



Department of Employee Relations

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September 30, 2021

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

Common Council File No. 210914– “Communication from the Department of Employee Relations amending the Salary Ordinance to provide the snow and ice control footnote to the titles Facilities Maintenance Supervisor, Parking Enforcement Supervisor, and Infrastructure Services Personnel Officer within DPW.”

Dear Committee Members:

This communication requests to amend the 2021 Salary Ordinance to provide the snow and ice control footnote for the titles Facilities Maintenance Supervisor, Parking Enforcement Supervisor, and the Infrastructure Services Personnel Officer. Employees assigned to these roles are to be regularly involved in snow and ice control operations and due to the excessive amount of overtime work, would receive an additional 4.8% biweekly as compensation for such overtime.

The Facilities Maintenance Supervisor was previously titled as the Building Services Manager, which had the included footnote, as it assigned to the district snow manager schedule. The Parking Enforcement Supervisors are to be assigned to patrol during snow and ice operations due to department vacancies and the Infrastructure Services Personnel Officer will be filling the vacancy in the district management schedule.

Due to the nature of their duties, these positions will be required to work excessive overtime for snow and ice control operations. This communication therefore requests adding the footnote for snow and ice control pay for the titles of Facilities Maintenance Supervisor (PR 1EX), Parking Enforcement Supervisor (PR 1AX), and Infrastructure Services Personnel Officer (PR 2HX), that would provide an additional 4.8% biweekly to compensate for overtime

Action Required - Effective Pay Period 22, 2021 (October 17, 2021)

In the Salary Ordinance

Under Section 1, Pay Range 1EX:

Add footnotes (4) and (20) to the title Facilities Maintenance Supervisor.

Under Section 1, Pay Range 1AX:

Add footnotes (1) and (5) to the title Parking Enforcement Supervisor.

Under Section 2, Pay Range 2HX:

Create footnotes (7) and (14) and add to the title Infrastructure Services Personnel Officer.

- (7) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (14) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

Respectfully submitted,



Makda Fessahaye
Employee Relations Director

**Department of Employee Relations
Fiscal Note Spreadsheet**

Finance and Personnel Committee Meeting of October 6, 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	Facilities Maintenance Supervisor	1EX	Add Snow & Ice Control Pay	N/A	\$69,955	\$73,312	\$646	\$90	\$736
1	DPW-Infrastructure Services	Parking Enforcement Supervisor	1AX	Add Snow & Ice Control Pay	N/A	\$53,594	\$56,166	\$495	\$69	\$564
2	DPW-Infrastructure Services	Parking Enforcement Supervisor	1AX	Add Snow & Ice Control Pay	N/A	\$51,862	\$54,351	\$957	\$134	\$1,091
1	DPW-Infrastructure Services	Parking Enforcement Supervisor	1AX	Add Snow & Ice Control Pay	N/A	\$50,130	\$52,536	\$463	\$65	\$528
1	DPW-Infrastructure Services	Infrastructure Svcs Personnel Officer	2HX	Add Snow & Ice Control Pay	N/A	\$75,036	\$78,637	\$693	\$97	\$790
6								\$3,253	\$455	\$3,709

Assume effective date is Pay Period 22, 2021 (October 17, 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	Facilities Maintenance Supervisor	1EX	Add Snow & Ice Control Pay	N/A	\$69,955	\$73,312	\$3,358	\$470	\$3,828
1	DPW-Infrastructure Services	Parking Enforcement Supervisor	1AX	Add Snow & Ice Control Pay	N/A	\$53,594	\$56,166	\$2,573	\$360	\$2,933
2	DPW-Infrastructure Services	Parking Enforcement Supervisor	1AX	Add Snow & Ice Control Pay	N/A	\$51,862	\$54,351	\$4,979	\$697	\$5,676
1	DPW-Infrastructure Services	Parking Enforcement Supervisor	1AX	Add Snow & Ice Control Pay	N/A	\$50,130	\$52,536	\$2,406	\$337	\$2,743
1	DPW-Infrastructure Services	Infrastructure Svcs Personnel Officer	2HX	Add Snow & Ice Control Pay	N/A	\$75,036	\$78,637	\$3,602	\$504	\$4,106
6								\$16,917	\$2,368	\$19,285

Note: Totals may not be to the exact dollar due to rounding.