



CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS

Makda Fessahaye, Employee Relations Director
Department of Employee Relations
City of Milwaukee
200 E Wells St, Room 706

March 12, 2021

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 201520 - "Communication from the Department of Employee Relations amending the Salary Ordinance relative to adding recruitment flexibility to the position of Doula Program Coordinator in the Health Department."

Dear Committee Members:

This communication requests amendment to the 2021 Salary Ordinance to allow recruitment flexibility for the title of Doula Program Coordinator in Pay Range 2GN (\$51,469 - \$72,063 wage rate) (\$53,013 - \$74,225 resident incentive rate). The Health Department is in the process of recruiting for the new position of Doula Program Coordinator. In an effort to recruit and appoint a highly qualified individual, the Commissioner of Health, Kirsten Johnson, is requesting a footnote that allows the department to recruit at any rate in the pay range with the approval of the Department of Employee Relations (DER).

The Doula Program Coordinator position will be responsible for high-level coordination of city and community-based doula services; and will provide recruitment, training, and onboarding of doulas; coordinate referral disbursement, data entry of referrals, maintenance of client records, and day-to-day operations to support the Doula Program Manager and team; and provide outreach and education/training opportunities in the City of Milwaukee.

This requested recruitment flexibility would assist the Health Department in hiring a highly qualified candidate for this important position. This communication therefore requests adding footnotes that allow recruitment at any rate in the pay range with the approval of DER to the title of Doula Program Coordinator in Pay Range 2GN (\$51,469 - \$72,063 wage rate) (\$53,013 - \$74,225 resident incentive rate).

Action Required – Effective Pay Period 9, 2021 (April 18, 2021)

In the Salary Ordinance

Under Pay Range 2GN

Add footnote designations (12) and (24) to the title of "Doula Program Coordinator"

Respectfully Submitted,

Makda Fessahaye
Employee Relations Director