



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

Fire and Police Commission Meeting: April 4, 2024

Fire Department

Current	Recommended
New Positions	Youth Fleet Apprentice PR 9MN (\$33,110 - \$34,500) (Two Positions)

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

The Department of Employee Relations has received a request for classification of a Youth Fleet Apprentice within the Milwaukee Fire Department. The Milwaukee Fire Department and DPW worked together to solicit information from MATC prior to initiating these positions. As the City now has career paths through the various trades that were established in a study last year, there is a desire to expand and advertise what the City has to offer.

The goal of participating in the Youth Apprenticeship Program is to develop a talent pipeline to support the short- and long-term wellbeing of the City of Milwaukee. This pipeline will work to identify, hire, and develop youth through structured programming, with the hopes of transitioning qualified youth into a career path with the City of Milwaukee. The focus of this program will be within the fleet section as there have been difficulties in recruiting qualified candidates. In addition to the goals benefiting the City, the apprenticeship program will focus on the career development of talented youth through a skills-based and mentoring format.

The Emergency Vehicle Mechanics within MFD provide expertise in servicing, rebuilding, repairing, overhauling, adjusting, and testing all vehicles, fire apparatus, equipment and tools used by the Milwaukee Fire Department. MFD Fleet personnel would like the opportunity to provide this knowledge to youth apprentices with the hope that these individuals will want to pursue a career in Emergency Vehicle Mechanic trade and seek regular employment with the Milwaukee Fire Department. The Youth Fleet Apprentice will assist and perform automotive and medium/heavy truck maintenance in line with the Wisconsin Youth Apprenticeship competencies. Duties and responsibilities include:

- Year 1 Overview:
 - Operates tools and equipment safely, processes work orders, changes oil and filters, assists with diagnoses of concern or issues, identifies vehicle parts, rotates tires, services a 12-volt battery, and performs multipoint inspections.
 - Assists with preventative maintenance of vehicle diesel engines.
 - Maintains a clean and organized work area.
- Year 2 Overview:
 - In addition to Year 1 competencies: performs preventative maintenance on brake systems, fuel systems, steering and suspensions, cooling systems, HVAC, hydraulics, powertrain/hydrostatic systems, wheels and tires, drivetrain systems, air and exhaust systems, windshields, exterior lighting systems, and vehicle/equipment frames.
 - Completes inspection of interior and accessory components.

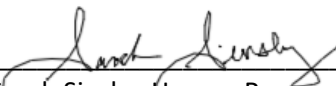
Minimum qualifications require the candidate to be a high school junior or senior, who is enrolled in the State of Wisconsin Department of Workforce Development Youth Apprenticeship Program.


Analysis and Recommendation


This opportunity is similar to the Construction Laborer Interns, the Youth Apprentices in Milwaukee Water Works, the Youth Arborist Apprentices, and the Police Aides and Fire Cadets. This position of Youth Fleet Apprentice has comparable requirements and follows a similar model to the aforementioned titles as they learn skills to establish themselves and gain exposure to the core principles of a profession within a given field before becoming full-time employees. Because the Youth Fleet Apprentice will be a part-time position, this report recommends the title be placed within Pay Range 9MN.

Action Required – Effective Pay Period 09, 2024 (April 14th, 2024)

*** Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

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