or salting.	

Note: Residents receive a rate that is 3% higher.

**Title:** Electrical Inspector

applicable codes.

The purpose of this communication is to recommend changes to the minimum rates of pay for certain trades positions to assist departments with recruitment and retention efforts and address pay inequities for comparable positions across city departments.

For these trade classifications, departments have conducted multiple recruitments that have yielded few qualified candidates. Additionally, departments have had difficulties retaining employees in these classifications due to competitive rates in the labor market and internal pay inequities.

For example, there is a pay inequity between the classification of 'Electrical Inspector' in the Department of Neighborhood Services, and the comparable city position of 'Municipal Services Electrician' in the Department of Public Works. This internal pay inequity, as well as the higher cost of labor for comparable positions in Southeastern Wisconsin contribute to the recruitment and retention challenges for Electrical Inspector.

Pay Range: 2HN (\$55,962 - \$78,342)
FN: Recruitment is at \$64,840 and up to \$78,342
Department: DNS

The Electrical Inspector conducts electrical systems inspections in commercial, industrial, and residential buildings to ensure compliance with

Pay Range: 7SN (\$83,825)
Departments: MPL, DPW

The Municipal Services Electrical installs, services, repairs an equipment for the City's street control, water and sewer installs.

The Municipal Services Electrician inspects, installs, services, repairs and maintains electrical equipment for the City's street lighting, traffic control, water and sewer instrumentation, communication network systems, buildings, and facilities.

Title: Municipal Services Electrician

The recruitment data below reveals that despite several recent recruitment efforts, there have been few applicants. This is likely a result of the current salary in comparison to the minimum experience requirements, higher rates of pay in both the private sector and neighboring municipalities, as well as the overall increased demand for skilled trade employees.

Electrical Inspector Recruitments (2017 - 2022)							
Recruitments # of Applican							
September 2017	15						
February 2020	3						
May 2021	3						
October 2021	4						
May 2022 (Active)	1						

### **Contractor Rate Comparisons**

Additionally, in preparing these recommendations, DER staff made comparisons between the current rates of pay for relevant City of Milwaukee classifications and the hourly cost for contractors to perform these duties. Departments have needed to hire contractors to perform necessary work because of the ongoing staff vacancies.

City of Milwayless Classification	Pay	Annua	al Rate	Hourly Rate		
City of Milwaukee Classification		Min	Max	Min	Max	
Fire Protection Engineer III		\$71,740.50	\$89,015.68	\$34.49	\$42.80	
Water Plant Steamfitter	7RN	\$67,653.30	\$84,715.02	\$32.53	\$40.73	
Water Plant Steamfitter-HVACR Mechanic	7RN	\$67,653.30	\$84,715.02	\$32.53	\$40.73	
Facilities Control Specialist		\$63,300.90	\$81,471.26	\$30.43	\$39.17	
Electrical Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66	
Elevator Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66	
Boiler Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66	
Building Construction Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66	
Plumbing Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66	
Sprinkler Construction Inspector	2HN	\$64,840.36	\$78,342.16	\$31.17	\$37.66	
Facilities Maintenance Coordinator	2HN	\$66,791.66	\$78,342.16	\$32.11	\$37.66	
HVAC Maintenance Technician – Senior	7ON	\$48,197.50	\$66,959.62	\$23.17	\$32.19	
Fire HVAC Maintenance Technician	7NN	\$45,682.00	\$64,465.96	\$21.96	\$30.99	
HVAC Maintenance Technician	7NN	\$45,682.00	\$64,465.96	\$21.96	\$30.99	
	\$29.73	\$37.23				

In reviewing rates for contractors to perform duties for various departments, DER determined that these costs range from a staggering \$101.25 to \$223.00 per hour with an average rate of \$139.16 per hour. Even when factoring in fringe benefits and indirect costs, these rates are so much higher than the cost of an employee that would perform work in the following areas:

- HVAC
- Building Construction
- Electrical
- Elevator
- Plumbing
- Fire Protection (Sprinklers)
- Boiler

For example, the Milwaukee Public Library had had to spend on average approximately \$250,000 annually for contracted services relevant to the above-mentioned categories.

#### Recommendation

As a first step in addressing current recruitment and retention issues, this communication recommends raising the minimum rate of pay for these trades positions. Because these recommendations will create pay compression with

supervisors and managers, this communication also recommends raising the minimum rate of pay for those positions. A more comprehensive job study that will address the cost of labor for trades classifications city-wide will also be forthcoming.

Action Required - Effective Date Pay Period 16, 2022 (July 24, 2022)

\* See addendum included in CCFN: 220504 for Salary and Position Ordinance changes.

Respectfully Submitted,

Renee Joos

Interim Employee Relations Director

13



# **City of Milwaukee Fiscal Impact Statement**

	Date	7/21/2022	File Number	220504		Original	Substitute			
Α	Subject	Communication from the Department of Employee Relations amending the Salary Ordinance relative to recruitment rates of pay, recruitment flexiblity, or assignment rates for various titles in various departments.								
	Cubmitted Du (News Title Dout Tut) Coreb Tretter / Human Decourses Decourses Deleting / Free Luces Deleting / 10000									
В	Submitted By (Name/Title/Dept./Ext.)  Sarah Trotter / Human Resources Representative / Employee Relations / x2398									
	This File  ☐ Increases or decreases previously authorized expenditures. ☐ Suspends expenditure authority.									
		☐ Increases or decreases city services.								
		Authorizes a department to administer a program affecting the city's fiscal liability.								
С		☐ Increases or decreases revenue.								
		Requests an amendment to the salary or positions ordinance.								
		Authorizes borrowing and related debt service.								
		Authorizes continger	t borrowing (aut	hority only).						
		Authorizes the expension	diture of funds n	ot authorized in a	dopted City B	udget.				
	Charma Ta	Development Assessment			Canting want Fr					
	Charge To	Department Account  Capital Projects Fund	I	<del></del>	Contingent Fu Special Purpo		te			
D		Debt Service		_	Grant & Aid A		15			
		Other (Specify)			Clair & Ala A					

	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
E	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.  Please see attached spreadsheet. Budget will be supplying additional information for HVAC and Trades memo.
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
Н	List any costs not included in Sections D and E above.
ı	Additional information.
J	This Note  Was requested by committee chair.

#### Department of Employee Relations Fiscal Note Spreadsheet

Finance and Personnel Committee Meeting of July 26, 2022

	NEW COSTS FOR 2022									
Pos.	Dept	From	PR	То	PR	Annual	Annual	Costs	Rollup	Rollup+ Sal
1	DPW-Administration	Safety Supervisor	1DX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recru	N/A Recruitment Flexibility Only	
3	DPW-Administration	Safety Specialist - Senior	2FX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recru	itment Flex	ibility Only
	DPW-Administration	Safety Specialist (Underfill Title)	2DN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recru	itment Flex	ibility Only
8	DPW-Operations	Sanitation Inspector	3BN	Add 5% Assignment Pay*	N/A	\$0	\$102	\$345	\$71	\$416
1	Fire & Police Comm	Community Outreach Coord	2HX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recruitment Flexibility Only		
1	Fire & Police Comm	Fire & Police Comm Compliance Auditor	2HX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recru	N/A Recruitment Flexibility Only	
2	Fire & Police Comm	Fire & Police Comm Investigator	2HX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recru	itment Flex	ibility Only
2	Fire & Police Comm	Fire & Police Comm Auditor	2FX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recru	tment Flex	ibility Only
1	Fire & Police Comm	Research and Policy Analyst	2FX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recru	itment Flex	ibility Only
2	Fire & Police Comm	Paralegal	5JN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recru	tment Flex	ibility Only
	Fire & Police Comm	Program Assistant II (Underfill Title)	5FN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recruitment Flexibility Only		ibility Only
2	Fire & Police Comm	Program Assistant I	5FN	Add Recruitment Flexibility	N/A	N/A	N/A	N/A Recruitment Flexibility Only		ibility Only
136	Various	Various Trades Positions	N/A	Add Recruitment Rates & Flexibility	N/A	N/A	N/A	N/A See Document from Budget		om Budget
159								\$345	\$71	\$416

Assume effective date is Pay Period 16, 2022 (July 24, 2022).

N/A

#### Dept PR PR Pos. From To Annual Costs Rollup + Sal Annual **DPW-Administration** Safety Supervisor 1DX Add Recruitment Flexibility N/A N/A N/A N/A Recruitment Flexibility Only DPW-Administration Safety Specialist - Senior 2FX Add Recruitment Flexibility N/A N/A N/A N/A Recruitment Flexibility Only Safety Specialist (Underfill Title) DPW-Administration 2DN Add Recruitment Flexibility N/A N/A N/A N/A Recruitment Flexibility Only Sanitation Inspector Add 5% Assignment Pay\* \$345 **DPW-Operations** 3BN N/A \$0 \$102 \$71 \$416 Fire & Police Comm Community Outreach Coord 2HX Add Recruitment Flexibility N/A N/A N/A N/A Recruitment Flexibility Only Fire & Police Comm Compliance Auditor 2HX N/A Recruitment Flexibility Only Fire & Police Comm Add Recruitment Flexibility N/A N/A N/A 2 Fire & Police Comm Fire & Police Comm Investigator Add Recruitment Flexibility N/A Recruitment Flexibility Only 2HX N/A N/A N/A 2 Fire & Police Comm Fire & Police Comm Auditor 2FX Add Recruitment Flexibility N/A N/A N/A N/A Recruitment Flexibility Only Research and Policy Analyst Add Recruitment Flexibility N/A Recruitment Flexibility Only Fire & Police Comm 2FX N/A N/A N/A Fire & Police Comm Paralegal 5JN Add Recruitment Flexibility N/A Recruitment Flexibility Only N/A N/A N/A Program Assistant II (Underfill Title) Fire & Police Comm 5FN Add Recruitment Flexibility N/A N/A N/A N/A Recruitment Flexibility Only Program Assistant I 2 Fire & Police Comm 5FN Add Recruitment Flexibility N/A N/A N/A N/A Recruitment Flexibility Only

Add Recruitment Rates & Flexibility

N/A

N/A

N/A

N/A See Document from Budget

\$71

\$416

\$345

**NEW COSTS FOR FULL YEAR** 

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

Various Trades Positions

136

159

Various

Sarah Trotter July 22, 2022

<sup>\*</sup>Assumes an average biweekly pay of \$1,562.50 and that each employee receives the assignment for an average of 104 hours per year.



# **City of Milwaukee Fiscal Impact Statement**

A	Date	7/25/2022	File Number	220504	$\boxtimes$	Original	☐ Substitute
	Subject	HVAC & Trades- Increase Recruitment Rate					
В	Submitted	By (Name/Title/Dept./Ext.)	Bill Christianso	n - DOA-Budget &	Management Di	vision, x 55	88
	This File		ses previously au	thorized expendi	tures.		
С	☐ Suspends expenditure authority.						
		Increases or decreases city services.					
	☐ Authorizes a department to administer a program affecting the city's fiscal liability.						
	☐ Increases or decreases revenue.						
	Requests an amendment to the salary or positions ordinance.						
		Authorizes borrowing and related debt service.					
		Authorizes contingent borrowing (authority only).					
		Authorizes the expe	nditure of funds I	not authorized in a	adopted City B	udget.	
D	Charge To	Department Accoun	f	П	Contingent Fu	ınd	
	onungo re				Special Purpo		ts
		☐ Debt Service			Grant & Aid A		
		☐ Other (Specify)					

E	Purpose	Specify Type/Use	Expenditure	Revenue
	Salaries/Wages	2022 O&M Salary	\$244,902.00	\$0.00
		2022 Capital/Grant Salary	\$79,955.00	\$0.00
	Supplies/Materials	2022 Enterprise Fund Salary	\$23,714.00	\$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
	TOTALS		\$348,571.00	\$ 0.00

F

Assumptions used in arriving at fiscal estimate.

Wage increases result from incumbent positions currently below the new recruitment rate receiving increases. 2022 wage increase will take effect in Pay Period 16 (July 25)

	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.					
		Full year costs:				
		O&M: \$636,109				
G		Capital/Grant: \$207,675				
	□ 1-3 Years    □ 3-5 Years	Enterprise Funds: \$61,594				
	☐ 1-3 Years ☐ 3-5 Years					
	☐ 1-3 Years ☐ 3-5 Years					
Н	List any costs not included in Sections D and E above.					
ı	Additional information.					
J	This Note   Was requested by committee chair.					