Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

City of Milwaukee

Department of Employee Relations

JOB EVALUATION REPORT   **Revised January 8ᵗʰ, 2024**

City Service Commission Meeting: January 9ᵗʰ, 2023

This city-wide job study aligns approximately 100 Information Technology titles and related classifications across 17 City departments. These recommendations have been sent in separate reports to the City Service Commission and the Fire and Police Commission as titles are often specific to a department. Titles highlighted in grey are specific to the Fire and Police Commission report.

The recommendations reallocate the rates of pay for classifications based upon a comparison to market rates of pay. These reallocations are not reclassifications. Employees in these titles will receive a rate increase only if their current base pay rate falls below the new minimum recruitment rate for their title.

In order to address internal equity issues, this report recommends that departments be allowed to request equity adjustments with the approval of DER. These may be requested when an eligible employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience in the same classification or performing similar work within the same department. Further, this report recommends that departments be allowed to request 3% transfer adjustments with the approval of DER. A transfer is defined as the appointment to a position within the same pay range or to a pay range with the same rates of pay.

The analysis and recommendation process included a review of a position's duties and responsibilities, impact and accountability, relationship responsibilities, working conditions, as well as minimum education and experience requirements.

This process also compared a classification's rate of pay to the cost of labor in Southeastern Wisconsin. Market data was sourced from ERI, a salary survey to which Employee Relations subscribes, and the CBIZ 2022 Public Pension Compensation Survey results.

This series covers only those positions for which the paramount requirement is knowledge of IT principles, concepts, and methods; e.g., data storage, software applications, networking. Information technology refers to systems and services used in the automated acquisition, storage, manipulation, management, movement, control, display, switching, interchange, transmission, assurance, or reception of information. Information technology includes computers, network components, peripheral equipment, software, firmware, services, and related resources.

Note: rates of pay reflect Salary Ordinance rates effective pay period 1, 2024. The report will go into effect pay period 3, 2024 after the General Wage Increase Effective Pay Period 2, 2024. Rates will be implemented 2% higher.

Background

Information Technology positions cover a wide range of specialized roles and work closely with other occupations that focus on data analysis and its functional applications throughout the City. Generally, these positions can be broken down into a few sub-groups. It should be noted that these sub-groups areas aren't always clear-cut when a position's full range of duties and responsibilities is considered, and many roles in IT may have significant overlap within multiple sub-groups. For example, the programming skills used in software development can be applied to data analysis roles and knowledge of cyber security best practices is a key consideration for IT infrastructure planning.

Job duties, responsibilities, and competencies in IT positions can change very quickly as technology changes. One key factor in classification and reclassification is the 'Increasing Complexity in the World of Work'. Citywide IT staff has

seen the City through major HR, Financial, and pension system updates and changes, Y2K in 1999-2000, and considerable departmental IT consolidation into ITMD in 2013. A number of reclassifications of IT positions over the past several years have been recommended for individuals who regularly apply advanced computer skills as part of their job. These responsibilities were generated by and emerged with the technology required by individual positions, City departments, and Citywide applications. This year IT staff will once again lead the City through a major HR and Financial system change, as well as taking on the additional duties and responsibilities of an additional pension system.

IT Support Series

Citywide, IT Support positions provide advanced IT support of computer help desk operations. Specializes in the support of computer operations and IT Helpdesk functions, including Identifying, troubleshooting and resolving complex computer problems. Prepares new servers, desktop computers and software applications for deployment.

Market Data - IT User Support Analyst

ERI defines an IT User Support Analyst as a position which installs, changes, and repairs minor problems of personal computer hardware and software systems, and gives technical assistance and training to system users. Answers client's inquiries concerning systems operation; diagnoses system hardware, software, and operator problems; and recommends or performs remedial actions to correct problems based on knowledge of system operation. Requires excellent working knowledge of personal computers and peripherals.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
IT User Support Analyst	Milwaukee, Wisconsin	Level 1	$49,691	$54,986	$60,003
IT User Support Analyst	Milwaukee, Wisconsin	Level 2	$57,242	$63,277	$69,041
IT User Support Analyst	Milwaukee, Wisconsin	Level 3	$67,154	$74,141	$80,873

ERI as of August 14th, 2023

Business Systems Series

Citywide, Business Systems positions oversee department network environments, provide application maintenance and support, user support, website administration, perform information systems projects and research, and perform upgrades for the most efficient, real-time data streams for users to meet mission critical goals. Develops an understanding of new technologies as they are introduced into the marketplace and determines how (if at all) those technologies might be applied to improve departmental business processes. Requires superior interpersonal and organizational skills and problem-solving abilities in order to develop and implement effective short- and long-term solutions.

Market Data – Business Systems Specialist

ERI defines a Business Systems Specialist as a position which provides specialized applications and systems expertise and assistance within an organization's Information Technology systems portfolio to improve the business systems processes and support business strategies. Analyzes new and existing technologies; and designs, implements, and supports critical business functions. Aids in process improvement activities and in development of procedures and policies.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Business Systems Specialist	Milwaukee, Wisconsin	Level 1	$66,167	$73,041	$79,664
Business Systems Specialist	Milwaukee, Wisconsin	Level 2	$74,541	$82,177	$89,608
Business Systems Specialist	Milwaukee, Wisconsin	Level 3	$85,503	$94,155	$102,674

ERI as of August 14th, 2023

Functional Applications Series

Citywide, Functional Applications positions coordinate and manage application projects related to departmental application modules and interfaces. Includes performing or directing others to perform: Configuration of the software and maintenance of system tables including tree structure. Data review to ensure data integrity. Performs analysis, design, testing, maintenance and operation of applications.

Market Data - Applications Analyst

ERI defines an Applications Analyst as a position that administers and maintains software infrastructures and applications. Collaborates with Application Developers and Software Engineers in the design and development new applications and improvement of existing applications. Runs application testing on designed programs, and provides accurate, quality analyses of new program applications.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Applications Analyst	Milwaukee, Wisconsin	Level 1	$67,894	$74,728	$81,313
Applications Analyst	Milwaukee, Wisconsin	Level 2	$78,908	$86,702	$94,350
Applications Analyst	Milwaukee, Wisconsin	Level 3	$92,769	$101,843	$110,923

ERI as of August 14th, 2023

Systems Analyst Series

Citywide, Systems Analyst positions are responsible for managing City technology systems by supporting, maintaining, and upgrading technical systems, including servers, desktop and laptop computers, smartphones, and software applications. Defines system and application architecture and provides vision, problem anticipation, and problem-solving ability to the organization. Analyze needs, desires, problems, and application requirements and determine appropriate solution within the application. Work with user in identifying source of problem and determining proper solution. Performs application programming, adhering to industry best practice; Improves code when possible; executes unit and system testing prior to implementation; integrates components with inhouse and third-party systems; troubleshoots and resolves problems that occur.

Market Data - Systems Analyst

ERI defines a Systems Analyst as a position that analyzes and solves computer problems, and assures technology meets the needs of the organization. Implements system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes. Plans and designs new computer systems or devises ways to apply existing systems resources to additional operations. Analyzes user requirements, procedures, and problems to automate processing or to improve existing computer system.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Systems Analyst	Milwaukee, Wisconsin	Level 1	$78,716	$86,510	$94,161
Systems Analyst	Milwaukee, Wisconsin	Level 2	$91,309	$100,367	$109,460
Systems Analyst	Milwaukee, Wisconsin	Level 3	$107,791	$118,600	$129,642

ERI as of August 14th, 2023

Information Security Series

Citywide, Information Security positions analyze security-related vulnerabilities and provide remediation; ensure proper security protocols, systems and procedures are implemented and followed. Protect the network from attack and security vulnerabilities; respond to and resolve problems found via alert and notification systems. Responsible for providing vision and leadership for developing and supporting information technology security initiatives and for serving as the main contact in the division

for IT audit activities. Directs the planning and implementation of IT systems, business operations, and facility defenses against security breaches and vulnerability issues. This position is also responsible for auditing existing systems, while directing the administration of security policies, activities, and standards. Responsible for planning, organizing and leading activities pertaining to the security, operations and maintenance of all structures, building and facilities.

Market Data - Information Security Engineer

ERI defines an Information Security Engineer as a position that plans, develops, and communicates organizational security policies, standards, and best practices to protect sensitive information and safeguard the computer networks, systems, and data. Researches emerging threats and recommends software and hardware solutions and procedures and security enhancements that neutralize those threats. Analyzes and enhances security controls throughout the company, its products, and its data stores.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Information Security Engineer	Milwaukee, Wisconsin	Level 1	$89,588	$99,275	$109,018
Information Security Engineer	Milwaukee, Wisconsin	Level 2	$106,831	$118,426	$130,232
Information Security Engineer	Milwaukee, Wisconsin	Level 3	$128,322	$142,285	$156,604

ERI as of August 14th, 2023

Management Series

Citywide, IT Management positions provide leadership or assistance in the planning, specification, and evaluation of technology-based solutions to meet the needs of the end user or department, ensuring that needs are met and supported by an optimal technology solution. Manages teams, oversees current and future information technology and telecommunications systems, administers contracts, and supplies reports. Researches, analyzes, and makes policy recommendations on information technology initiatives. Identifies major information and technology issues and trends that currently affect or will affect the department, preparing annual operating and capital budget requests, providing support and information to division managers on personnel-related, management, and other administrative issues. Plans and budgets for the modernization and upgrade of current systems in. May serve as liaison with Federal, State, and other municipal public safety agencies regarding technology collaboration and cooperation.

Market Data - Information Technology Manager

ERI defines an Information Technology Manager as a position that designs, develops, implements and manages an organization's information technology infrastructure, including computer application systems, computer and communication systems, network and related systems. Establishes and maintains information technology policies, procedures and standards.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Information Technology Manager	Milwaukee, Wisconsin	Level 1	$95,898	$106,501	$117,091
Information Technology Manager	Milwaukee, Wisconsin	Level 2	$109,760	$121,698	$133,658
Information Technology Manager	Milwaukee, Wisconsin	Level 3	$129,285	$143,083	$156,992

ERI as of August 14th, 2023

Market Data – Business Systems Manager

ERI defines a Business Systems Manager as a position which manages the business systems team. Develops and implements processes that insure reduced production time and improve efficiency. Defines

business requirements to set scope and objectives for projects. Assures that projects are completed by the deadline.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Business Systems Manager	Milwaukee, Wisconsin	Level 1	$104,182	$116,978	$130,122
Business Systems Manager	Milwaukee, Wisconsin	Level 2	$120,859	$135,415	$150,429
Business Systems Manager	Milwaukee, Wisconsin	Level 3	$143,345	$160,311	$177,989

ERI as of August 14th, 2023

Market Data – Application Development Manager

ERI defines an Applications Analyst as a position that manages and coordinates the development, creation, installation, and maintenance of computer programs to process data using business and scientific applications. Oversees and reviews work of programming personnel, and gives technical support and guidance. Analyzes workflow and assigns or schedules work to meet priorities and goals.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Application Development Manager	Milwaukee, Wisconsin	Level 1	$125,134	$139,336	$153,894
Application Development Manager	Milwaukee, Wisconsin	Level 2	$144,697	$160,887	$177,749
Application Development Manager	Milwaukee, Wisconsin	Level 3	$171,526	$190,580	$210,627

ERI as of August 14th, 2023

Market Data - Systems Integration Manager

ERI defines a Systems Integration Manager as a position that manages and coordinates activities of systems integration staff. Oversees testing, matching, and integration operations of internal or client systems. Plans, establishes, and enforces procedures and protocol for systems integration staff.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Systems Integration Manager	Milwaukee, Wisconsin	Level 1	$93,781	$103,309	$112,751
Systems Integration Manager	Milwaukee, Wisconsin	Level 2	$114,638	$126,353	$138,089
Systems Integration Manager	Milwaukee, Wisconsin	Level 3	$140,645	$155,034	$169,584

ERI as of August 14th, 2023

Market Data – Information Technology Manager – CBIZ 2022 Public Pension Compensation Survey

CBIZ defines an Information Technology Manager as a position that plans, organizes, and manages activities related to the design, development, support, and maintenance of the technology infrastructure of the organization. Directs staff in the maintenance and enhancement of networks and servers, software, data management, and telecommunications systems. 5+ years of relevant experience related to infrastructure services management and a bachelor's degree in computer science, information systems, or related field required. Supervisory experience preferred.

	Organizations Surveyed	Total Cash Compensation Percentiles		
		25th	50th	75th
All Organizations	35	99.5	113.7	135.5
Fund Management: Internal	14	111.7	115.7	138.1
Assets Under Management $2.5B - $10B	7	82	101.6	127.5
Number of Members 20K - 75K	7	100.1	111.3	123.5

CBIZ as of June 13th, 2022
*Note: Insufficient Data

Market Data – Information Technology Director – CBIZ 2022 Public Pension Compensation Survey

CBIZ defines an Information Technology Director as a position that directs, plans, and organizes activities related to the design, development, support, and maintenance of the technology of the organization. 7+ years of relevant experience related to information technology management and a bachelor's degree in computer science, information systems, or related field required.

	Organizations Surveyed	Total Cash Compensation Percentiles		
		25th	50th	75th
All Organizations	12	118.6	142.1	192.7
Fund Management: Internal	7	121.2	145.7	192.9
Assets Under Management $2.5B - $10B	1	ISD*	ISD*	ISD*
Number of Members 20K - 75K	3	ISD*	ISD*	ISD*

CBIZ as of June 13th, 2022
*Note: Insufficient Data

Chief Technology Officer

ERI defines an Chief Technology Officer as a position that heads all aspects of the organization's technological development, and oversees all technical aspects and technological resources, working with Executive Management for the purpose of organizational growth. Directs the organization's strategic direction, design, development, acquisition, implementation, and future growth; and directs division employees to attain the goals established in the organization's strategic plan. Identifies opportunities and risks, and establishes technical vision.

Job Title	Level	25th Percentile	Survey Mean	75th Percentile
Chief Technology Officer	Revenue: 10,000,000	$141,202	$191,734	$252,713
Chief Technology Officer	Revenue: 50,000,000	$197,028	$267,935	$353,359
Chief Technology Officer	Revenue: 100,000,000	$228,331	$310,472	$409,539
Chief Technology Officer	Revenue: 500,000,000	$311,019	$422,825	$557,956
Chief Technology Officer	Revenue: 1,000,000,000	$355,623	$483,436	$638,007

ERI as of August 14th, 2023

Market Data – Chief Technology Officer – CBIZ 2022 Public Pension Compensation Survey

CBIZ defines a Chief Technology Officer as a position that provides overall direction for the information technology division with the major and highly technical program responsibilities of computer technology and telecommunications. Serves as primary IT program advisor to the Board and senior leadership. 15+ years of experience in computer programming, systems administration, or information technology and a bachelor's degree in computer science or a related field required.

	Organizations Surveyed	Total Cash Compensation Percentiles		
		25th	50th	75th
All Organizations	44	130	157.9	191
Fund Management: Internal	17	136.5	185.6	196.8
Assets Under Management $2.5B - $10B	8	125.5	141.4	185
Number of Members 20K - 75K	9	132.6	180.2	185.5

CBIZ as of June 13th, 2022

Recommendations

The recommendations that follow are organized by 'Current Pay Range' and indicate titles by Department. Please note that these recommendations are shown only as non-resident wage rates. City residents receive the 3% incentive. Furthermore, current and recommended rates reflect rates prior to the 2% across the board, effective Pay Period 2, 2024.

Pay Range 1OX			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Employes' Retirement System – Chief Technology Officer One Position - ERS	1OX: $115,161-$161,221 Recruit Rate: $135,890	N/A	1RX: $137,918-$193,078 Recruit Rate: $153,530

Pay Range 1NX			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Chief Information Officer DOA-ITMD - One Position	1NX: $108,037-$151,255	N/A	1SX: $146,193-$204,662 Recruit Rate: $168,883
ITMD Policy and Administration Manager DOA-ITMD - One Position	1NX: $108,037-$151,255 Recruit Rate: $128,401	N/A	1PX: $122,746-$171,838 Recruit Rate: $134,790

Pay Range 1MX			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Police Information Systems Director Police Dept - One Position	1MX: $101,356-$141,906 Recruit Rate: $113,521	N/A	1PX: $122,746-$171,838 Recruit Rate: $128,401

Pay Range 1JX			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Associate Library Director Library - Two Positions	1JX: $83,692-$117,177 Recruit Rate: $94,363	N/A	1OX: $115,161-$161,221
Business Systems Manager Assessor - One Position	1JX: $83,692-$117,177 Recruit Rate: $96,345	N/A	1LX: $95,097-$133,131 Recruit Rate: $105,980
Functional Applications Manager Comptroller - One Position	1JX: $83,692-$117,177 Recruit Rate: $102,938	N/A	1LX: $95,097-$133,131 Recruit Rate: $105,980

Pay Range 1IX and 2MX			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Court IT Manager Muni Court - One Position	1IX: $78,528-$109,938	N/A	1LX: $95,097-$133,131 Recruit Rate: $105,980
Emergency Communications Project Manager Dept Emer Comm - One Position	1IX: $78,528-$109,938 Recruit Rate: $95,163	Business Systems Manager	1LX: $95,097-$133,131 Recruit Rate: $105,980
ERS Applications Development Manager ERS - One Position	1IX: $78,528-$109,938	N/A	1PX: $122,746-$171,838 Recruit Rate: $128,401
ERS Systems Manager ERS - One Position	1IX: $78,528-$109,938	N/A	1OX: $115,161-$161,221 Recruit Rate: $122,537
Fire Information Technology Manager Fire Dept - One Position	1IX: $78,528-$109,938	N/A	1OX: $115,161-$161,221 Recruit Rate: $122,537

Information Services Manager DOA-ITMD - One Position	1IX: $78,528-$109,938	N/A	1OX: $115,161-$161,221 Recruit Rate: $126,353
Information Services Manager-MPD Police Dept - One Position	1IX: $78,528-$109,938	IT Support Services Manager	1LX: $95,097-$133,131 Recruit Rate: $105,980
Systems Integration Manager DOA-ITMD - One Position	1IX: $78,528-$109,938	N/A	1OX: $115,161-$161,221 Recruit Rate: $126,353
Water Information Technology Manager Water Works - One Position	1IX: $78,528-$109,938	N/A	1OX: $115,161-$161,221 Recruit Rate: $122,537
ERS Network Security Administrator ERS - One Position	2MX: $78,528-$109,938 Recruit Rate: $86,380	N/A	2RX: $108,037-$151,255 FN: Recruit at any rate with DER approval.

Pay Range 1HX and 2LX/2LN			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Business Systems Administrator Assessor - One Position	1HX: $73,688-$103,160 Recruit Rate: $81,056	N/A	1IX: $78,528-$109,938 Recruit Rate: $93,542
Database Administrator DOA-ITMD - One Position	1HX: $73,688-$103,160	N/A	1OX: $115,161-$161,221
Fire Information Systems Manager Fire Dept - One Position	1HX: $73,688-$103,160	N/A	1KX: $89,222-$124,914 Recruit Rate: $104,677
IT Project Manager DOA-ITMD - Two Positions	1HX: $73,688-$103,160	N/A	1NX: $108,037-$151,255 Recruit Rate: $114,209
Water Plant Automation Manager Water Works - One Position	1HX: $73,688-$103,160 Recruit Rate: $86,854	N/A	1LX: $95,097-$133,131 Recruit Rate: $105,160
Court Applications and Software Developer Muni Court - Three Positions	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2MX: $78,528-$109,938 Recruit Rate: $93,542
Emergency Communications System Administrator Dept Emer Comm - Two Positions	2LX: $73,688-$103,160 Recruit Rate: $81,056	Business Systems Administrator	1IX: $78,528-$109,938 Recruit Rate: $93,542
ERS Database Administrator ERS - One Position	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2SX: $115,161-$161,221 FN: Recruit at any rate with DER approval.
ERS Server Administrator ERS - One Position	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2MX: $78,528-$109,938 Recruit Rate: $86,380
ERS Software Developer ERS - One Position	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2SX: $115,161-$161,221 FN: Recruit at any rate with DER approval.
Public Safety Systems Administrator DOA-ITMD - Two Positions Police Dept - Two Positions	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2MX: $78,528-$109,938 Recruit Rate: $93,542
Systems Analyst-Project Leader DOA-ITMD - Two Positions Police Dept - One Position	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2OX: $89,222-$124,914 Recruit Rate: $104,677 FN: Recruit at any rate with DER approval.
Telecommunications Analyst-Project Leader DOA-ITMD - One Position	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2OX: $89,222-$124,914 Recruit Rate: $104,677 FN: Recruit at any rate with DER approval.

Pay Ranges 1GX and 2KX			
Current Title	Current Rate	Recommended Title	Recommended Rate
Data Services Manager Police Dept - One Position	1GX: $69,119-$96,768	Applications Support Manager	1LX: $95,097-$133,131 Recruit Rate: $105,980
IT Support Services Supervisor DOA-ITMD - One Position	1GX: $69,119-$96,768	N/A	1LX: $95,097-$133,131 Recruit Rate: $94,961
Network Manager DNS - One Position	1GX: $69,119-$96,768	Data Services Manager	1HX: $73,688-$103,160 Recruit Rate: $84,813
Network Manager Library - One Position	1GX: $69,119-$96,768	Library Information Services Manager	1LX: $95,097-$133,131 Recruit Rate: $96,345
Network Manager Police Dept - One Position	1GX: $69,119-$96,768	Network Infrastructure Manager	1LX: $95,097-$133,131 Recruit Rate: $105,980
Functional Applications Analyst-Senior Comptroller - One Position Fire Dept - One Position	2KX: $69,119-$96,768 Recruit Rate: $76,030	N/A	2LX: $73,688-$103,160 Recruit Rate: $82,201
Telecommunications Engineer DOA-ITMD - One Position	2KX: $69,119-$96,768	N/A	2LX: $73,688-$103,160 Recruit Rate: $88,989

Pay Range 1FX and 2JX/2JN			
Current Title	Current Rate	Recommended Title	Recommended Rate
Water Information Technology Supervisor Water Works - Two Positions	1FX: $64,857-$90,796	N/A	1IX: $78,528-$109,938 Recruit Rate: $86,854
Water Plant Automation Supervisor Water Works - One Position	1FX: $64,857-$90,796 Recruit Rate: $69,003	Water Automation Network Administrator	2MX: $78,528-$109,938 Recruit Rate: $96,345
Bioinformatician Health - One Position	2JN: $64,857-$90,796 Recruit Rate: $75,439	N/A	2LN: $73,688-$103,160 Recruit Rate: $81,056
Comptroller Network Administrator Comptroller - One Position	2JX: $64,857-$90,796 Recruit Rate: $71,341	N/A	2JX: $64,857-$90,796 Recruit Rate: $74,728
Database Analyst Police Dept - One Position	2JX: $64,857-$90,796	N/A	2KX: $69,119-$96,768 Recruit Rate: $80,909
DPW Operations Business Analyst DPW- OPS - One Position	2JX: $64,857-$90,796 Recruit Rate: $71,341	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
Epidemiologist Health - Two Positions	2JX: $64,857-$90,796 Recruit Rate: $68,230	N/A	2KX: $69,119-$96,768 Recruit Rate: $79,082
Epidemiologist Health - One Position	2JX: $64,857-$90,796 Recruit Rate: $68,230	Epidemiologist - Senior	2LX: $73,688-$103,160 Recruit Rate: $86,990
Financial Systems Analyst Comptroller - One Position	2JX: $64,857-$90,796 Recruit Rate: $71,341	N/A	2JX: $64,857-$90,796 Recruit Rate: $74,728
Functional Applications Analyst Comptroller - Underfill title	2JX: $64,857-$90,796 Recruit Rate: $71,341	N/A	2JX: $64,857-$90,796 Recruit Rate: $74,728
Real Estate Modeler Assessor - One Position	2JX: $64,857-$90,796	N/A	2LX: $73,688-$103,160 Recruit Rate: $86,637

Pay Range 1EX and 2IX/2IN			
Current Title	Current Rate	Recommended Title	Recommended Rate
Telecommunications Supervisor DOA-ITMD - One Position	1EX: $60,824-$85,151 Recruit Rate: $73,834	N/A	1LX: $95,097-$133,131 Recruit Rate: $97,899

Current Title	Current Rate	Recommended Title	Recommended Rate
Water Plant Automation Controls Engineer Water Works - Four Positions	2IN: $60,824-$85,151 Recruit Rate: $65,681	N/A	2LN: $73,688-$103,160 Recruit Rate: $85,038
Benefits Systems Analyst DER - One Position	2IX: $60,824-$85,151 Recruit Rate: $69,287	N/A	2JX: $64,857-$90,796 Recruit Rate: $73,041
Business Systems Coordinator ERS - One Position	2IX: $60,824-$85,151	N/A	2LX: $73,688-$103,160 Recruit Rate: $84,813
Business Systems Coordinator Treasurer - One Position	2IX: $60,824-$85,151	Business Systems Analyst	2JX: $64,857-$90,796 Recruit Rate: $73,041
GIS Developer-Senior Water Works - One Position	2IX: $60,824-$85,151	GIS Analyst - Senior	2JX: $64,857-$90,796 Recruit Rate: $76,030
GIS Developer-Senior DOA-ITMD - One Position	2IX: $60,824-$85,151	N/A	2JX: $64,857-$90,796 Recruit Rate: $76,030
HRIS Analyst DER - One Position	2IX: $60,824-$85,151 Recruit Rate: $69,287	Functional Applications Administrator	2OX: $89,222-$124,914 Recruit Rate: $104,677 FN: Recruit at any rate with DER approval.
IT Security and Audit Compliance Analyst DOA-ITMD - One Position	2IX: $60,824-$85,151	Information Security Manager	2OX: $89,222-$124,914 Recruit Rate: $104,677 FN: Recruit at any rate with DER approval.
IT Security and Audit Compliance Analyst DOA-ITMD - One Position	2IX: $60,824-$85,151	N/A	2JX: $64,857-$90,796 Recruit Rate: $71,341
Network Administrator ERS - One Position DOA-ITMD - One Position	2IX: $60,824-$85,151	N/A	2KX: $69,119-$96,768 Recruit Rate: $76,030
Public Safety Geographic Information Analyst DOA-ITMD - One Position	2IX: $60,824-$85,151	N/A	2JX: $64,857-$90,796 Recruit Rate: $71,341
Systems Analyst-Senior DOA-ITMD - Five Positions Police Dept - One Position	2IX: $60,824-$85,151	N/A	2MX: $78,528-$109,938 Recruit Rate: $95,161
Systems Analyst-Senior Fire Dept - One Position	2IX: $60,824-$85,151	Fire Systems Analyst-Senior	2LX: $73,688-$103,160 Recruit Rate: $86,510
Systems Security Administrator Police Dept - One Position	2IX: $60,824-$85,151	Systems Security Manager	1LX: $95,097-$133,131 Recruit Rate: $105,980
Telecommunications Analyst-Senior DOA-ITMD - Two Positions	2IX: $60,824-$85,151	N/A	2LX: $73,688-$103,160 Recruit Rate: $88,989
Water Systems Analyst-Senior Water Works - One Position	2IX: $60,824-$85,151	N/A	2KX: $69,119-$96,768 Recruit Rate: $76,030

Pay Ranges 1DX AND 2HX/2HN			
Current Title	Current Rate	Recommended Title	Recommended Rate
Water Systems and Project Manager Water Works - One Position	1DX: $57,081-$79,909	Water Project Manager	1HX: $73,688-$103,160 Recruit Rate: $81,056
IT Support Specialist-Lead DOA-ITMD - Four Positions	2HN: $57,081-$79,909 Recruit Rate: $66,137	N/A	2LN: $73,688-$103,160 Recruit Rate: $86,328
Laboratory Information Systems Specialist Health - One Position	2HN: $57,081-$79,909 Recruit Rate: $65,454	N/A	2KN: $69,119-$96,768 Recruit Rate: $76,030
Network Analyst-Senior Library - One Position	2HN: $57,081-$79,909 Recruit Rate: $66,137	Library Information Services Supervisor	1IX: $78,528-$109,938 Recruit Rate: $86,328

Data and Evaluation Coordinator Health - Five Positions	2HX: $57,081-$79,909 Recruit Rate: $59,912	N/A	2KX: $69,119-$96,768 Recruit Rate: $76,030
Data Communications Specialist Police Dept - One Position	2HX: $57,081-$79,909	Applications Support Analyst	2JX: $64,857-$90,796 Recruit Rate: $74,728
Technical Writer Police Dept - One Position	2HX: $57,081-$79,909 Recruit Rate: $63,835	N/A	2KX: $69,119-$96,768 Recruit Rate: $76,030
Water Security Manager Water Works - One Position	2HX: $57,081-$79,909	Water Emergency Response and Security Manager	1LX: $95,097-$133,131 Recruit Rate: $105,160

Pay Ranges 2GX AND 2GN			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Database Associate DOA-ITMD - One Position Water Works - One Position	2GX: $53,548-$74,974	N/A	2JX: $64,857-$90,796 Recruit Rate: $71,341
IT Project Coordinator DOA-ITMD - Two Positions Police Dept - One Position	2GX: $53,548-$74,974 Recruit Rate: $59,061	N/A	2JX: $64,857-$90,796 Recruit Rate: $71,341
Network Coordinator-Senior CCCC - One Position	2GX: $53,548-$74,974	N/A	2JX: $64,857-$90,796 Recruit Rate: $71,341
Network Coordinator-Senior Water Works - Two Positions	2GX: $53,548-$74,974	IT Support Specialist-Senior	2JN: $64,857-$90,796 Recruit Rate: $74,141
GIS Analyst DOA-ITMD - Two Positions	2GN: $53,548-$74,974 Recruit Rate: $59,060	N/A	2HN: $57,081-$79,909 Recruit Rate: $65,454
HRIS Audit Coordinator DER - One Position	2GN: $53,548-$74,974 Recruit Rate: $65,004	N/A	2JN: $64,857-$90,796 Recruit Rate: $74,728
IT Support Specialist-Senior City Attorney - One Position	2GN: $53,548-$74,974 Recruit Rate: $59,060	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
IT Support Specialist-Senior Muni Court - Two Positions	2GN: $53,548-$74,974 Recruit Rate: $59,060	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
IT Support Specialist-Senior Fire Dept - Two Positions DOA-ITMD - Seven Positions Police Dept - Seven Positions	2GN: $53,548-$74,974 Recruit Rate: $59,060	N/A	2JN: $64,857-$90,796 Recruit Rate: $74,141
Lead Program Information Specialist Health - One Position	2GN: $53,548-$74,974 Recruit Rate: $53,548	N/A	2JX: $64,857-$90,796 Recruit Rate: $76,030
Programmer Analyst DOA-ITMD - Two Positions Police Dept - One Position	2GN: $53,548-$74,974 Recruit Rate: $59,060	N/A	2LN: $73,688-$103,160 Recruit Rate: $86,637

Pay Ranges 2EX AND 2EN			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Network Coordinator-Associate Water Works - Two Positions	2EX: $50,636-$65,989	IT Support Specialist	2HN: $57,081-$79,909 Recruit Rate: $63,277
Systems Analyst-Assistant Fire Dept - Two Positions	2EX: $50,636-$65,989	Business Systems Analyst	2JX: $64,857-$90,796 Recruit Rate: $73,041
IT Support Specialist Treasurer - One Position	2EN: $47,136-$65,989 Recruit Rate: $52,765	Business Systems Analyst	2JX: $64,857-$90,796 Recruit Rate: $73,041

IT Support Specialist Library - Two Positions	2EN: $47,136-$65,989 Recruit Rate: $52,765	IT Support Specialist-Senior	2JN: $64,857-$90,796 Recruit Rate: $74,141
IT Support Specialist DOA-ITMD - Six Positions Library - Two Positions	2EN: $47,136-$65,989 Recruit Rate: $52,765	N/A	2HN: $57,081-$79,909 Recruit Rate: $63,277

TECHNICIANS			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Geographic Information Technician I DOA-ITMD - Underfill title	3BN: $34,439-$41,585	N/A	3PN: $49,629-$75,710 Recruit Rate: $56,598
Geographic Information Technician II DOA-ITMD - One Position	3FN: $40,064-$49,076	N/A	3QN: $52,606-$81,767 Recruit Rate: $59,428
Helpdesk Specialist I Police Dept - Underfill title	3FN: $40,064-$49,076 Recruit Rate: $43,163	N/A	3QN: $52,606-$81,767 Recruit Rate: $59,428
Information Technology Specialist DOA-ITMD - One Position	3GN: $42,153-$50,197	N/A	3QN: $52,606-$81,767 Recruit Rate: $54,336
Helpdesk Specialist II Police Dept - Ten Positions	3IN: $45,047-$53,824 Recruit Rate: $46,831	N/A	3RN: $55,763-$72,430 Recruit Rate: $62,399
Water Plant Automation Technician Water Works - Three Positions	3MN: $50,119-$63,489	Water Plant Automation Technician Senior	3VN: $79,475-$92,191 Recruit Rate: $79,475
		Water Plant Automation Technician	3TN: $71,993-$83,512 Recruit Rate: $71,993
Programmer II DOA-ITMD - One Position	3NN: $46,765-$63,772 Recruit Rate: $51,337	N/A	3QN: $52,606-$81,767 Recruit Rate: $61,714
Communications Facilities Coordinator DOA-ITMD - Four Positions	3SN: $64,567-$83,101 Recruit Rate: $69,004	N/A	3UN: $75,690-$87,801 Recruit Rate: $75,690

PARAPROFESSIONALS			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Internet Analyst DOA-ITMD - Underfill title	5DN: $37,717-$44,650 Recruit Rate: $40,238	N/A	5JN: $48,998-$59,453 Recruit Rate: $51,749
Internet Analyst-Senior DOA-ITMD - One Position	5FN: $42,153-$50,197	N/A	5KN: $56,876-$69,950 Recruit Rate: $54,336
Program Assistant II Library - One Position	5FN: $42,153-$50,197 Recruit Rate: $44,257	Facilities Program Assistant	5KN: $56,876-$69,950 Recruit Rate: $57,620
IT Support Associate DOA-ITMD - Three Positions	5GN: $43,291-$51,964	N/A	5KN: $56,876-$69,950 Recruit Rate: $56,876
Water Plant Maintenance Assistant Water Works - Two Positions	5IN: $48,220-$56,878 Recruit Rate: $49,709	Water Program Assistant	5ON: $58,456-$70,929 Recruit Rate: $60,569
Docketing Specialist City Attorney - One Position	5JN: $48,998-$59,453 Recruit Rate: $55,728	N/A	5KN: $56,876-$69,950 Recruit Rate: $62,355
Docketing Specialist-Senior City Attorney - One Position	5KN: $56,876-$69,950 Recruit Rate: $58,514	N/A	2IN: $60,824-$85,151 Recruit Rate: $66,585

ADMINISTRATIVE SUPPORT			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Administrative Assistant II DOA-ITMD - One Position	6HN: $38,578-$43,555 Recruit Rate: $39,359	ITMD Administrative Assistant	6ON: $51,337-$58,617 Recruit Rate: $49,399
Office Assistant IV Library - One Position	6HN: $38,578-$43,555 Recruit Rate: $46,831	IT Support Associate	5KN: $56,876-$69,950 Recruit Rate: $56,876

Reclassified positions

Milwaukee Public Library

Current Title	Current Pay Range	New Title	Recommended Pay Range
Network Manager Library - One Position	1GX: $69,119-$96,768	Library Information Services Manager	1LX: $95,097-$133,131 Recruit Rate: $96,345
Network Analyst-Senior Library - One Position	2HN: $57,081-$79,909 Recruit Rate: $66,137	Library Information Services Supervisor	1IX: $78,528-$109,938 Recruit Rate: $86,328
IT Support Specialist Library - Two Position	2EN: $47,136-$65,989 Recruit Rate: $52,765	IT Support Specialist-Senior	2JN: $64,857-$90,796 Recruit Rate: $74,141
Office Assistant IV Library - One Position	6HN: $38,578-$43,555 Recruit Rate: $46,831	IT Support Associate	5KN: $56,876-$69,950 Recruit Rate: $56,876

The Milwaukee Public Library has requested the reclassification of IT positions in the Information Technology Section of their Technical Services division.

The **Network Manager** serves as unit manager for the Library Information Technology Department and has primary administrative responsibility personnel management and the development, installation, security, technology, budget and support of IT related systems and services within all MPL locations.
- Oversees monitoring of system resources, system and network operability, data integrity and recoverability, and analysis of network performance.
- Approves and directs proper methods to document system(s) configuration(s) and IT resources.
- Authorizes, defines, communicates, and enforces necessary standards, policies and procedures for the efficient, safe, and effective use of IT services, systems, and equipment within the library and on library IT equipment.
- Approves and develops short and long-range IT strategies for unit and departmental growth and innovation to meet employee and patron needs.

The **Network Analyst - Senior** is the key technical backup to the MPL Network Manager. This position identifies and researches hardware and system software to support and enhance automated services, develops specifications for purchase of needed hardware and software, and installs, configures, and supports computer hardware and software.
- Oversees deployment of patches, fixes, and updates to IT systems.
- Engages with manager and Library IT team to recommend and ensure data and systems security is consistent with City of Milwaukee information security policies and standards.
- Directs staff and outside vendors in resolution of complex technical problems impacting MPL, including acting as primary technician when necessary.
- Manages backups of data from multiple servers and ensures integrity, security, and recoverability of data.
- Performs full supervisory range of duties for IT staff along with the Network Manager.

The remainder of the IT staff in the Library consists of four **IT Support Specialists** and an **Office Assistant IV**. The Library requested the creation of two *IT Support Specialist - Senior* positions by repurposing two

vacant *IT Support Specialist* positions. The Library indicated the need for more senior support staff to take on more complex support issues and to serve as a lead worker to manage the performance of and supportive communication about project-based work. This project work necessitates increasingly complex IT knowledge and skills in alignment with the general objectives and operations of a complex IT environment, along with knowledge of the library and the patrons and staff served. Also included is an *Office Assistant IV*, which the Library indicated performs a more technical support and troubleshooting resolution tasks than administrative support. The position is primarily responsible for staffing the IT Help Desk, which provides a single point of contact and first line technical support and resolution for all MPL computer system users' and locations' IT-related issues and questions. The position also provides coordination of IT support for MPL computer systems and the intake, tracking, and reporting of Help Desk support requests.

We recommend the creation of a structure that represents the progressively higher level of responsibility and more complex IT support issues and projects. This recommended structure reflects the already existing IT Support structure in the Information Technology Management Division of DOA. ITMD utilizes recruitment at lower levels and grows their own staff to promote into higher level titles.

Milwaukee Water Works

Current Title	Current Pay Range	New Title	Recommended Pay Range
Water Security Manager Water Works - One Position	2HX: $57,081-$79,909	Water Emergency Response and Security Manager	1JX: $83,692-$117,177 Recruit Rate: $105,160
Water Plant Automation Systems Supervisor Water Works - One Position	1FX: $64,857-$90,796 Recruit Rate: $69,003	Water Automation Network Administrator	2MX: $78,528-$109,938 Recruit Rate: $96,345

The Milwaukee Water Works has requested the study of IT related and Automation positions in the Administrative section of their Business Operations and the Plant Automation Section of their Plants – South Organization division.

The *Water Security Manager* is responsible for planning, organizing and leading activities pertaining to the security, operations and maintenance of all structures, building and facilities owned and/or operated by Milwaukee Water Works (MWW).

- Oversees Facility Management: Monitor and evaluate operations and maintenance activities for productivity, efficiency and effectiveness.
- Emergency Management: Act as the Emergency Management Coordinator for MWW to include development and coordination of MWW emergency response plans.
- Security Management: Ensure physical security systems are functioning optimally.
- Policy Management: Develop and manage various security-related policies and plans, including asset management and protection, building access, emergency/disaster recovery.

Minimum qualifications include a Bachelor's degree in architecture, criminal justice, building security management or a related field from an accredited college or university.
Three years of experience conducting facilities operations that include security, emergency, project and building maintenance management related to the essential functions of this position.

The *Water Plant Automation Systems Supervisor* develops, manages and implements changes to Milwaukee Water Works (MWW) Supervisory Control and Data Acquisition (SCADA) network and supports the SCADA hardware and software which collects data, generates reports and monitors water treatment processes, pumping station pumps and pressure, distribution system pressure and suburban water meters.

- Network Administration: Maintain the isolated SCADA-side Active Directory network.

- o   Administer SCADA, Windows Active Directory, Rockwell server software suites, security, switches and appropriate licensing.
- Systems and Application Support: Provide developmental and functional support of SCADA-side production servers and software.
  - o   Design, maintain and monitor various SCADA-side systems and database applications.

Minimum qualifications include a Bachelor's degree in Information Management, Computer Science, Mathematics, Business Administration or a related field from an accredited college or university. Five years of experience in professional systems analysis.

Department of Administration - ITMD

Current Title	Current Pay Range	New Title	Recommended Pay Range
IT Security and Audit Compliance Analyst DOA-ITMD - One Position	2IX: $60,824-$85,151	Information Security Manager	2NX: $83,692-$117,177 Recruit Rate: $104,677

The Department of Administration – ITMD has requested the reclassification of one position of IT Security and Audit Compliance Analyst to Information Security Manager to reflect new and changed job duties and responsibilities performed by the incumbent.

The *IT Security and Audit Compliance Analyst* is responsible for monitoring and evaluating IT systems for protection from cybersecurity attacks. The position helps develop and manage the City's cybersecurity framework, prevents and responds to potential IT security threats, monitors computer networks and systems for security issues and documents all security issues or breaches. The changes to duties and responsibilities include:

- Supervisory duties of one position of IT Security and Audit Compliance Analyst.
- Lead City cybersecurity efforts and work with all City IT departments on cybersecurity initiatives and framework.
- Serve as the City's contact point for PCI security compliance and preparing annual reporting for continued compliance.

The department indicated that overall cybersecurity responsibility lies with the CIO, but, in lieu of a Chief Information Security Officer (CISO), a high-level position to serve as a resource to City IT departments is recommended. Based on added and changed duties and responsibilities, a higher level of expertise will be required for this level of responsibility. The addition of a high-level cybersecurity certification like CISSP or CISM to minimum qualifications for the Information Security Manager is recommended.

Minimum qualifications include a Bachelor's degree in computer science, information management, information technology or closely related field from an accredited college or university and four years of progressively responsible experience in information technology, including one year performing advanced functions related to IT security. ISSEP/CISSP certification or other IT security certifications.

City Treasurer

Current Title	Current Pay Range	New Title	Recommended Pay Range
Business Systems Coordinator Treasurer - One Position	2IX: $60,824-$85,151	Business Systems Analyst	2JX: $64,857-$90,796 Recruit Rate: $73,041
IT Support Specialist Treasurer - One Position	2EN: $47,136-$65,989 Recruit Rate: $52,765	Business Systems Analyst	2JX: $64,857-$90,796 Recruit Rate: $73,041

The City Treasurer's office has requested the evaluation of one position of **Business Systems Coordinator** and one position of **IT Support Specialist** to better reflect job duties and responsibilities being performed by the incumbents.

These positions in the City Treasurer's department serve as the department's business systems administrators, information security officers, and resident technical experts on the department's business information systems, procedures, hardware, and software applications. Incumbents assume responsibility for documenting tasks relating to the Munis Tax System administration. Utilizes downloads to create numerous reports via the Munis Tax System and iNovah Cashier System.

The department also indicated that both positions in the department have taken on all IT functions in the office instead of any lead worker or higher-level functions assigned to one incumbent. To best reflect the actual work being performed in the department, we recommend that one position of Business Systems Coordinator be reclassified to IT Support Specialist.

Health Department – Policy, Innovation, and Engagement

Current Title	Current Pay Range	New Title	Recommended Pay Range
Epidemiologist Health - One Position	2JX: $64,857-$90,796 Recruit Rate: $68,230	Epidemiologist - Senior	2LX: $73,688-$103,160 Recruit Rate: $86,990

The Milwaukee Health Department has requested the repurpose of an **Epidemiologist** position in their Policy, Innovation, and Engagement branch. After evaluation of the position and the skill sets required to complete the work successfully, it was determined a higher caliber skill set is required.

The Senior Epidemiologist conducts ongoing and systematic assessment of the health of the community, including the timely collection, analysis, interpretation, dissemination, and use of public health data. Health data is obtained through field research, observation, questionnaires, studies, and through public health record and surveillance systems. This senior position would assist staff in recognizing and achieving program priorities, goals, and objectives.

Additional duties and responsibilities for the Epidemiologist – Senior include:
Team Coordination and Support
- Provide direct coaching and mentorship to epidemiologists and data team members
- Collaborate on strategic priorities for the Data and Evaluation Division
- Serve as Health Data and Evaluation Director designee as needed
- Support the department's academic partnerships

Minimum qualifications include a Bachelor's degree in Microbiology or Molecular Biology, Bacteriology, Environmental Science, or equivalent with strong working knowledge in microbiological and molecular techniques and 2 years of experience in a microbiological laboratory (e.g. academic, clinical, commercial, etc.). Masters' degree is preferred, but could be compensated with experience in the above areas.

Titles Evaluated – No Change Recommended

Current Title	Current Pay Range	New Title	Recommended Pay Range
FMIS Project Manager Comptroller - One Position	2MX: $78,528-$109,938 Recruit Rate: $96,345	N/A	2MX: $78,528-$109,938 Recruit Rate: $96,345
Business Systems Specialist CCCC – One Position	2HX: $57,081-$79,909	N/A	2HX: $57,081-$79,909
Database Specialist DCD - One Position	5GN: $43,291-$51,964 Recruit Rate: $43,890	N/A	5GN: $43,291-$51,964 Recruit Rate: $43,890

DER has evaluated titles above and included them in the analysis throughout the report, but no change in pay range or rate is recommended in relation to market data.

Retitled positions

Network Manager DNS - One Position	1GX: $69,119-$96,768	Data Services Manager	1HX: $73,688-$103,160 Recruit Rate: $84,813
HRIS Analyst DER - One Position	2IX: $60,824-$85,151 Recruit Rate: $69,287	Functional Applications Administrator	2OX: $89,222-$124,914 Recruit Rate: $104,677
GIS Developer-Senior DOA-ITMD - One Position	2IX: $60,824-$85,151	GIS Analyst - Senior	2JX: $64,857-$90,796 Recruit Rate: $76,030
Network Coordinator-Senior Water Works - Two Positions	2GX: $53,548-$74,974	IT Support Specialist-Senior	2JN: $64,857-$90,796 Recruit Rate: $74,141
IT Support Specialist-Senior City Attorney - One Position	2GN: $53,548-$74,974 Recruit Rate: $59,060	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
IT Support Specialist-Senior Muni Court - Two Positions	2GN: $53,548-$74,974 Recruit Rate: $59,060	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
DPW Operations Business Analyst DPW- OPS - One Position	2JX: $64,857-$90,796 Recruit Rate: $71,341	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
Network Coordinator-Associate Water Works - Two Positions	2EX: $50,636-$65,989	IT Support Specialist	2HN: $57,081-$79,909 Recruit Rate: $63,277

The Department of Employee Relations recommends the above title changes to better reflect the duties and responsibilities of the positions.
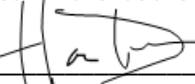
Action Required - Effective Pay Period 03, 2024 (January 21, 2024)
* See addendum included in CCFN for Salary and Position Ordinance changes.
Note: rates of pay reflect Salary Ordinance rates effective Pay Period 1, 2024. Addendum reflects rates 2% higher with the Across the Board Increase Effective Pay Period 2, 2024.
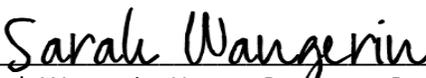
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Reviewed by: _____
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