



Department of Employee Relations

Tom Barrett
Mayor

Maria Montegudo
Director

Renee Joos
Employee Benefits Director

Nicole Fleck
Labor Negotiator

June 27, 2018

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

Re: Common Council File #180499

Dear Committee Members:

The Department of Employee Relations recently recruited for and established a list for the title of Human Resources Representative in Compensation and Classification following the retirement of a long term employee. The vacant position will focus on pay administration and work with City of Milwaukee departments to ensure the correct implementation of rates of pay and transactions resulting from, promotions, pay progression, implementation of collective bargaining agreements, and implementation of career ladders.

We have interviewed the top candidates, many of which possess work experience and credentials that exceed the minimum requirement of the job. Section 3.b of the 2018 Salary Ordinance provides that a candidate for a job designated as a professional or administrative in the Ordinance may be hired at a rate up to 60% of the range, which in this case is \$68,030. The individuals who are the most qualified for the position have a salary history that exceeds 60% of the range which makes it difficult to attract one of these individuals.

A review of labor market data for Human Resources positions at a journey level reveals that the City's pay structure for these positions may be below market. The table below provides market data from the Economic Research Institute (ERI) for Human Resources Generalist positions within a 30-mile radius of the City of Milwaukee. As the data indicates, the mean salary range starts at \$63,484 annually and goes up to \$77,182.

Years of Experience	25 th Percentile	Mean	75 th Percentile
9	\$69,810	\$77,182	\$84,312
7	\$66,418	\$73,463	\$80,261
5	\$63,246	\$69,977	\$76,462
3	\$60,251	\$66,677	\$72,860
1	\$57,360	\$63,484	\$69,367

While these findings do not justify a reallocation of these positions into a higher pay range, we believe that recruitment flexibility beyond what is currently authorized (up to 60% of the range) may provide the necessary flexibility to attract a qualified pool of candidates.



Therefore, in order to hire a well-qualified individual for this position that will focus on compensation and classification, we request that the Salary Ordinance be amended to permit hiring at any point in the Pay Range 2HX (\$54,865 - \$76,806) with the approval of Employee Relations and the Chair of the Committee on Finance and Personnel.

Action Required – Effective Pay Period 14, 2018 (July 1, 2018)

In the Salary Ordinance

Under Pay Range 2HX:

Add the footnote (5) designation to the title 'Human Resources Representative'.

Sincerely,



Maria Monteagudo
Employee Relations Director

