



## BOARD OF CITY SERVICE COMMISSIONERS MINUTES



CSC virtual meeting of the Board of City Service Commissioners was held TUESDAY, March 9, 2021, at 1:30 pm.

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| Commissioners | Francis Bock, President<br>Marilyn Miller, Vice President<br>Steve Smith<br>Janet Cleary<br>Maria Monteagudo             |
| Staff         | Makda Fessahaye, CSC Secretary<br>Patrick McClain, Assistant City Attorney<br>Karen Biernat, Admin. Services Coordinator |

A quorum being present, President Bock called the meeting to order at 1:30 pm.

The REGULAR MEETING MINUTES on February 23, 2021, were APPROVED.

(Commissioners Smith/Monteagudo), Commissioner Cleary abstained

The Commission APPROVED the CLASSIFICATION REPORTS as submitted. (Sarah Trotter, Human Resources Representative, DER, was present to answer questions on these items, along with Kristin Urban, DER, Andrea Knickerbocker, DER, and Makda Fessahaye, DER, who answered further questions on the DOA-Budget and Management Div. report.)

### Assessor's Office

Current	Requested
Property Assessment Technician PR 3IN (\$43,298- \$51,734) (One Position)	Property Listing Technician PR 3IN (\$43,298- \$51,734) (One Position)
One New Positions	Property Assessment Technician II PR 3GN (\$40,516- \$48,248) (One Position)  Property Assessment Technician I PR 3FN (\$38,508 - \$47,171) (Underfill Title)

Note: Residents receive a rate that is 3% higher.

### Department of Administration-Budget and Management Division

Current			
Title	Pay Range	Rates	Positions
Budget and Management Director	1NX	\$103,841 - \$145,382	One
Financial Operations Manager	1KX	\$85,757 - \$120,064	One
Budget and Policy Manager	2LX	\$70,827 - \$99,154	One
Capital and Debt Specialist	2LX	\$70,827 - \$99,154	One
Fiscal Planning Specialist – Senior	2KX	\$66,435 - \$93,010	Two
Budget and Management Special Assistant	2IX	\$58,462 - \$81,844	Three

Recommended			
Title	Pay Range	Rates	Positions
Budget and Management Director	1NX	\$103,841 - \$145,382 Recruitment at \$114,226 and may be at any point in the range with the approval of DER and the FPC Chair	One
Budget and Fiscal Policy Operations Manager	1LX	\$91,404 - \$127,962 Recruitment is at \$100,543 and may be at any point in the range with the approval of DER and the FPC Chair	One
Budget and Fiscal Policy Manager	2MX	\$75,478 - \$105,669 Recruitment is at \$83,026 and may be at any rate in the range with DER approval.	Two
Budget and Fiscal Policy Analyst IV	2LX	\$70,827 - \$99,154 Recruitment is at \$77,909 and may be at any rate in the range with DER approval.	Five
Budget and Fiscal Policy Analyst III	2KX	\$66,435 - \$93,010 Recruitment is at \$73,078 and may be at any rate in the range with DER approval.	Underfill
Budget and Fiscal Policy Analyst II	2JX	\$62,338 - \$87,270 Recruitment is at \$68,571 and may be at any rate in the range with DER approval.	Underfill
Budget and Fiscal Policy Analyst I	2IX	\$58,462 - \$81,844 Recruitment is at \$64,308 and may be at any rate in the range with DER approval.	Underfill

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### Department of Public Works

Current	Recommendation
Commissioner-Public Works (One Position) PR 1PX (\$117,980 - \$165,166)	Commissioner-Public Works (One Position) PR 1PX (\$117,980 - \$165,166) FN: Recruitment may be at any rate with the approval of DER and the Chair of the Finance and Personnel Committee
City Engineer (One Position) Water Works Superintendent (One Position) * PR 10X (\$110,689 - \$154,961) FN*: Recruitment may be at any rate with the approval of DER and the Chair of the Finance and Personnel Committee	City Engineer (One Position) Water Works Superintendent (One Position) PR 10X (\$110,689 - \$154,961) FN: Recruitment may be at any rate with the approval of DER and the Chair of the Finance and Personnel Committee
Infrastructure Administration Manager (One Position) Water Works Administration Manager (One Position) PR 1MX (\$97,420 - \$136,395)	Infrastructure Administration Manager (One Position) Water Works Administration Manager (One Position) PR 1MX (\$97,420 - \$136,395) FN: Recruitment may be at any rate with the approval of DER and the Chair of the Finance and Personnel Committee

<b>DPW – CONT'D</b>	
Engineer in Charge (Four Positions, Two Auxiliary) Public Works Coordination Manager (One Position) PR 1KX (\$85,757 - \$120,064)	Engineer in Charge (Four Positions, Two Auxiliary) Public Works Coordination Manager (One Position) PR 1KX (\$85,757 - \$120,064) FN: Recruitment is at \$90,399 and may be at any point in range with the approval of DER and Chair of the Committee on Finance and Personnel.
Civil Engineer V (Three Positions) PR 1JX (\$80,442 - \$112,627)	Civil Engineer V (Three Positions) PR 1JX (\$80,442 - \$112,627) FN: Recruitment is at \$90,399 and may be at any point in range with the approval of DER and Chair of the Committee on Finance and Personnel.
Architectural Project Manager (One Position) Construction Management Engineer (Four Positions) Electrical Engineer – Senior (One Position)* Management Civil Engineer – Senior (Eight positions) Management Engineer (Three Positions) Mechanical Engineer IV (One Position) Structural Design Manager (One Position) Traffic Engineer – Senior (One Position)* Transportation Engineering Planner (One Position)* PR 1IX (\$75,478 - \$105,669) FN*: Recruitment at \$85,000	Architectural Project Manager (One Position) Construction Management Engineer (Four Positions) Electrical Engineer – Senior (One Position) Management Civil Engineer – Senior (Eight positions) Management Engineer (Three Positions) Mechanical Engineer IV (One Position) Structural Design Manager (One Position) Traffic Engineer - Senior (One Position) Transportation Engineering Planner (One Position) PR 1IX (\$75,478 - \$105,669) FN: Recruitment is at \$90,399 and may be at any point in range with the approval of DER and Chair of the Committee on Finance and Personnel.
Civil Engineer IV (One Position) PR 2KX (\$66,435 - \$93,010) FN: Recruitment is at \$75,408	Civil Engineer IV (One Position) PR 2KX (\$66,435 - \$93,010) FN: Recruitment is at \$78,455 and may be at any point in the range with DER approval. FN: Additional 3% for holding a Professional Engineer license.
Architect III (Two Positions)* Bicycle and Pedestrian Coordinator (One Position)* Civil Engineer III (30 Positions)** Electrical Engineer III (Three Positions)* Facilities Project Coordinator (One Position)* Mechanical Engineer III (Three Positions)* PR 2IN (\$58,462 – \$81,844) FN*: Recruitment is at \$66,324 FN**: Recruitment is at \$66,324 and may be up to \$74,620 with approval from DER and Chair of the Committee on Finance and Personnel.	Architect III (Two Positions) Bicycle and Pedestrian Coordinator (One Position) Civil Engineer III (30 Positions) Electrical Engineer III (Three Positions) Facilities Project Coordinator (One Position) Mechanical Engineer III (Three Positions) PR 2IN (\$58,462 – \$81,844) FN: Recruitment is at \$71,323 and may be at any point in the range with DER approval FN for Engineers: Additional 3% for holding a Professional Engineer license.
Facilities Maintenance Coordinator (One Position) Facilities Construction Project Coordinator (One Position) PR 2HN (\$54,865 - \$76,806) FN: Recruitment is at \$63,575	Facilities Maintenance Coordinator (One Position) Facilities Construction Project Coordinator (One Position) PR 2HN (\$54,865 - \$76,806) FN: Recruitment is at \$65,482 and may be at any point in the range with DER approval FN for Engineers: Additional 3% for holding a Professional Engineer license.
Architectural Designer II (Two Positions) Civil Engineer II (43 Positions) Electrical Engineer II (Three Positions) Mechanical Engineer II (Underfill Title) PR 2GN (\$51,469 - \$72,063) FN: Recruitment is at \$58,373	Architectural Designer II (Two Positions) Civil Engineer II (43 Positions) Electrical Engineer II (Three Positions) Mechanical Engineer II (Underfill Title) PR 2GN (\$51,469 - \$72,063) FN: Recruitment is at \$64,839 and may be at any point in the range with DER approval FN for Engineers: Additional 3% for holding a Professional Engineer license.

<b>DPW – CONT'D</b>	
Architectural Designer I (Underfill Title) Civil Engineer I (Underfill Title) Electrical Engineer I (Underfill Title) Mechanical Engineer I (Underfill Title) PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$51,358 and may be up to \$58,373	Architectural Designer I (Underfill Title) Civil Engineer I (Underfill Title) Electrical Engineer I (Underfill Title) Mechanical Engineer I (Underfill Title) PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$58,944 and may be at any point in the range with DER approval FN for Engineers: Additional 3% for holding a Professional Engineer license.

Note: Residents receive a rate that is 3% higher.

**Department of Public Works**

Civil Engineer V PR 1JX (\$80,442 - \$112,627) (One Position)	Engineer in Charge PR 1KX (\$85,757 - \$120,064) FN: Recruitment is at \$90,399 and may be at any point in range with the approval of DER and Chair of the Committee on Finance and Personnel. (One Position)
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**Department of Public Works-Water Works**

Current	Recommended
Water Accounting Manager PR 1EX (\$58,462 - \$81,844) (One Position)	Water Accounting Manager PR 1GX (\$66,435 - \$93,010) FN: Recruitment flexibility with approval of DER and the Chair of Finance and Personnel (One Position)

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(Commissioners Cleary/Miller, unanimous)

The Commission APPROVED the PROBATIONARY REPORT as submitted. (Sarah Trotter, Human Resources Representative, DER, was present to answer questions this item).

(Commissioners Smith/Miller, unanimous)

**GENERAL HEARING**

The Commission APPROVED the communication from the Department of Public Works – Operations Div. for an EXTENSION of TEMPORARY APPOINTMENT for Yasir Hameed, Self Help Yard Supervisor, from March 21, 2021 and ending June 12, 2021. (Danielle Rodriguez, Operations Director, was present to answer questions on this item.)

(Commissioners Cleary/Monteagudo, Unanimous)

The Commission APPROVED the communication from the Department of Public Works – MWW for an EXTENSION OF TEMPORARY APPOINTMENT for Jose Juarez, Water Field Supervisor, retroactive to March 2, 2021 and ending on September 2, 2021. (Patrick Pauly and Amy Heffer were present to answer questions on this item.)

(Commissioners Miller/Monteagudo, Unanimous)

The Commission took NO ACTION on the communication from the Milwaukee Health Department for a TEMPORARY APPOINTMENT for Marlaina Jackson, Chief of Staff, from March 23, 2021 and ending June 23, 2021, as this item was removed from the agenda.

The Commission APPROVED the communication from Dan Rotar for REINSTATEMENT to the Department of Public Works and to receive full benefit service credit for time served at MPD. (Dan Rotar was present to answer questions on this item.)

(Commissioners Monteagudo/Smith Unanimous)

## PUBLIC HEARING

The Commission APPROVED the proposed changes to City Service Rule VIII, Section 8(f), Probationary Period.. The proposed changes are based on a communication from the Department of Public Works relative to removing two obsolete titles of Traffic Control Engineer I and II and adding the titles of Architect III, Civil Engineer III, Electrical Engineer III, and Mechanical Engineer III positions to serve a twelve (12) month probation period. (Dan Thomas and Shannon Goodwin, were present to answer questions on this item.)

(Commissioners Smith/Miller, Unanimous)

The Commission APPROVED the proposed changes to City Service Rule VIII, Section 8(e)(m)(p) Probationary Period is INTRODUCED. The proposed changes are based on a communication from the Department of Milwaukee Water Works relative to removing obsolete titles of Water Microbiologist I and II and adding Water Microbiologist and Water Microbiologist, Sr. Remove duplicated language in (m) and leave (n) as is. Remove the title of Water Plant Steamfitter/HVAC Specialist and add Water Plant HVAC Maintenance Technician. (Patrick Pauly was present to answer questions on this item.)

(Commissioners Cleary/Monteagudo, Unanimous)

There being no further business, the meeting adjourned at 2:05 p.m.

(Commissioner Cleary/Miller, unanimous)

ATTEST:



FRANCIS BOCK  
PRESIDENT



MAKDA FESSAHAYE  
DIRECTOR  
DEPARTMENT OF EMPLOYEE RELATIONS