



## Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Deborah Ford**  
Labor Negotiator

May 10, 2016

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

Subject: Common Council File #160053: Communication from the Department of Employee Relations related to amending the Salary Ordinance relative to pay progression for Operations Driver Workers.

Dear Committee Members:

In late 2015, Common Council File #151209 was adopted to allow pay progression for certain City of Milwaukee employees. The recommended changes were designed to address the following critical needs:

- Establish pay progression practices to assist the city compete for top talent to fill vacant positions,
- Improve retention rates of recent hires and reduce turnover of fully trained contributors,
- Continue the implementation of pay practices that recognize employee contributions and performance standards in lieu of length of service,
- Reduce and minimize pay differentials created by years of frozen wages among employees performing similar work at comparable levels of proficiency.

In December 2015, the title of Operations Driver Worker (ODW) was excluded from CC File #151209 as employee representatives had voiced the desire for the city to consider alternatives to the proposed pay progression model during the meet bargaining.

In March of this year, the Department of Public Works contacted the Department of Employees Relations with concerns about retention of employees in the ODW title and inquired about the ability to implement pay progression for these employees given the increase in turnover experienced during the last 12 months. Although these employees are now represented by the Teamsters Union, pay progression as approved by CC File #151209 does not interfere with the City's bargaining obligations under the law.

Therefore, this communication recommends including the title of Operations Driver Worker in the pay progression model for general city employees effective Pay Period 1, 2016 with the following recommended changes to the Salary Ordinance:

In Part II of the Salary Ordinance, Section 4 – Salary Advancement and Salary Anniversary Dates, E. Exceptions and exclusions – delete item 5) Positions in Section 8 – Service and Maintenance that are represented by the Milwaukee Operations Driver Worker Union, Inc. and renumber the remaining items in the series.

Sincerely,

Maria Monteagudo  
Employee Relations Director

