

January 13, 2014

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

Dear Committee Members:

Re: Common Council File #130782

File # 130782 amends Chapter 350-237-3-b and c of the Milwaukee Code of Ordinances by deleting the title of Operations Driver/Worker from the classifications that are not eligible for fringe benefits until they have worked 2080 hours. This change is needed to address the recruitment difficulties experienced by the Department of Public Works when attempting to fill a number of vacancies in this classification.

The title of Operations Driver/Worker (ODW) was created as a result of a 2001 reorganization that combined multiple bargaining unit titles, some of which were seasonal and non-benefit at the time. The first step of the ODW pay range was set to match the first step of the City Laborer – Seasonal pay range. However, ODWs are not seasonal, are not subject to seasonal layoffs, and both internal and external candidates are recruited and participate in the civil service examination.

As DPW has attempted to hire from an existing ODW eligible list, candidates are not willing to consider interviewing for these positions as in most cases their annual salary is higher than what the City is able to offer and they earn benefits at time of hire with other public and private sector employers.

The recommended change will assist DPW hire ODWs to fill approximately 15 to 20 vacancies created as a result of turnover.

There will be some fiscal impact resulting from making the ODW positions full benefit upon hire, however, this impact will be offset by retirements from the position. The DPW intends to hire on a one for one basis as a replacement for positions lost through retirement.

Copies of the ordinance change and a fiscal note are attached. It is recommended that the attached ordinance change be approved.

Sincerely,

Nicole M. Fleck  
Labor Relations Officer

#### Attachments

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