



Department of Employee Relations

October 2, 2007

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

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

Dear Committee Members:

In conjunction with recommendations stemming from the 2006 PARC report, the 2007 City Budget re-established the Fire and Police Commission (FPC), as a separate and independent agency from the Department of Employee Relations and restructured its staffing resources to strengthen the Commission's statutory oversight authority and responsibilities. Through the amendment process, the 2007 Budget also changed the classification and salary grade allocation for the position of FPC Executive Director from Salary Grade 015 (\$87,413 - \$122,375) to Salary Grade 014 (\$82,013 - \$114,822).

After conducting a nation wide search for candidates for the Executive Director position, Mayor Tom Barrett has recommended, subject to Common Council confirmation, Michael G. Tobin as the new FPC Executive Director.

As you may be aware, Mr. Tobin has been an Assistant City Attorney with the City of Milwaukee since 1989. His experience includes prosecuting disciplinary cases involving Police and Fire personnel and providing guidance on legal issues pertaining to the Fire and Police Commission, including employment matters, policies and procedures, and statutory responsibilities. Mr. Tobin has also served as President of the Milwaukee Municipal Attorney's Association and as a Police Officer for the Milwaukee Police Department from 1983 to 1989.

Mr. Tobin possesses an exceptional military record. During his thirty years with the military, he was tasked with increasingly complex levels of responsibility, culminating in 2006 with assignment as the legal advisor for coalition forces in Afghanistan, overseeing all legal aspects of a combat operational command country-wide, and coordinating efforts between the Afghan, NATO, and U.N. officials to develop a civilian justice system throughout the country.

Mr. Tobin's unique combination of legal and military experience will enable him to immediately provide technical and legal guidance to the FPC during this critical period of transition. He will be instrumental in leading the Commission in redefining its monitoring/auditing function over the Fire and Police Departments as well as revamping the citizen complaint process.

Mr. Tobin is genuinely interested in leading the transformation of the Fire and Police Commission into a more effective, efficient and transparent organization. Mr. Tobin's current salary as an Assistant City Attorney is \$120,414, which is the maximum of Pay Range 148. Given Mr. Tobin's unique set of skills and experience, the Mayor is therefore seeking your support to appoint Mr. Tobin to the FPC Executive Director position at his current rate of pay

and amending the Salary Ordinance to allow Mr. Tobin to receive across the board wage increases granted to employees represented by the Association of Municipal Attorneys throughout his appointment. This amendment will permit Mr. Tobin to continue receiving his current salary and other across the board wage increases he would be eligible for as an Assistant City Attorney.

In order to implement this recommendation it will be necessary to amend the Salary Ordinance as follows:

In the Salary Ordinance, under Salary Grade 014, add the following footnote to the title of "Fire and Police Commission Executive Director 2" and footnote to read as follows: "2/ While occupying this title, Michael G. Tobin, shall be paid at rates consistent with Pay Range 148."

Your favorable consideration of this request is greatly appreciated.

Sincerely,



Maria Monteagudo
Employee Relations Director

C: Patrick Curley
Mark Nicolini
Mike Tobin