



Department of Employee Relations

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March 6, 2012

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

Dear Committee Members:

SUBJECT: Additional Changes to 2012 Salary Ordinance Part I & II

Attached please find a list of recommended changes to the Salary Ordinance. The changes have been identified and recommended as a result of our ongoing review of the Ordinance. Many of these changes include the deletion of obsolete titles and footnotes and an explanation is included next to each item.

1. Change all Pay Range designations in Part I to 3 digits. A Pay Range ending in X will indicate that titles are exempt under the Fair Labor Standards Act (FLSA) and are not eligible to receive overtime. A Pay Range ending with an N indicates that a title is non-exempt under FLSA and is eligible to receive overtime.
2. Delete the title of Snow Driver in PR 8IN and in lieu of this create a task rate for Snow Driver in Part II, Sec 11. Supplemental Pay Practices.

Snow Driver Pay: An employee holding a title 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.

3. For the following Career Ladder titles in DNS, add the following footnote:

Titles:

- Residential Code Enforcement Inspector
- Commercial Code Enforcement Inspector
- Special Enforcement Inspector
- Environmental Risk Officer

Footnote:

An employee transferred or promoted into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.

4. PR 7CN – correct footnote #2 for Building Maintenance Mechanic II – this title does not receive the \$6.90 pay for completing supervisory duties during a shift.
5. PR 7BN– change title in Footnote 7 to Inventory Control Assistant III – the title of Fire Stores Clerk is obsolete.
6. PR 4E-Pay Range 856 – delete obsolete title of Paramedic Lieutenant - remove title from footnote #1.
7. PR 4J-Pay Range 857 – delete obsolete title of Administrative Captain-EMS from footnote #1
8. PR 3BN – delete footnote #2 – obsolete – Engineering Technician I is not assigned to Road Life Work
9. PR 3FN – delete footnote #2 – obsolete – Engineering Technician II is not assigned to Road Life Work
10. PR 6JN – delete obsolete title of Fire Stores Clerk
11. PR 8LN – Delete obsolete Library Delivery Services Specialist title and correct pay range rates
12. PR 7FN – Delete obsolete Lead Bookbinder title
13. PR 7CN – Delete obsolete Bookbinder title
14. PR 8HN – Delete obsolete Sewer Examiner I title
15. PR 8FN – Delete obsolete Auto Mechanic Helper title
16. For the following titles/footnotes add temporary appointments to the footnote language to so that employees given either an emergency or temporary appointment to a title be paid at the same footnoted rate. This is in lieu of receiving the regular promotional rate of 5%.
 - 3HN Maintenance Technician III Footnote #4
 - 3HN Sewer Maintenance Scheduler Footnote #5
 - 3LN Driver Training Instructor Footnote #9
 - 3NN Urban Forestry Technician Footnote #10

• 6IN	Lead Parking Checker	Footnote #2
• 6KN	Communications Assistant V	Footnote #2
• 7CN	Equipment Mechanic II	Footnote #5
• 7CN	Equipment Mechanic III	Footnote #8
• 7EN	Equipment Mechanic IV	Footnote #7
• 7FN	Lead Equipment Mechanic	Footnote #11
• 7FN	Vehicle Service Technician-Heavy	Footnote #11
• 7GN	Automotive Mechanic Leadworker	Footnote #5
• 7HN	Field Service Mechanic	Footnote #6
• 7IN	Urban Forestry Crew Leader	Footnote #3
• 8EN	Custodial Worker III	Footnote #5
• 8EN	Laborer (Electrical Services)	Footnote #5
• 8EN	Sewer Laborer I	Footnote #5
• 8EN	Water Distribution Laborer	Footnote #5
• 8FN	Cement Finisher Helper	Footnote #8
• 8FN	Special Fleet Services Laborer	Footnote #8
• 8FN	Garage Custodial	Footnote #9
• 8FN	Infrastructure Repair Worker	Footnote #10
• 8FN	Traffic Sign Worker I	Footnote #10
• 8GN	Sewer Crew Leader I	Footnote #3
• 8GN	Special Laborer (Electrical Services)	Footnote #3
• 8GN	Utility Worker (Electrical Services)	Footnote #3
• 8HN	Sewer Crew Leader II	Footnote #1
• 8HN	Sewer Field Investigator	Footnote #2
• 8IN	Bridge Operator Leadworker	Footnote #3
• 8IN	Infrastructure Repair Crew Leader	Footnote #4
• 8IN	Water Distribution Repair Worker II	Footnote #4
• 8IN	Water Distribution Utility Investigator	Footnote #5
• 8JN	Sewer Examiner II	Footnote #3
• 8KN	Operations Driver/Worker	Footnote #3
• 8KN	Sewer Repair Crew Leader	Footnote #4

Sincerely,



Maria Monteagudo
Employee Relations Director