



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole Fleck
Labor Negotiator

September 30, 2025

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

Common Council File No. 250946 - "Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to the title of Fire Chief and clarifying the recruitment flexibility authority for the title Chief of Police."

Dear Committee Members:

This communication requests amendment to the 2025 Salary Ordinances to allow recruitment flexibility for the title of 'Fire Chief' in Pay Range 4ZX. This will give the City of Milwaukee's Fire and Police Commission the ability in the future to recruit above the minimum recruitment rate and the ability to address pay compression considerations if someone were to promote into the title. This will provide consistency for both the Chief of Police and the Fire Chief.

Furthermore, this communication requests an amendment to the current language to provide clarity on the approving authority for the recruitment flexibility for the 'Chief of Police'. Currently there is no authority listed in the footnote, and it should be noted that the Fire and Police Commission has the ability to appoint at any point in the pay range for this classification.

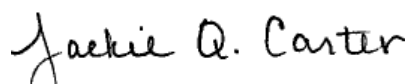
Action Required – Effective Pay Period 22, 2025 (October 12, 2025)

In the 2025 Salary Ordinance:

Under Pay Range 4ZX

- Edit footnote (1) to read:
 - (1) Recruitment may be at any rate in the pay range with the approval of the Fire and Police Commission.
- Apply footnote (1) to the title 'Fire Chief'

Respectfully submitted,


Jackie Q. Carter



City of Milwaukee Fiscal Impact Statement

A	Date	10/3/2025	File Number	250946	☒ Original	☐ Substitute
	Subject	Communication From the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to the title of Fire Chief and clarifying the recruitment flexibility authority for the title of Chief of Police.				

B	Submitted By (Name/Title/Dept./Ext.)	Sarah Trotter / Human Resources Manager (Part-Time) / Employee Relations
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C	This File	☐ Increases or decreases previously authorized expenditures.
		☐ Suspends expenditure authority.
		☐ Increases or decreases city services.
		☐ Authorizes a department to administer a program affecting the city's fiscal liability.
		☐ Increases or decreases revenue.
		☒ Requests an amendment to the salary or positions ordinance.
		☐ Authorizes borrowing and related debt service.
		☐ Authorizes contingent borrowing (authority only).
		☐ Authorizes the expenditure of funds not authorized in adopted City Budget.

D	Charge To	☐ Department Account	☐ Contingent Fund
		☐ Capital Projects Fund	☐ Special Purpose Accounts
		☐ Debt Service	☐ Grant & Aid Accounts
		☐ 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.

J

This Note ☐ Was requested by committee chair.

Department of Employee Relations
Fiscal Note Spreadsheet

Fire and Police Commission Meeting of October 2, 2025
Finance and Personnel Committee Meeting of October 8, 2025

NEW COSTS FOR 2025										
Pos.	Dept	From	PR	To	PR	Annual	Annual	Costs	Rollup	Rollup+ Sal
1	Fire	Fire Chief	4ZX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
1	Police	Chief of Police	4ZX	Clarify Recruitment Flexibility Authority	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
2								\$0	\$0	\$0

Assume effective date is Pay Period 22, 2025 (October 12, 2025).

NEW COSTS FOR FULL YEAR										
Pos.	Dept	From	PR	To	PR	Annual	Annual	Costs	Rollup	Rollup+ Sal
1	Fire	Fire Chief	4ZX	Add Recruitment Flexibility	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
1	Police	Chief of Police	4ZX	Clarify Recruitment Flexibility Authority	N/A	N/A	N/A	N/A	Recruitment Flexibility Only	
2								\$0	\$0	\$0