



Department of Employee Relations

January 4, 2017

Tom Barrett  
Mayor

Maria Monteagudo  
Director

Renee Joos  
Employee Benefits Director

Vacant  
Labor Negotiator

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

Re: Common Council File #161252 - Communication from the Department of Employee Relations relating to changes to the Salary Ordinance Part II, Section 9 – Supplemental Pay Practices, Section (I) relative to hours worked by Department of Public Works eligible employees in response to a call out by management for snow and ice operations.

Dear Committee Members:

In October of 2015 the Common Council approved changes to the Salary Ordinance allowing hours worked by eligible Department of Public Works (DPW) employees in response to a management emergency call-out for snow and ice operations outside of the employee's regular work schedule to be considered overtime and compensated at the rate of 1.5X the employee's hourly rate. This provision was enacted to ensure appropriate staffing levels within DPW to respond to snow and ice emergencies instead of having to rely on private contractors at a significantly higher cost. This provision was limited to DPW employees who were members of the A, B, and C Teams primarily from Operations, Fleet, Sanitation and Forestry, and from Infrastructure Services.

The Department of Public Works has requested a small modification to Part II Section 9 (I) of the Salary Ordinance to allow other DPW employees mostly working as office, yard and field staff in critical supporting roles for snow and ice control operations to be eligible for this provision. These individuals are part of a rotation schedule during the winter season and are responsible for staffing and/or coordinating activities and logistics during snow and ice control operations including issuing assignments; coordinating driver roll overs; providing communications and reporting of operation progress, updates on road conditions, and progress of operations to completion; inspecting and reporting of route completion specifics and road conditions; identifying trouble spots; mounting, dismounting and inspection of plow blades; tracking salt usage; filling truck tanks with deicing liquids; and responding to accidents. DPW has indicated that approximately 48 additional employees will be impacted by this provision.

The existing Salary Ordinance language dealing with this provision is presented below:

- I. Hours worked by Department of Public Works employees in response to a call out by management for snow and ice operations will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, employees must perform snow and ice related duties outside of regular work schedules in response to an emergency call out. For purposes of this provision, eligible employees only include members of the A, B, and C Teams and activities included under "snow and ice operations" are to be determined at the discretion of the DPW Commissioner.

This report recommends Section I as follows:

- I. Hours worked by Department of Public Works employees in response to a call out by management for snow and ice operations will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, eligible employees must perform snow and ice related duties outside of regular work schedules in response to an emergency call out. For purposes of this provision, eligible employees include members of the A, B, and C Teams and other personnel assigned by the DPW Commissioner to support emergency snow and ice operations as provided in this section. Activities included under "snow and ice operations" are to be determined at the discretion of the DPW Commissioner. In no case shall an employee receive both a per hour premium payment authorized under Section 9 (G) and overtime hours under this section.

Respectfully submitted,



Maria Montegudo  
Employee Relations Director

DPW – G. Korban, D Thomas, L Daniels