



Department of Employee Relations

July 14, 2014

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

Dear Committee Members:

Re: Common Council File #140524

This letter recommends amending the Salary Ordinance to allow Jason Rembolski, Electrical Mechanic Apprentice, to continue to be paid his current rate of \$1,843.20 biweekly (\$1,861.63 biweekly as of June 22, 2014). Mr. Rembolski has worked for the City since 2006 as an Electrical Worker in the Infrastructure Division of the Department of Public Works (DPW). He has been enrolled in the Electrical Mechanic Apprentice Program as of January 6<sup>th</sup> of this year.

Currently there is a footnote in the Salary Ordinance under the title of Electrical Mechanic Apprentice stating that a current DPW employee appointed to the Electrical Mechanic Apprentice program shall be paid their current rate of pay or the third step of the Apprentice pay range, whichever is lower. Effective Pay Period 14 (June 22, 2014) the third step of the range is \$1,817.19, a difference of \$44.44 per pay period. The cost for January 6<sup>th</sup> through the end of the year would be \$1,106 plus rollups.

The Department of Employee Relations received a letter from Jeffrey Polenske, City Engineer, requesting that Mr. Rembolski continue to be paid his current rate of pay as he has been a valuable employee for eight years. The Department indicated that the situation is unique and that it is unusual for an employee to have worked for DPW for so many years and be at the maximum rate for Electrical Worker before enrolling in the Apprenticeship Program. Discussions were held with the appropriate labor representatives and they have no objection to this footnote.

Based on our review we agree with the Department's request to have this employee continue to receive his current rate of pay and that it be effective Pay Period 2, 2014 (January 5, 2014) when Mr. Rembolski began the Apprenticeship Program.

To implement this exception, we recommend amending the Salary Ordinance as follows:

Under Pay Range 7JN, add the footnote designation "10/" to the title "Electrical Mechanic Apprentice" with the footnote to read "10/ Jason Rembolski shall be paid \$1,843.20 biweekly effective Pay Period 2, 2014 (January 5, 2014) while he holds this title. He shall be eligible for general increases if he meets the criteria and for movement to the next step in the range when and if he meets the requirement for years of service."

Sincerely,

Maria Monteagudo  
Employee Relations Director

C : Jeffrey Polenske, Marcia Cornnell, Dan Thomas, Tom Pechacek, and Dawn Crowbridge



**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Deborah Ford**  
Labor Negotiator