



Department of Employee Relations

Tom Barrett
Mayor

Makda Fessahaye
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

September 8, 2021

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

Common Council File No. 210816 – “Communication from the Department of Employee Relations amending the Salary Ordinance to increase the recruitment rate and provide recruitment flexibility for the title of Streetcar System Manager in the Department of Public Works.”

Dear Committee Members:

The Department of Employee Relations recommends an increase to the minimum recruitment rate of pay for the title of Streetcar System Manager, Pay Range 1IX (\$75,478 - \$105,669) within the Department of Public Works. There were market studies conducted on related positions within DPW that have similar responsibilities and duties earlier this year that should have included this title. The minimum recruitment rate recommendation is \$90,398.88 consistent with other engineering titles in this pay range.

The Streetcar System Manager is responsible for managing all of the City of Milwaukee’s streetcar system, including the contract with the Operations and Maintenance Contractor (OMC), as well as handling all reporting and inspection requirements by the Federal Transit Administration and Wisconsin Department of Public Works.

In classification reports presented to this committee earlier this year, DPW indicated that it had become increasingly difficult to recruit and retain candidates, especially for positions encompassing engineering duties and requirements. Supervisory and management positions within these sections were also included in the market study to prevent pay compression between direct reports and managers. We request that the recruitment rate is increased for the Streetcar System Manager to be in line with similar titles and recruitment flexibility be allowed to remain consistent in the effort for recruiting and retention efforts.

Actions Required - Effective Pay Period 7, 2021 (March 21, 2021)

In the Salary Ordinance

Under Pay Range 1IX:

Add footnotes (5) and (15) to the title of ‘Streetcar System Manager’.

Respectfully submitted,

Makda Fessahaye
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A	Date	<u>9/10/2021</u>	File Number	<u>210816</u>	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Substitute
	Subject	Communication from the Department of Employee Relations amending the Salary Ordinance to increase the recruitment rate and add recruitment flexibility to the title of Streetcar System Manager in the Department of Public Works.				

B	Submitted By (Name/Title/Dept./Ext.)	<u>Sarah Trotter / Human Resources Representative / Employee Relations / x2398</u>
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C	This File	<input checked="" type="checkbox"/> Increases or decreases previously authorized expenditures.
		<input type="checkbox"/> Suspends expenditure authority.
		<input type="checkbox"/> Increases or decreases city services.
		<input type="checkbox"/> Authorizes a department to administer a program affecting the city's fiscal liability.
		<input type="checkbox"/> Increases or decreases revenue.
		<input checked="" type="checkbox"/> Requests an amendment to the salary or positions ordinance.
		<input type="checkbox"/> Authorizes borrowing and related debt service.
		<input type="checkbox"/> Authorizes contingent borrowing (authority only).
		<input type="checkbox"/> Authorizes the expenditure of funds not authorized in adopted City Budget.

D	Charge To	<input checked="" type="checkbox"/> Department Account	<input type="checkbox"/> Contingent Fund
		<input type="checkbox"/> Capital Projects Fund	<input type="checkbox"/> Special Purpose Accounts
		<input type="checkbox"/> Debt Service	<input type="checkbox"/> Grant & Aid Accounts
		<input type="checkbox"/> Other (Specify)	

E	Purpose	Specify Type/Use	Expenditure	Revenue
	Salaries/Wages		\$0.00	\$0.00
			\$0.00	\$0.00
	Supplies/Materials		\$0.00	\$0.00
			\$0.00	\$0.00
	Equipment		\$0.00	\$0.00
			\$0.00	\$0.00
	Services		\$0.00	\$0.00
			\$0.00	\$0.00
	Other		\$0.00	\$0.00
			\$0.00	\$0.00
	TOTALS		\$ 0.00	\$ 0.00

F

Assumptions used in arriving at fiscal estimate. Please see attached spreadsheet. _____

G

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

 1-3 Years 3-5 Years 1-3 Years 3-5 Years 1-3 Years 3-5 Years

H

List any costs not included in Sections D and E above. _____

I

Additional information. _____

JThis Note Was requested by committee chair.

**Department of Employee Relations
Fiscal Note Spreadsheet**

City Service Commission Meeting of September 14, 2021
Finance and Personnel Committee Meeting of September 15, 2021

NEW COSTS FOR 2021

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Infrastructure Services	Streetcar System Manager	1IX	Streetcar System Manager	1IX	NA	N/A	N/A	Minimum Recruitment Rate Only	
1								\$0	\$0	\$0

Assume effective date is Pay Period 7, 2021 (March 21, 2021).

NEW COSTS FOR FULL YEAR

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	DPW-Infrastructure Services	Streetcar System Manager	1IX	Streetcar System Manager	!IX	N/A	N/A	N/A	Minimum Recruitment Rate Only	
1								\$0	\$0	\$0