



Department of Employee Relations

Cavalier Johnson
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Job Evaluation Report

Fire and Police Commission Meeting: July 16, 2026

Fire Department

Current	Recommended
New Positions	Youth Carpenter Apprentice PR 9MN (\$33,110 - \$34,536) (Two Positions)

Note: Residents receive a rate that is 4% higher.

The Department of Employee Relations has received a request for classification of a Youth Carpenter Apprentice within the Milwaukee Fire Department. The Milwaukee Fire Department has had success with the creation of the Youth Fleet Apprentice and are looking forward to the Youth Carpenter Apprentice Program also being successful. As the City now has career paths through the various trades that were established in the 2023 Labor and Trades study, there is a desire to expand and advertise what the City has to offer.

The goal of participating in the Youth Apprenticeship Program is to develop a talent pipeline to support the short- and long-term wellbeing of the City of Milwaukee. This pipeline will work to identify, hire, and develop youth through structured programming, with the hopes of transitioning qualified youth into a career path with the City of Milwaukee. The focus of this program will be within the Construction and Maintenance Division, where they will be working with the Carpenters in the Fire Department. In addition to the goals benefiting the City, the apprenticeship program will focus on the career development of talented youth through a skills-based and mentoring format.

The Carpenter 4 within MFD build, repair, and maintain exterior and interior building components, including cabinetry, finish work, furniture, flooring, walls, and prefabricated interior systems. MFD Construction and Maintenance personnel would like the opportunity to provide this knowledge to youth apprentices with the hope that these individuals will want to pursue a career in the carpentry trade and seek regular employment with the City of Milwaukee. The Youth Carpenter Apprentice will assist and perform carpentry duties in line with the Wisconsin Youth Apprenticeship competencies. Duties and responsibilities include:

Year 1 Overview:

- Occupational competencies for core skills, safety, certifications and no less than eight (8) competencies from carpentry fundamentals must be completed during the 450 hours of work experience, primarily during normal business hours:
 - Core Skills:
 - Applies applicable academic knowledge
 - Applies applicable career knowledge
 - Applies architecture and construction industry knowledge
 - Communicates effectively
 - Takes direction and corrective feedback
 - Acts professionally
 - Demonstrates customer service skills
 - Cooperates with others in a team setting

- Thinks critically
- Exhibits legal and ethical responsibilities
- Uses basic technology
- Uses resources wisely
- Safety:
 - Follows personal safety requirements
 - Maintains a safe work environment
 - Demonstrates professional role to be used in an emergency
- Certifications:
 - Occupational Safety and Health Administration (OSHA) Training
 - First Aid
- Construction Pathway: Carpentry Fundamentals (APPENDIX K: UNIT 4)
 - Reads blueprints, plans, and specifications
 - Interprets symbols and procedures
 - Identifies job prep needs and develop job task plan
 - Executes job prep needs as a coordinated effort
 - Selects tools and materials
 - Uses hand tools and light duty tools
 - Operates tools and equipment safely
 - Assists with the installation of materials per job specifications
 - Demonstrates accuracy in measuring and using various instruments
 - Maintains clean and safe work environment
 - Cleans up work area
 - Practices quality craftsmanship
 - Assists with rough framing or forming
 - Assists with finish framing or forming
 - Assists with interior finishing
 - Assists with exterior finishing

Year 2 Overview:

- The balance of Carpentry Fundamentals Competencies must be completed during the 450 hours of work experience, primarily during normal business hours:
 - Construction Pathway: Carpentry Fundamentals (APPENDIX K: UNIT 4)
 - Reads blueprints, plans, and specifications
 - Interprets symbols and procedures
 - Identifies job prep needs and develop job task plan
 - Executes job prep needs as a coordinated effort
 - Selects tools and materials
 - Uses hand tools and light duty tools
 - Operates tools and equipment safely
 - Assists with the installation of materials per job specifications
 - Demonstrates accuracy in measuring and using various instruments
 - Maintains clean and safe work environment
 - Cleans up work area
 - Practices quality craftsmanship
 - Assists with rough framing or forming
 - Assists with finish framing or forming
 - Assists with interior finishing
 - Assists with exterior finishing

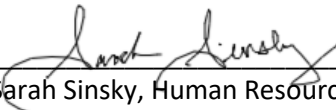
Minimum qualifications require the candidate to be a high school junior or senior, who is enrolled in the State of Wisconsin Department of Workforce Development Youth Apprenticeship Program.

Analysis and Recommendation

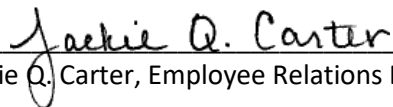
This opportunity is similar to the Youth Fleet Apprentices, Construction Laborer Interns, the Youth Apprentices in Milwaukee Water Works, the Youth Arborist Apprentices, and the Police Aides and Fire Cadets. This position of Youth Carpenter Apprentice has comparable requirements and follows a similar model to the aforementioned titles as they learn skills to establish themselves and gain exposure to the core principles of a profession within a given field before becoming full-time employees. Because the Youth Carpenter Apprentice will be a part-time position, this report recommends the title be placed within Pay Range 9MN.

Action Required – Effective Pay Period 17, 2026 (August 2, 2026)

*** Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

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