



Department of Employee Relations

Cavalier Johnson
Mayor

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Director

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Employee Benefits Director

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November 10, 2023

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 230894 – Communication from the Department of Employee Relations relating to classification studies approved at the November 7, 2023 City Service Commission meeting.

Dear Committee Members:

The following classifications and pay recommendations were approved at the Civil Service Commission meeting on November 7, 2023.

City Attorney – Assistant City Attorneys

Current	Recommended
Assistant City Attorney V PR: 2QX (\$101,356-\$141,906) FN: Recruitment is at \$111,316 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (10 Positions)	Assistant City Attorney V PR: 2TX (\$122,746-\$171,838) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney. (10 Positions)
Assistant City Attorney IV PR: 2PX (\$95,097-\$133,131) FN: Recruitment is at \$101,196 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (Underfill title)	Assistant City Attorney IV PR: 2SX (\$115,161-\$161,221) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney. (Underfill title)

Note: Residents receive a rate that is 3% higher.

Common Council – City Clerk

Current	Recommended
City Channel Manager PR: 1DX (\$57,081 - \$79,909) FN: Recruitment is at \$61,647 (One Position)	City Channel Manager PR: 1HX (\$73,688 - \$103,160) FN: Recruitment is at \$85,038 (One Position)
City Channel Production Specialist PR: 3MN (\$50,119 - \$63,489) FN: Recruitment is at \$55,091 (Three Positions)	City Channel Production Specialist 3 PR: 3UN (\$75,690 - \$87,801) (Three Positions)
	City Channel Production Specialist 2 PR: 3TN (\$71,993 - \$83,512) (Underfill Title)
	City Channel Production Specialist 1 PR: 3SN (\$64,567 - \$83,101) FN: Recruitment is at \$68,565 (Underfill Title)

Note: Residents receive a rate that is 3% higher.

DNS

Current	Recommended
Building Construction Inspection Division Manager PR 1NX (\$108,037 - \$151,255) FN: Recruitment is at \$136,325 (One Position)	Building Construction Inspection Division Manager PR 1QX (\$130,111 - \$182,149) FN: Recruitment is at \$165,362 (One Position)
Building Construction Inspection Operations Manager PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$123,932 (One Position)	Building Construction Inspection Operations Manager PR 1OX (\$ 115,161- \$161,221) FN: Recruitment is at \$150,329 (One Position)
Electrical Inspection Supervisor PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$114,209 (One Position)	Electrical Inspection Supervisor PR 1NX (\$ 108,037- \$151,255) FN: Recruitment is at \$136,663 (One Position)
Plumbing Inspection Supervisor PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$109,729 (Two Positions)	Plumbing Inspection Supervisor PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$127,026 (Two Positions)
New Series Title and Set Position Authority	Elevator Inspector 6 PR 7ON (101,250 - \$144,117) FN: Recruitment is at \$124,239 (Five Position)
New Series Title (Underfill Title)	Elevator Inspector 5 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$118,323 (Underfill Title)
Elevator Inspector 4 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$107,322 (Five Positions)	Elevator Inspector 4 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$112,688 (Underfill Title)
Elevator Inspector 3 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$96,590 (Underfill Title)	Elevator Inspector 3 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$107,322 (Underfill Title)
Elevator Inspector 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$80,491 (Underfill Title)	Elevator Inspector 2 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$96,590 (Underfill Title)
Elevator Inspector 1 PR 7FN (\$62,801 - \$79,043) FN: Recruitment is at \$64,393 (Underfill Title)	Elevator Inspector 1 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$80,491 (Underfill Title)
New Series Title and Set Position Authority	Plumbing Inspector 6 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$115,478 (20 Positions)
New Series Title (Underfill Title)	Plumbing Inspector 5 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$109,979 (Underfill title)
Plumbing Inspector 4 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$99,754 (20 Positions)	Plumbing Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$104,742 (Underfill Title)

Plumbing Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$89,779 (Underfill Title)	Plumbing Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$99,754 (Underfill Title)
Plumbing Inspector 2 PR 7IN (\$74,816 - \$95,721) (Underfill Title)	Plumbing Inspector 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$89,779 (Underfill Title)
Plumbing Inspector 1 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$59,853 (Underfill Title)	Plumbing Inspector 1 PR 7HN (\$71,499 - \$90,480) FN: Recruitment is at \$74,816 (Underfill Title)
New Series Title and Set Position Authority	Electrical Inspector 6 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at 105,534 (Nine Position)
New Series Title (Underfill Title)	Electrical Inspector 5 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$100,508 (Underfill Title)
Electrical Inspector 4 PR 7LN (\$91,164 - \$118,565) (Nine Positions)	Electrical Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$95,722 (Underfill Title)
Electrical Inspector 3 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$82,048 (Underfill Title)	Electrical Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$91,164 (Underfill Title)
Electrical Inspector 2 PR 7GN (\$64,983 - \$83,929) (Underfill Title)	Electrical Inspector 2 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$82,048 (Underfill Title)
Electrical Inspector 1 PR 7DN (\$54,698 - \$69,036) (Underfill Title)	Electrical Inspector 1 PR 7FN (\$62,801 - \$79,043) FN: Recruitment is at \$64,983 (Underfill Title)
New Series Title and Set Position Authority	Sprinkler Construction Inspector 6 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$110,359 (Four Position)
New Series Title (Underfill Title)	Sprinkler Construction Inspector 5 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$105,104 (Underfill Title)
Sprinkler Construction Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$95,322 (Four Positions)	Sprinkler Construction Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$100,099 (Underfill Title)
Sprinkler Construction Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$85,798 (Underfill Title)	Sprinkler Construction Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$95,322 (Underfill Title)
Sprinkler Construction Inspector 2 PR 7HN (\$71,499 - \$90,480) (Underfill Title)	Sprinkler Construction Inspector 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$85,798 (Underfill Title)

Sprinkler Construction Inspector 1 PR 7EN (\$57,199 - \$74,967) (Underfill Title)	Sprinkler Construction Inspector 1 PR 7GN (\$64,983 - \$83,929) FN: Recruitment is at \$71,499 (Underfill Title)
New Series Title and Set Position Authority	Building Construction Inspector 6 PR 7MN (\$98,280 - \$131,739) (16 Positions)
New Series Title (Underfill Title)	Building Construction Inspector 5 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$93,516 (Underfill Title)
Building Construction Inspector 4 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$84,822 (16 Positions)	Building Construction Inspector 4 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$89,063 (Underfill Title)
Building Construction Inspector 3 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$80,783 (Underfill Title)	Building Construction Inspector 3 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$84,822 (Underfill Title)
Building Construction Inspector 2 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$76,744 (Underfill Title)	Building Construction Inspector 2 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$80,783 (Underfill Title)
Building Construction Inspector 1 PR 7HN (\$71,499 - \$90,480) FN: Recruitment is at \$72,907 (Underfill Title)	Building Construction Inspector 1 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$64,626 (Underfill Title)
New Series Title and Set Position Authority	Boiler Inspector 6 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$92,200 (Two Positions)
New Series Title (Underfill Title)	Boiler Inspector 5 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$87,810 (Underfill Title)
Boiler Inspector 4 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$79,646 (Two Positions)	Boiler Inspector 4 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$83,628 (Underfill Title)
Boiler Inspector 3 PR 7HN (\$71,499 - \$90,721) FN: Recruitment is at \$80,783 (Underfill Title)	Boiler Inspector 3 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$79,646 (Underfill Title)
Boiler Inspector 2 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$59,735 (Underfill Title)	Boiler Inspector 2 PR 7GN (\$64,983 - \$83,929) FN: Recruitment is at \$71,682 (Underfill Title)
Boiler Inspector 1 PR 7AN (\$44,993 - \$58,993) FN: Recruitment is at \$47,788 (Underfill Title)	Boiler Inspector 1 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$59,735 (Underfill Title)

Note: Residents receive a rate that is 3% higher.

DNS – Development Center

Current	Recommended
Permit and Development Center Manager PR 1IX (\$78,528 - \$109,938) FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. FN: Recruitment is at \$97,711 (One Position)	Permit and Development Center Manager PR 1OX (\$ 115,161- \$161,221) FN: Recruitment is at \$150,329 (One Position)
Operations Manager – Development Center PR 1GX (\$69,119 - \$96,768) FN: Recruitment is at \$91,486 (One Position)	Operations Manager – Development Center PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$136,663 (One Position)
Mechanical Plan Examiner III PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$85,502 (Two Positions)	Mechanical Plan Examiner 4 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$115,478 (Two Positions)
	Mechanical Plan Examiner 3 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$109,979 (Underfill Title)
Mechanical Plan Examiner II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$74,974 (Underfill Title)	Mechanical Plan Examiner 2 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$104,742 (Underfill Title)
	Mechanical Plan Examiner 1 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$99,754 (Underfill Title)
Plan Examiner III PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$85,502 (Twelve Positions)	Senior Plan Examiner 3 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$110,797 (Six Positions)
	Senior Plan Examiner 2 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$105,521 (Underfill Title)
	Senior Plan Examiner 1 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$100,496 (Underfill Title)
Plan Examiner II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$74,974 (Underfill Title)	Plan Examiner 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$95,710 (Six Positions)
	Plan Examiner 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$91,153 (Underfill Title)
	Plan Examiner 1 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$86,812 (Underfill Title)
Plan Examiner Specialist PR 2EN (\$47,136 - \$65,989) FN: Recruitment is at the minimum of the following range: \$65,989 - \$69,534	Plan Examiner Specialist 2 PR 7GN (\$64,983 - \$83,929) FN: Recruitment is at \$74,816 (Underfill Title)

(Four Positions)	Plan Examiner Specialist 1 PR 7FN (\$62,801 - \$79,043) FN: Recruitment is at \$71,253 (Underfill Title)
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Health – Various Community Health Program positions

Current	Recommended
Medical Assistant PR 5CN (\$32,460-\$41,622) FN: Appointment may be at any rate in the pay range with the approval of DER. (One Position – WIC)	WIC Client Services Supervisor PR 1GX (\$69,119-\$96,768) FN: Recruitment is at \$85,937 (One Position - WIC)
Nutritionist PR 2DN (\$44,217-\$61,902) FN: Recruitment is at \$53,010 (Five Positions - WIC)	Community Health Dietitian 3 PR 2JN (\$64,857-\$90,796) FN: Recruitment is at \$66,353 (Five Positions - WIC)
	Community Health Dietitian 2 PR 2IN (\$60,824-\$85,151) FN: Recruitment is at \$62,012 (Underfill Title)
	Community Health Dietitian 1 PR 2HN (\$57,081-\$79,909) FN: Recruitment is at \$57,955 (Underfill Title)
Dietetic Technician PR 5CN (\$35,444-\$42,331) (Eight Positions – WIC)	Community Health Nutritionist 3 PR 3NN (\$46,765-\$63,772) FN: Recruitment is at \$54,185 (Eight positions – WIC)
	Community Health Nutritionist 2 PR 3MN (\$50,119-\$63,489) FN: Recruitment is at \$51,604 (Underfill Title)
	Community Health Nutritionist 1 PR 3LN (\$44,257-\$61,483) FN: Recruitment is at \$49,147 (Underfill Title)
Program Assistant I PR: 5EN (\$42,137-\$48,611) FN: Recruitment is at: \$44,007 (Five Positions – WIC)	WIC Client Services Assistant 3 PR 5NN (\$55,116-\$66,877) FN: Recruitment at \$58,819 (Seven Positions – WIC)
Medical Assistant PR 5CN (\$32,460-\$41,622) FN: Appointment may be at any rate in the pay range with the approval of DER. (Two Positions – WIC)	WIC Client Services Assistant 2 PR 5MN (\$51,967-\$63,055) FN: Recruitment at \$56,019 (Underfill title)
	WIC Client Services Assistant 1 PR 5JN (\$48,998-\$59,453) FN: Recruitment at \$53,351 (Underfill title)
Clinic Assistant PR 5BN (\$32,460-\$38,970) (Underfill title – WIC)	
Public Health Nurse 3 PR 2IN (\$60,824-\$85,151) FN: Recruitment is at \$76,491 (Four Positions – PNCC)	Doula 3 PR 2HN (\$57,081-\$79,909) FN: Recruitment is at \$72,060 (Four Positions – BOMB Doula)

Public Health Nurse – Senior PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – PNCC)	Doula Program Coordinator PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – BOMB Doula)
Doula Senior PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – BOMB Doula)	Doula Program Coordinator PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – BOMB Doula)

Note: Residents receive a rate that is 3% higher.

Department of Public Works; Water Works; Port Milwaukee; Department of City Development; City Clerk

Current	Recommendation
Public Works Coordination Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Public Works Coordination Manager PR 1NX (\$108,037 - \$151,255) FN: Recruitment is at \$138,193 (One Position - DPW)
City Planning Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$93,989 FN: Additional 3% for AICP certification FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval (One Position - DCD)	City Planning Manager PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$125,629 FN: Additional 3% for AICP certification (One Position - DCD)
Civil Engineer V PR 1JX (\$83,692 - \$117,177) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (Three Positions - DPW)	Civil Engineer V PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$125,629 (Three Positions – DPW)
Long Range Planning Manager PR 1GX (\$69,119 - \$96,768) FN: Recruitment is at \$81,625 FN: Additional 3% for AICP certification FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DCD)	Long Range Planning Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 FN: Additional 3% for AICP certification (One Position - DCD)
Architectural Project Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Architectural Project Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)
Construction Management Engineer PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (Four Positions - DPW)	Construction Management Engineer PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (Four Positions - DPW)
Electrical Engineer – Senior PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Electrical Engineer – Senior PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)

<p>Management Civil Engineer – Senior PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position – Port) (Five Positions – DPW)</p>	<p>Management Civil Engineer – Senior PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position – Port) (Five Positions – DPW)</p>
<p>Management Engineer PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (Four Positions – MWW)</p>	<p>Management Engineer PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (Four Positions - MWW)</p>
<p>Mechanical Engineer IV PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Mechanical Engineer IV PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position – DPW)</p>
<p>Structural Design Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Structural Design Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)</p>
<p>Traffic Engineer – Senior PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Traffic Engineer – Senior PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position – DPW)</p>
<p>Transportation Engineering Planner PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Transportation Engineering Planner PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)</p>
<p>Streetcar System Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Streetcar System Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)</p>
<p>Survey Geospatial Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Survey Geospatial Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)</p>
<p>Field Operations Inspection Supervisor PR 1DX (\$57,081 - \$79,909) FN: Recruitment is at \$60,337 (One Position - DPW)</p>	<p>Field Operations Inspection Manager PR 1EX (\$60,824 - \$85,151) FN: Recruitment is at \$73,753 (One Position - DPW)</p>
<p>Civil Engineer IV PR 2KX (\$69,119 - \$96,768) FN: Recruitment is at \$81,625 (One Position - DPW)</p>	<p>Civil Engineer IV PR 2NX (\$83,692 - \$117,177) FN: Recruitment is at \$100,496 (One Position - DPW)</p>

<p>Urban Design Coordinator PR 2JX (\$64,857 - \$90,796) FN: Recruitment is at \$77,841 FN: Additional 3% for AICP certification (One Position - DCD)</p>	<p>Urban Design Coordinator PR 2NX (\$83,692 - \$117,177) FN: Recruitment is at \$99,403 FN: Additional 3% for AICP certification (One Position - DCD)</p>
<p>Principal Planner PR 2JX (\$64,857 - \$90,796) FN: Recruitment is at \$77,841 FN: Additional 3% for AICP certification (Two Positions - DCD)</p>	<p>Principal Planner PR 2NX (\$83,692 - \$117,177) FN: Recruitment is at \$99,403 FN: Additional 3% for AICP certification (Two Positions - DCD)</p>
<p>Architect III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Registered Architect License (Two Positions - DPW)</p>	<p>Architect III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Registered Architect License (Three Positions - DPW)</p>
<p>Facilities Project Coordinator PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW)</p>	
<p>Civil Engineer III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (Two Positions – Port) (19 Positions – DPW) (1 AUX Position – DPW) (Eight Positions – MWW)</p>	<p>Civil Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Professional Engineer License (Two Positions – Port) (21 Positions – DPW) (1 AUX Position – DPW) (Eight Positions – MWW)</p>
<p>Civil Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (One Position – DPW)</p>	
<p>Engineering Technician VI PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$70,328 (One Position - DPW)</p>	
<p>Electrical Engineer III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW) (Two Positions – MWW)</p>	<p>Electrical Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$97,417 FN: Additional 3% for Professional Engineer License (One Position - DPW) (Two Positions – MWW)</p>
<p>Mechanical Engineer III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW) (One AUX Position – DPW) (One Position – MWW)</p>	<p>Mechanical Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Professional Engineer License (One Position - DPW) (One AUX Position – DPW) (One Position – MWW)</p>
<p>Senior Transportation Planner PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for AICP certification (Three Positions - DPW)</p>	<p>Senior Transportation Planner PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for AICP certification (Three Positions - DPW)</p>

<p>Senior Planner – Urban Design PR 2IX (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for AICP certification (One Position - DCD)</p>	<p>Senior Planner – Urban Design PR 2MX (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for AICP certification (One Position - DCD)</p>
<p>Senior Planner PR 2IX (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for AICP certification FN: Additional 3% for APT Recognized Professional (Three Positions - DCD) (Two Positions – CCCC)</p>	<p>Senior Planner PR 2MX (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for AICP certification FN: Additional 3% for APT Recognized Professional (Three Positions - DCD) (Two Positions – CCCC)</p>
<p>Facilities Maintenance Coordinator PR 2HN (\$57,081 - \$79,909) FN: Recruitment is at \$79,909 FN: Additional 3% for Professional Engineer License (One Position - DPW)</p>	<p>Facilities Maintenance Coordinator PR 2LN (\$73,688 - \$103,160) FN: Recruitment is at \$93,580 FN: Additional 3% for Professional Engineer License (One Position - DPW)</p>
<p>Facilities Construction Project Coordinator PR 2HN (\$57,081 - \$79,909) FN: Recruitment is at \$79,909 FN: Additional 3% for Professional Engineer License (One Position - DPW)</p>	<p>Facilities Construction Project Coordinator PR 2LN (\$73,688 - \$103,160) FN: Recruitment is at \$93,580 FN: Additional 3% for Professional Engineer License (One Position - DPW)</p>
<p>Architectural Designer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Registered Architect License (One Position – DPW) (One AUX Position – DPW)</p>	<p>Architectural Designer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for Registered Architect License (One Position – DPW) (One AUX Position – DPW)</p>
<p>Civil Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (One Position - Port) (33 Positions – DPW) (Four AUX Positions – DPW) (Four Positions – MWW)</p>	<p>Civil Engineer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for Professional Engineer License (One Position - Port) (33 Positions – DPW) (Four AUX Positions – DPW) (Four Positions – MWW)</p>
<p>Electrical Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (Two Positions - DPW) (One AUX Position – DPW)</p>	<p>Electrical Engineer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$90,087 FN: Additional 3% for Professional Engineer License (Two Positions - DPW) (One AUX Position – DPW)</p>
<p>Mechanical Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>	<p>Mechanical Engineer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>
<p>Engineering Technician VI PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$70,328 (Eight Positions - DPW) (One AUX Position – DPW)</p>	<p>Engineering Technician VI PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$78,467 (Eight Positions - DPW) (One AUX Position – DPW)</p>
<p>Associate Transportation Planner PR 2EX (\$50,636 - \$65,989) FN: Recruitment is at \$53,433 FN: Additional 3% for AICP certification (Underfill Title)</p>	<p>Associate Transportation Planner PR 2KX (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for AICP certification (Underfill Title)</p>

Associate Planner PR 2EX (\$50,636 - \$65,989) FN: Recruitment is at \$58,777 FN: Additional 3% for AICP certification (One Position - DCD)	Associate Planner PR 2KX (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for AICP certification (One Position - DCD)
Architectural Designer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Registered Architect License (Underfill Title)	Architectural Designer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$72,576 FN: Additional 3% for Registered Architect License (Underfill Title)
Civil Engineer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Professional Engineer License (Underfill Title)	Civil Engineer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$72,576 FN: Additional 3% for Professional Engineer License (Underfill Title)
Electrical Engineer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Professional Engineer License (Underfill Title)	Electrical Engineer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$84,193 FN: Additional 3% for Professional Engineer License (Underfill Title)
Mechanical Engineer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Professional Engineer License (Underfill Title)	Mechanical Engineer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$72,576 FN: Additional 3% for Professional Engineer License (Underfill Title)
Public Works Inspector II PR 3LN (\$44,257 - \$61,482) FN: Recruitment is at \$52,210 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (Five Positions – DPW)	DOT Projects Inspector PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$77,656 (Five Positions - DPW)
Engineering Technician V PR 3RN (\$55,763 - \$72,430) FN: Recruitment is at \$58,859 (10 Positions – DPW) (Two AUX Positions – DPW) (Three Positions – MWW)	Engineering Technician V PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$71,088 (11 Positions – DPW) (Two AUX Positions – DPW) (Three Positions – MWW)
Assessment Technician II PR 3RN (\$55,763 - \$72,430) (One Position – DPW)	
Engineering Drafting Technician V PR 3RN (\$55,763 - \$72,430) FN: Recruitment is at \$58,859 (Three Positions - DPW) (Two Positions – MWW)	CADD and GIS Technician 4 PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$65,520 (Three Positions - DPW) (Two Positions – MWW)
Engineering Technician IV PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$52,210 (One Position - Port) (20 Positions – DPW) (Two AUX Positions – DPW) (16 Positions – MWW)	Engineering Technician IV PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$67,048 (One Position - Port) (20 Positions – DPW) (Two AUX Positions – DPW) (16 Positions – MWW)

Public Works Inspector II PR 3LN (\$44,257 - \$61,482) FN: Recruitment is at \$52,210 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (34 Positions – DPW) (Two AUX Positions – DPW)	Public Works Inspector II PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$67,048 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (34 Positions – DPW) (Two AUX Positions – DPW)
Sidewalk Repair Specialist PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$57,431 (Two Positions - DPW)	Sidewalk Repair Specialist PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$67,048 (Two Positions - DPW)
Engineering Drafting Technician IV PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$52,210 (18 Positions - DPW) (Eight Positions – MWW)	CADD and GIS Technician 3 PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$62,400 (18 Positions - DPW) (Eight Positions – MWW)
Engineering Technician II PR 3FN (\$40,064 - \$49,076) FN: Recruitment is at \$43,728 (14 Positions - DPW) (Nine 0.33 FTE Positions – DPW) (Two AUX Positions – DPW)	Engineering Technician II PR 3QN (\$52,606 - \$81,767) FN: Recruitment is at \$62,861 (14 Positions - DPW) (Nine 0.33 FTE Positions – DPW) (Two AUX Positions – DPW)
Public Works Inspector I PR 3HN (\$45,499 - \$52,695) FN: Recruitment is at \$47,463 FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (Underfill Title)	Public Works Inspector I PR 3QN (\$52,606 - \$81,767) FN: Recruitment is at \$62,861 FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (Underfill Title)
Engineering Drafting Technician II PR 3FN (\$40,064 - \$49,076) FN: Recruitment is at \$43,728 (19 Positions - DPW) (One AUX Position – DPW)	CADD and GIS Technician 2 PR 3QN (\$52,606 - \$81,767) FN: Recruitment is at \$59,428 (19 Positions - DPW) (One AUX Position – DPW)
Engineering Technician I PR 3DN (\$39,579 - \$46,193) FN: Recruitment is at \$40,037 (Underfill Title)	Engineering Technician I PR 3PN (\$49,629 - \$75,710) FN: Recruitment is at \$58,608 (Underfill Title)
Engineering Drafting Technician I PR 3DN (\$39,579 - \$46,193) FN: Recruitment is at \$40,037 (Underfill Title)	CADD and GIS Technician 1 PR 3PN (\$49,629 - \$75,710) FN: Recruitment is at \$56,598 (Underfill Title)
Transportation Operations Assistant PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$38,866 (Three Positions - DPW)	Transportation Operations Assistant PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$41,888 (Three Positions - DPW)
Engineering Intern PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$38,866 (Nine Positions - DPW) (Three AUX Positions – DPW) (One AUX Position – MWW)	Engineering Intern PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$41,888 (Nine Positions - DPW) (Three AUX Positions – DPW) (One AUX Position – MWW)

Note: Residents receive a rate that is 3% higher.

Department of Public Works - Operations

Current	Recommended
New Position (One Position)	Sanitation Business Operations Manager PR 1JX (\$83,692 - \$117,177) FN: Recruitment is at \$103,826 FN: 4.8% Snow and Ice Control Footnote (One Position)

Note: Residents receive a rate that is 3% higher.

Department of Public Works - Infrastructure

Current	Recommended
Yard Attendant PR 8DN (\$50,800 - \$58,928) (Four Positions)	FHQ Yard Attendant PR 8DN (\$50,800 - \$58,928) (Four Positions)

Note: Residents receive a rate that is 3% higher.

Election Commission

Current	Recommendation
New Position	Early Voting Coordinator PR 2FX (\$50,636 - \$70,347) FN: Recruitment at \$65,004 (One Position)
New Position	Election Training Manager PR 1FX (\$64,857 - \$90,796) FN: Recruitment at \$72,917 (One Position)

Note: Residents receive a rate that is 3% higher.

Milwaukee Public Library

Current	Recommended
Custodial Worker 2 PR 8BN (\$46,181 - \$56,122) (Two Positions)	Custodial Worker 3 PR 8CN (\$48,490 - \$57,011) (Two Positions)

Note: Residents receive a rate that is 3% higher.

Respectfully Submitted,



Harper Donahue, IV
Employee Relations Director

Attachments: Job Evaluation Reports
Fiscal Impact Statement



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: November 7th, 2023

City Attorney – Assistant City Attorneys

Current	Recommended
Assistant City Attorney V PR: 2QX (\$101,356-\$141,906) FN: Recruitment is at \$111,316 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (10 Positions)	Assistant City Attorney V PR: 2TX (\$122,746-\$171,838) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney. (10 Positions)
Assistant City Attorney IV PR: 2PX (\$95,097-\$133,131) FN: Recruitment is at \$101,196 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (Underfill title)	Assistant City Attorney IV PR: 2SX (\$115,161-\$161,221) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney. (Underfill title)

Background

The City Attorney’s Office has requested a second look at market rates of pay for select Assistant City Attorney positions. Discussions were held with City Attorney Tearman Spencer, Deputy City Attorney Robin Pederson, and City Attorney Human Resources Administrator Sharon Crowe.

The City Attorney’s office stated concerns about the pay rates of senior level Assistant City Attorneys. These positions represent incumbents who have long term legal experience with the City and have skill sets that are highly valued in the private sector and other municipalities. They asked DER to consider and reconsider key market study factors, such as the focus of practice selected for market rates of pay, the relevancy of other municipalities or organizations, and the unique “volume, diversity, intensity, and complexity of the legal work performed” in the City Attorney’s office.

DER has provided new market data for consideration in this report. Our recommendation considers the high level of technical and specialized knowledge and education, self-management, and complexity of the work performed. Assistant City Attorneys must provide effective decision making in high-consequence situations, sometimes in advisement to City officials and high level employees.

DER is including pay flexibility throughout the recommended pay ranges to aid the department in acknowledging long term incumbents and/or highly experience external candidates. This flexibility is also provided to address any compression that might occur through the Assistant City Attorney title series and to assist the department in retention and recruitment efforts.

Duties & Responsibilities

Assistant City Attorneys perform professional legal services for the City of Milwaukee by acting in matters relating to legal work and protecting the interests of the City of Milwaukee. All Assistant City Attorneys perform some basic job functions but as incumbents progress through title levels, they complete tasks related to more complex or highly important cases, perform more complex legal research and discovery, and advise and counsel City directors, commissioners, Council members, and the Mayor.

Essential functions for all titles:

Legal Proceedings:

- Represent the City in court and before administrative agencies.
- Handle any and all litigation in any court of this state and in connection with the City's action.
- Conduct litigation as assigned.
- Handles appeals in state and federal courts of appeal.
- Prosecute violations of offenses against City ordinances.

Advisory and Administrative:

- Interpret laws, rulings and regulations for clients.
- Review opinions, resolutions and ordinances.
- Draft and review legal documents.
- Advise departments, committees, boards and commissions on legal matters.
- Negotiate on behalf of the City and its departments.

Assistant City Attorney IV

Performs essential functions. This position prepares for and tries complex and/or highly important cases before the court and is distinguished from the III level based on the complexity of the litigation and legal research required. This position also serves as a resident expert in a specialty area of the law for the city and provides consultative expertise in that area (specialty areas include public employment law; real estate, education, litigation, etc).

Minimum requirements include graduation from a law school accredited by the American Bar Association, a license to practice law in the State of Wisconsin, seven years of practicing law, and the legal range and experience to perform all duties and responsibilities of the position.

Assistant City Attorney V

Performs essential functions. Incumbents in the position must perform all levels of Assistant City Attorney functions, additionally handling any and all litigation in any court of Wisconsin and in connection with the City's action. This position also prosecutes offenses against City ordinances and manages special projects as they arise.

Minimum requirements include graduation from a law school accredited by the American Bar Association, a license to practice law in the State of Wisconsin, 10 or more years of experience, and the legal range and experience to perform all duties and responsibilities of the position.

Market Rates

In conducting a market cost of labor analysis for these titles, rates of pay from the Economic Research Institute (ERI) were considered.

General Attorney

Level*	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
Level 1	\$103,598	\$114,505	\$128,487	\$143,135	\$157,541
Level 2	\$128,090	\$141,774	\$159,249	\$177,575	\$195,458
Level 3	\$157,790	\$174,768	\$196,368	\$219,090	\$241,154

Source: ERI, as of August 14th, 2023

The following table provides wage information from ERI for General Attorney in southeastern Wisconsin communities:

General Attorney (Corporate Attorney, Staff Attorney): Five years of experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Madison	\$118,419	\$130,624	\$146,247	\$163,216	\$179,777
Milwaukee	\$125,671	\$138,770	\$155,278	\$172,638	\$189,680
Racine	\$120,792	\$133,585	\$149,771	\$166,631	\$183,227
Waukesha	\$126,145	\$139,273	\$155,788	\$173,137	\$190,218
Wauwatosa	\$125,696	\$138,805	\$155,311	\$172,633	\$189,669
West Allis	\$126,123	\$139,280	\$155,828	\$173,142	\$190,202

Source: ERI, as of August 14th, 2023

ERI defines a General Attorney as a position that Advises, consults, litigates and performs trial work, and carries out the legal processes necessary to effect the rights, privileges, and obligations of the organization. Studies Constitution, statutes, decisions, and ordinances of quasi-judicial bodies. Gathers evidence and information for management decision making. Prepares and reviews various legal instruments and documents, such as contracts, leases, licenses, purchases, sales, real estate, etc. Examines legal data to determine advisability of defending or prosecuting lawsuit. Examines material, such as advertisements, publications, etc., for legal implications, advising officials of proposed legislation that might affect the organization. Applies for copyrights or registration of the organization's products, processes, devices, and trademarks, advising whether to initiate or defend law suits. Conducts pretrial preparations and defends the organization in lawsuits. Advises officials on tax matters, government regulations, and/or legal rights. Represents the company before quasi-judicial or administrative agencies of the government. Requires completion of law school with an LLB degree or JD degree and admission to the bar. Interprets laws, rulings, and regulations for individuals and businesses. Advises concerning transactions of business involving internal affairs, stockholders, directors, officers, and corporate relations with general public. May act as agent of the organization in various transactions. May confer with colleagues with specialty in areas of law to establish and verify basis for legal personnel. May prepare business contracts, pay taxes, settle labor disputes, and administer other legal matters. May teach college courses in law. May apply for patents. May specialize in specific phase of law. Education expectations: Doctorate (Law degree).

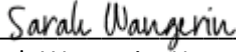
***Level Descriptions**

Levels	Description
Level 1	Beginning Level. Employees in this first (1st) level satisfy the basic job requirements. As the employee gains knowledge and experience, the work reviews, checks, and supervision may be reduced. Complexity or variety of work is typical, and there are no additional technical, mathematical, or scientific requirements beyond the basic requirements at this first (1st)


	level. Some organizations refer to level 1 as the entry level of the job. Typically requires experience and advanced specialized training.
Level 2	Intermediate Level. Employees in this second (2nd) level require greater knowledge, training, and/or experience than level 1. The amount of work review, checks, and supervision are less for an employee at level 2 than at level 1. Complexity or variety of work is moderately higher than level 1 and may involve greater technical, mathematical, or scientific skills than level 1. Some organizations refer to level 2 as the intermediate level. Typically requires experience and advanced specialized training.
Level 3	Senior Level. Employees in this third (3rd) level require greater knowledge, training, and/or experience than level 2. The amount of work review, checks, and supervision are less for an employee at level 3 than at level 2. Complexity or variety of work is higher than level 2 and may involve greater technical, mathematical, or scientific skills than level 2. The scope of assignments may vary when compared to level 2. Some organizations refer to level 3 as the senior level. Typically requires experience and advanced specialized training.

Action Required – Effective Pay Period 25, 2023 (November 26th, 2023)

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

Prepared by: 
Sarah Wangerin, Human Resources Representative

Reviewed by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Harper Donahue IV, Employee Relations Director



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

REVISED 11/8/23

Job Evaluation Report

City Service Commission Meeting: November 14, 2023

Common Council – City Clerk

Current	Recommended
City Channel Manager PR: 1DX (\$57,081 - \$79,909) FN: Recruitment is at \$61,647 (One Position)	City Channel Manager PR: 1HX (\$73,688 - \$103,160) FN: Recruitment is at \$85,038 (One Position)
City Channel Production Specialist PR: 3MN (\$50,119 - \$63,489) FN: Recruitment is at \$55,091 (Three Positions)	City Channel Production Specialist 3 PR: 3UN (\$75,690 - \$87,801) (Three Positions)
	City Channel Production Specialist 2 PR: 3TN (\$71,993 - \$83,512) (Underfill Title)
	City Channel Production Specialist 1 PR: 3SN (\$64,567 - \$83,101) FN: Recruitment is at \$68,565 (Underfill Title)

Note: Residents receive a rate that is 3% higher.

Background

The Department of Employee Relations (DER) has received a request from Dana Zelazny, Deputy City Clerk, to study the market rates of pay for the positions within the Common Council City Clerk’s Channel 25 section. This request was submitted so as to ensure these positions are in line with those that were included with the Service Maintenance and Skilled Craft reports submitted and approved earlier this year. New job descriptions were provided and discussions were held with Dana Zelazny, Deputy City Clerk, and Paul Karczewski, City Channel Manager.

Duties & Responsibilities

Current	City Channel Manager	PR: 1DX (\$57,081 - \$79,909) FN: Recruitment is at \$61,647	One Position
Recommended	City Channel Manager	PR: PR: 1HX (\$73,688 - \$103,160) FN: Recruitment is at \$85,038	One Position

The City Channel Manager supervises the programming and production for the City of Milwaukee cable television channel and other video programs related to city business. Duties and responsibilities include:

- Hires, supervises, and evaluates the production staff on a day-to-day basis to ensure proper staffing levels for all productions and telecasts on the cable television channel and other related video productions.
- Develops, reviews, and approves program plans and outlines in light of programming objectives and determines appropriateness based on policy guidelines, procedures, and technical requirements.
- Reviews and approves production budgets, scripts, program content and other aspects of production to ensure that all aspects meet budgetary and policy guidelines.
- Prepares studio budget, evaluates maintenance needs, writes specifications for equipment supplies and service requisitions and other related management duties.
- Prepares program schedules and staffing schedules on an ongoing basis.
- In conjunction with the Publications and Information Manager, develops production policies and procedures for use in programming produced for cable television and other related video productions.
- Performs other duties as assigned.

Minimum qualifications include a bachelor's degree in communications, journalism or a related field from an accredited college or university. Three years of experience in television production, some of which must have involved overall responsibilities for results. An equivalent combination of education and experience may also be considered.

City Channel Production Specialist 3 – Three Positions

Series Duties and Responsibilities

- Studio and remote camera operation, remote lighting, master control operations, floor direction, teleprompter operation, live technical direction and camera operation for city government meeting broadcasts, multi camera remote setups, technical multimedia setups and remote audio production.
- Studio supervision, studio lighting and set design for live local broadcasts and productions involving city government and Common Council meetings and press conferences.
- Interviews and PSAs with city elected officials. Producer, coordinator, video editor, and videographer for Common Council represented PSAs, district promotions, press conferences, Mayoral sponsored events and specialized commercial broadcasts. Schedule /arrange room availability for guest overflow broadcast feeds for multiple meetings.
- Post production video editing for local PSAs, station ID's, television bumpers, multimedia presentations, and in-house video documentation utilizing Adobe Premier, Sony Vegas editing systems and the Adobe Creative Suite.
- Act as support staff for all departments servicing technical requests including the creation of MP3 audio files, rendering video files, re-encoding and re-uploading of corrupt video and data files to Granicus and service on site cable TV issues. Provide training of new technology/software to various departments, government officials, staff assistants, department heads and other city employees. Assist Department of Public Works in equipment placement for special events and upload municipal record videos to YouTube while providing timely links to media outlets and constituents. Adapt, implement, and create custom logistics for special events, which include: Recurring aldermanic events, ceremonial gatherings, annual official informational sessions, and civic functions.

- Maintain service and troubleshoot technical issues including: Leightronix recording and playback processes, encoding of video signals, master control Panacea router and switcher signal flow, ADA required closed captioning systems and signal synchronization for high definition audio and video quality. Equipment maintenance in multiple boardrooms, Common Council chambers, meeting breakout rooms and the City Channel studios.

Experience/Education Minimum Requirements

- Associates degree in communications, television or video production, or a closely related field.
- Five years of professional experience in the operation of television production equipment.

Title Specific Core Competencies

- Able to assemble, operate and maintain all equipment involved in the Livestream 1 and Livestream 2 hybrid broadcasts of meetings located on the 3rd floor of City Hall. This includes all camera equipment; GoToMeeting, GoToWebinar, Zoom, Microsoft Teams software, audio equipment, additional video or presentation equipment and all current in-place room systems.
- Able to manage operation of Master Control area. This includes recording and scheduling the playback of meetings and other programming events as well as verifying signal synchronization for high definition audio and video quality.
- Able to assist with live and pre-recorded production in the City Channel Studios located at 809 N. Broadway. This includes studio lighting, teleprompter operation, studio camera operation and floor direction.
- Able to provide live technical direction for all Livestream 1 hybrid-meeting broadcasts. Videography for Common Council represented PSAs, district promotions, press conferences, Mayoral sponsored events, and specialized commercial broadcasts. Postproduction video editing for local PSAs, station IDs, television bumpers, multimedia presentations and specialized video requests for city-sanction events.
- Able to act as support staff for all departments in servicing technical requests and on-site cable TV issues. Provide the Department of Public Works with assistance in equipment placement for special events. Creation of MP3 audio files, re-encoding/re-uploading of corrupt video and data files to specified destinations, posting of municipal records videos to YouTube and providing timely links to staff and Common Council members. Arrange room setups for guest overflow broadcast feeds for multiple meetings.
- Multi camera remote setups, technical multimedia setups and remote audio production. Studio supervision, producer, director, coordinator, video editor, and set design for productions involving city elected officials. Maintain broadcast service and troubleshoot technical issues with the City Channel Manager.

City Channel Production Specialist 2 – Underfill Title

Series Duties and Responsibilities

- Studio and remote camera operation, remote lighting, master control operations, floor direction, teleprompter operation, live technical direction and camera operation for city government meeting broadcasts, multi camera remote setups, technical multimedia setups and remote audio production.
- Studio supervision, studio lighting and set design for live local broadcasts and productions involving city government and Common Council meetings and press conferences.

- Interviews and PSAs with city elected officials. Producer, coordinator, video editor, and videographer for Common Council represented PSAs, district promotions, press conferences, Mayoral sponsored events and specialized commercial broadcasts. Schedule /arrange room availability for guest overflow broadcast feeds for multiple meetings.
- Post production video editing for local PSAs, station ID's, television bumpers, multimedia presentations, and in-house video documentation utilizing Adobe Premier, Sony Vegas editing systems and the Adobe Creative Suite.
- Act as support staff for all departments servicing technical requests including the creation of MP3 audio files, rendering video files, re-encoding and re-uploading of corrupt video and data files to Granicus and service on site cable TV issues. Provide training of new technology/software to various departments, government officials, staff assistants, department heads and other city employees. Assist Department of Public Works in equipment placement for special events and upload municipal record videos to YouTube while providing timely links to media outlets and constituents. Adapt, implement, and create custom logistics for special events, which include: Recurring aldermanic events, ceremonial gatherings, annual official informational sessions, and civic functions.
- Maintain service and troubleshoot technical issues including: Leightronix recording and playback processes, encoding of video signals, master control Panacea router and switcher signal flow, ADA required closed captioning systems and signal synchronization for high definition audio and video quality. Equipment maintenance in multiple boardrooms, Common Council chambers, meeting breakout rooms and the City Channel studios.

Experience/Education Minimum Requirements

- Associates degree in communications, television or video production, or a closely related field.
- Four years of professional experience in the operation of television production equipment.

Title Specific Core Competencies

- Able to assemble, operate and maintain all equipment involved in the Livestream 1 and Livestream 2 hybrid broadcasts of meetings located on the 3rd floor of City Hall. This includes all camera equipment; GoToMeeting, GoToWebinar, Zoom, Microsoft Teams software, audio equipment, additional video or presentation equipment and all current in-place room systems.
- Able to manage operation of Master Control area. This includes recording and scheduling the playback of meetings and other programming events as well as verifying signal synchronization for high definition audio and video quality.
- Able to assist with live and pre-recorded production in the City Channel Studios located at 809 N. Broadway. This includes studio lighting, teleprompter operation, studio camera operation and floor direction.
- Able to provide live technical direction for all Livestream 1 hybrid-meeting broadcasts. Videography for Common Council represented PSAs, district promotions, press conferences, Mayoral sponsored events, and specialized commercial broadcasts. Postproduction video editing for local PSAs, station IDs, television bumpers, multimedia presentations and specialized video requests for city-sanction events.
- Able to act as support staff for all departments in servicing technical requests and on-site cable TV issues. Provide the Department of Public Works with assistance in equipment placement for special events. Creation of MP3 audio files, re-encoding/re-uploading of corrupt video and data files to specified destinations, posting of municipal records videos to YouTube and providing

timely links to staff and Common Council members. Arrange room setups for guest overflow broadcast feeds for multiple meetings.

City Channel Production Specialist 1 – Underfill Title

Series Duties and Responsibilities

- Studio and remote camera operation, remote lighting, master control operations, floor direction, teleprompter operation, live technical direction and camera operation for city government meeting broadcasts, multi camera remote setups, technical multimedia setups and remote audio production.
- Studio supervision, studio lighting and set design for live local broadcasts and productions involving city government and Common Council meetings and press conferences.
- Interviews and PSAs with city elected officials. Producer, coordinator, video editor, and videographer for Common Council represented PSAs, district promotions, press conferences, Mayoral sponsored events and specialized commercial broadcasts. Schedule /arrange room availability for guest overflow broadcast feeds for multiple meetings.
- Post production video editing for local PSAs, station ID's, television bumpers, multimedia presentations, and in-house video documentation utilizing Adobe Premier, Sony Vegas editing systems and the Adobe Creative Suite.
- Act as support staff for all departments servicing technical requests including the creation of MP3 audio files, rendering video files, re-encoding and re-uploading of corrupt video and data files to Granicus and service on site cable TV issues. Provide training of new technology/software to various departments, government officials, staff assistants, department heads and other city employees. Assist Department of Public Works in equipment placement for special events and upload municipal record videos to YouTube while providing timely links to media outlets and constituents. Adapt, implement, and create custom logistics for special events, which include: Recurring aldermanic events, ceremonial gatherings, annual official informational sessions, and civic functions.
- Maintain service and troubleshoot technical issues including: Leightronix recording and playback processes, encoding of video signals, master control Panacea router and switcher signal flow, ADA required closed captioning systems and signal synchronization for high definition audio and video quality. Equipment maintenance in multiple boardrooms, Common Council chambers, meeting breakout rooms and the City Channel studios.

Experience/Education Minimum Requirements

- Associates degree in communications, television or video production, or a closely related field.
- Three years of professional experience in the operation of television production equipment.

Title Specific Core Competencies

- Able to assemble, operate and maintain all equipment involved in the Livestream 1 and Livestream 2 hybrid broadcasts of meetings located on the 3rd floor of City Hall. This includes all camera equipment; GoToMeeting, GoToWebinar, Zoom, Microsoft Teams software, audio equipment, additional video or presentation equipment and all current in-place room systems.
- Able to manage operation of Master Control area. This includes recording and scheduling the playback of meetings and other programming events as well as verifying signal synchronization for high definition audio and video quality.

- Able to assist with live and pre-recorded production in the City Channel Studios located at 809 N. Broadway. This includes studio lighting, teleprompter operation, studio camera operation and floor direction.

The City Channel Production Specialists must be thoroughly versed in all current and future technology involving all live and virtual platforms. This includes the ability to make timely decisions involving technical issues that may arise before, during or after a live, recorded/ streamed/ virtual broadcast to ensure industry standard signals are disseminated to the appropriate Live Stream 1, Live Stream 2, Granicus Encoder, “B” Cable, ADA Closed Captioning and Spectrum Channel 25 destinations.

With the implementation of new technology, software, hardware and multiple, virtual meeting environments have come a host of new challenges for many departments. Beyond the daily workload and meeting/event schedules, training and technical support is now an essential duty for the City Channel Production Specialist.

Due to an ever-increasing workload beyond the broadcast of all Common Council Meetings, the City Channel Production Specialist now coordinates with the City Channel Manager to adjust regular working hours to meet the needs of government officials, committees, commissions and boards under the City Channel broadcast purview.

It is clear that the knowledge, skill, and understanding of city processes held by the City Channel staff has been a major reason that city government had been able to function as it did during the COVID pandemic and has been able to seamless transition back to various types of meetings including, in person, hybrid, and virtual.

In comparing these positions to others in city government, the required technical knowledge is comparable in level to positions within the Police Department such as the Electronic Technician and Video Electronic Technician.

Electronic Technicians in the Police Department repair, install, and maintain all mobile radio communications equipment used by the Police Department and other city departments as well as fixed-site radio communication equipment. As with virtually all jobs of this nature that work with communications equipment, the technology used by Electronic Technicians now includes such equipment as base stations, voting receiver systems, IP dispatch consoles, power distribution system, T1 shelves, fiber optics, Ethernet wireless bridges, point-to-point microwave systems, and channel banks.

The Video Electronic Technician in the Police Department is responsible for maintaining and coordinating the installation, repair, maintenance, and recovery of a variety of video collection platforms and other specialized equipment used by the Milwaukee Police Department for video investigative purposes, production, training, and equipment placement needs.

This report also considers the cost of labor for a hybrid job functions that can be found in a Production Technician - TV and Broadcast Engineer:

Area Name	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
West Allis, Wisconsin	\$56,428	\$61,430	\$68,125	\$74,628	\$81,251
Kenosha, Wisconsin	\$59,751	\$65,016	\$71,986	\$78,667	\$85,397
Madison, Wisconsin	\$56,185	\$60,865	\$67,106	\$73,164	\$79,337
Milwaukee, Wisconsin	\$56,191	\$61,182	\$67,862	\$74,350	\$80,955
Racine, Wisconsin	\$56,764	\$61,718	\$68,335	\$74,760	\$81,310
Waukesha, Wisconsin	\$56,429	\$61,436	\$68,139	\$74,649	\$81,278

ERI defines Production Technician – TV as a position that assists with preproduction planning of recording and transmitting broadcasts. Helps with postproduction duties such as editing and dubbing. Prearranges and controls television production equipment, such as cameras, lights, microphones, and microphone booms, and recording equipment, in studio and at locations outside of studio, to record or transmit broadcasts.

ERI defines Broadcast Engineer as a position that operates and troubleshoots broadcast equipment. Performs repairs and maintenance on equipment to ensure production goes smoothly.

For the City Channel Manager, comparisons were drawn to the Electronic Technician Supervisor in the Milwaukee Police Department:

Classification	Function
Title: Electronic Technician Supervisor Pay Range: 1HX (\$73,688 - \$103,160) Recruit Rate: \$85,038 Department: MPD	Provides direct supervision of Electronic Technicians and other personnel assigned to the Communications Maintenance Section and to provide supervision over the general operations and personnel to ensure the proper assignment and scheduling of work projects for the efficient maintenance of electronic and radio equipment of MPD and other city departments serviced by MPD.

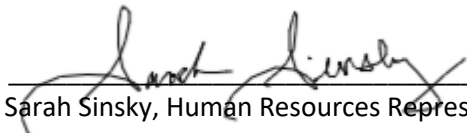
Based upon the comparability in technical expertise to the Electronic Technician Supervisor, Electronic Technician and Video Electronic Technician positions in the Police Department, as well as the hybrid market rates of pay for Production Technician TV and Broadcast Engineer, this report recommends the following:

Current	Recommended
City Channel Manager PR: 1DX (\$57,081 - \$79,909) FN: Recruitment is at \$61,647 (One Position)	City Channel Manager PR: 1HX (\$73,688 - \$103,160) FN: Recruitment is at \$85,038 (One Position)
City Channel Production Specialist PR: 3MN (\$50,119 - \$63,489) FN: Recruitment is at \$55,091	City Channel Production Specialist 3 PR: 3UN (\$75,690 - \$87,801) (Three Positions)

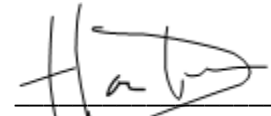
(Three Positions)	City Channel Production Specialist 2 PR: 3TN (\$71,993 - \$83,512) (Underfill Title)
	City Channel Production Specialist 1 PR: 3SN (\$64,567 - \$83,101) FN: Recruitment is at \$68,565 (Underfill Title)

Action Required – Effective Pay Period 25, 2023 (November 26, 2023)

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

Prepared by: 
Sarah Sinsky, Human Resources Representative

Reviewed by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Harper Donahue IV, Employee Relations Director



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: November 7, 2023

DNS

Current	Recommended
Building Construction Inspection Division Manager PR 1NX (\$108,037 - \$151,255) FN: Recruitment is at \$136,325 (One Position)	Building Construction Inspection Division Manager PR 1QX (\$130,111 - \$182,149) FN: Recruitment is at \$165,362 (One Position)
Building Construction Inspection Operations Manager PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$123,932 (One Position)	Building Construction Inspection Operations Manager PR 1OX (\$ 115,161- \$161,221) FN: Recruitment is at \$150,329 (One Position)
Electrical Inspection Supervisor PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$114,209 (One Position)	Electrical Inspection Supervisor PR 1NX (\$ 108,037- \$151,255) FN: Recruitment is at \$136,663 (One Position)
Plumbing Inspection Supervisor PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$109,729 (Two Positions)	Plumbing Inspection Supervisor PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$127,026 (Two Positions)
New Series Title and Set Position Authority	Elevator Inspector 6 PR 7ON (101,250 - \$144,117) FN: Recruitment is at \$124,239 (Five Position)
New Series Title (Underfill Title)	Elevator Inspector 5 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$118,323 (Underfill Title)
Elevator Inspector 4 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$107,322 (Five Positions)	Elevator Inspector 4 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$112,688 (Underfill Title)
Elevator Inspector 3 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$96,590 (Underfill Title)	Elevator Inspector 3 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$107,322 (Underfill Title)

Elevator Inspector 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$80,491 (Underfill Title)	Elevator Inspector 2 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$96,590 (Underfill Title)
Elevator Inspector 1 PR 7FN (\$62,801 - \$79,043) FN: Recruitment is at \$64,393 (Underfill Title)	Elevator Inspector 1 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$80,491 (Underfill Title)
New Series Title and Set Position Authority	Plumbing Inspector 6 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$115,478 (20 Positions)
New Series Title (Underfill Title)	Plumbing Inspector 5 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$109,979 (Underfill title)
Plumbing Inspector 4 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$99,754 (20 Positions)	Plumbing Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$104,742 (Underfill Title)
Plumbing Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$89,779 (Underfill Title)	Plumbing Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$99,754 (Underfill Title)
Plumbing Inspector 2 PR 7IN (\$74,816 - \$95,721) (Underfill Title)	Plumbing Inspector 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$89,779 (Underfill Title)
Plumbing Inspector 1 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$59,853 (Underfill Title)	Plumbing Inspector 1 PR 7HN (\$71,499 - \$90,480) FN: Recruitment is at \$74,816 (Underfill Title)
New Series Title and Set Position Authority	Electrical Inspector 6 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at 105,534 (Nine Position)
New Series Title (Underfill Title)	Electrical Inspector 5 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$100,508 (Underfill Title)
Electrical Inspector 4 PR 7LN (\$91,164 - \$118,565) (Nine Positions)	Electrical Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$95,722 (Underfill Title)

<p>Electrical Inspector 3 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$82,048 (Underfill Title)</p>	<p>Electrical Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$91,164 (Underfill Title)</p>
<p>Electrical Inspector 2 PR 7GN (\$64,983 - \$83,929) (Underfill Title)</p>	<p>Electrical Inspector 2 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$82,048 (Underfill Title)</p>
<p>Electrical Inspector 1 PR 7DN (\$54,698 - \$69,036) (Underfill Title)</p>	<p>Electrical Inspector 1 PR 7FN (\$62,801 - \$79,043) FN: Recruitment is at \$64,983 (Underfill Title)</p>
<p>New Series Title and Set Position Authority</p>	<p>Sprinkler Construction Inspector 6 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$110,359 (Four Position)</p>
<p>New Series Title (Underfill Title)</p>	<p>Sprinkler Construction Inspector 5 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$105,104 (Underfill Title)</p>
<p>Sprinkler Construction Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$95,322 (Four Positions)</p>	<p>Sprinkler Construction Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$100,099 (Underfill Title)</p>
<p>Sprinkler Construction Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$85,798 (Underfill Title)</p>	<p>Sprinkler Construction Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$95,322 (Underfill Title)</p>
<p>Sprinkler Construction Inspector 2 PR 7HN (\$71,499 - \$90,480) (Underfill Title)</p>	<p>Sprinkler Construction Inspector 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$85,798 (Underfill Title)</p>
<p>Sprinkler Construction Inspector 1 PR 7EN (\$57,199 - \$74,967) (Underfill Title)</p>	<p>Sprinkler Construction Inspector 1 PR 7GN (\$64,983 - \$83,929) FN: Recruitment is at \$71,499 (Underfill Title)</p>
<p>New Series Title and Set Position Authority</p>	<p>Building Construction Inspector 6 PR 7MN (\$98,280 - \$131,739) (16 Positions)</p>
<p>New Series Title (Underfill Title)</p>	<p>Building Construction Inspector 5 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$93,516 (Underfill Title)</p>
<p>Building Construction Inspector 4 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$84,822 (16 Positions)</p>	<p>Building Construction Inspector 4 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$89,063 (Underfill Title)</p>

Building Construction Inspector 3 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$80,783 (Underfill Title)	Building Construction Inspector 3 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$84,822 (Underfill Title)
Building Construction Inspector 2 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$76,744 (Underfill Title)	Building Construction Inspector 2 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$80,783 (Underfill Title)
Building Construction Inspector 1 PR 7HN (\$71,499 - \$90,480) FN: Recruitment is at \$72,907 (Underfill Title)	Building Construction Inspector 1 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$64,626 (Underfill Title)
New Series Title and Set Position Authority	Boiler Inspector 6 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$92,200 (Two Positions)
New Series Title (Underfill Title)	Boiler Inspector 5 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$87,810 (Underfill Title)
Boiler Inspector 4 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$79,646 (Two Positions)	Boiler Inspector 4 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$83,628 (Underfill Title)
Boiler Inspector 3 PR 7HN (\$71,499 - \$90,721) FN: Recruitment is at \$80,783 (Underfill Title)	Boiler Inspector 3 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$79,646 (Underfill Title)
Boiler Inspector 2 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$59,735 (Underfill Title)	Boiler Inspector 2 PR 7GN (\$64,983 - \$83,929) FN: Recruitment is at \$71,682 (Underfill Title)
Boiler Inspector 1 PR 7AN (\$44,993 - \$58,993) FN: Recruitment is at \$47,788 (Underfill Title)	Boiler Inspector 1 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$59,735 (Underfill Title)

Note: Residents receive a rate that is 3% higher.

DNS – Development Center

Current	Recommended
Permit and Development Center Manager PR 1IX (\$78,528 - \$109,938) FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. FN: Recruitment is at \$97,711 (One Position)	Permit and Development Center Manager PR 10X (\$ 115,161- \$161,221) FN: Recruitment is at \$150,329 (One Position)

<p>Operations Manager – Development Center PR 1GX (\$69,119 - \$96,768) FN: Recruitment is at \$91,486 (One Position)</p>	<p>Operations Manager – Development Center PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$136,663 (One Position)</p>
<p>Mechanical Plan Examiner III PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$85,502 (Two Positions)</p>	<p>Mechanical Plan Examiner 4 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$115,478 (Two Positions)</p>
	<p>Mechanical Plan Examiner 3 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$109,979 (Underfill Title)</p>
<p>Mechanical Plan Examiner II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$74,974 (Underfill Title)</p>	<p>Mechanical Plan Examiner 2 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$104,742 (Underfill Title)</p>
	<p>Mechanical Plan Examiner 1 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$99,754 (Underfill Title)</p>
<p>Plan Examiner III PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$85,502 (Twelve Positions)</p>	<p>Senior Plan Examiner 3 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$110,797 (Six Positions)</p>
	<p>Senior Plan Examiner 2 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$105,521 (Underfill Title)</p>
	<p>Senior Plan Examiner 1 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$100,496 (Underfill Title)</p>
<p>Plan Examiner II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$74,974 (Underfill Title)</p>	<p>Plan Examiner 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$95,710 (Six Positions)</p>
	<p>Plan Examiner 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$91,153 (Underfill Title)</p>
	<p>Plan Examiner 1 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$86,812 (Underfill Title)</p>
<p>Plan Examiner Specialist PR 2EN (\$47,136 - \$65,989)</p>	<p>Plan Examiner Specialist 2 PR 7GN (\$64,983 - \$83,929) FN: Recruitment is at \$74,816</p>

FN: Recruitment is at the minimum of the following range: \$65,989 - \$69,534 (Four Positions)	(Underfill Title)
	Plan Examiner Specialist 1 PR 7FN (\$62,801 - \$79,043) FN: Recruitment is at \$71,253 (Underfill Title)

Note: Residents receive a rate that is 3% higher.

The Department of Employee Relations conducted a citywide pay study to evaluate the rates of pay for laboring, skilled trades and inspector positions prior to the August Recess. In further conversations with the Department of Neighborhood Services, there were necessary modifications to the career paths that were created for the department in those studies. Conversations were held with Erica Roberts, Commissioner – Building Inspection; Kristen Reed, Neighborhood Services Operations Director; Jezamil Arroyo-Vega, Building Construction Inspection Division Manager; and Sha’Nese Burnell Jones, DNS Human Resources Administrator.

The previous reports gave affected departments the flexibility to hire individuals at any level, but more importantly, it gives them the ability to provide career paths to their employees and future incumbents. These previous changes were a good step forward, however additional conversations were needed with DNS as their incumbents are required to have the necessary knowledge equivalent of a journey level trades person as well as the necessary certifications to become inspectors. This report takes the career paths a step further by not only providing a path for our trades individuals from other city departments to become inspectors; but it also gives the City the serious ability to attract, hire, and retain candidates with the qualifications that were previously out of reach due to our previously capped rates of pay. The recommended rates for the trade inspectors reflect 94.5% of the prevailing wage for those respective trades and that is set at the ‘3’ title of each series.

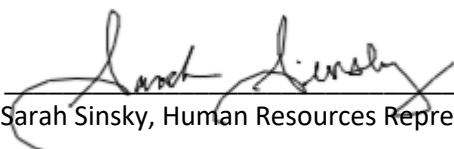
For the Mechanical Plan Examiner, Plan Examiner III and II, and Plan Examiner Specialist classifications, considerations were taken with outside market data as well as the rates established by the labor and trades report and the Engineering, Architect, and Planner report being sent during the same cycle. This ensures that rates are congruent in these classifications citywide as they are a hybrid between trades and engineering.


The Department of Employee Relations Compensation, Staffing and the Department of Neighborhood Services will work closely together to establish the minimum qualifications for the recommended new positions. This report will recommend that incumbents impacted by a newly created career path are placed at the first step and be evaluated and placed at their appropriate level within the title series. Then a matrix will be implemented to ensure incumbents are placed appropriately within their new pay ranges.

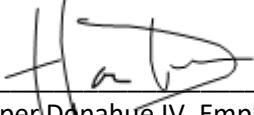
The goal of this report and its recommendations is to ensure that the City of Milwaukee becomes the preferred employer in the City of Milwaukee and is no longer a training ground for southeastern Wisconsin.

Action Required – Effective Pay Period 25, 2023 (November 26, 2023)

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

Prepared by: 
Sarah Sinsky, Human Resources Representative

Prepared by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Harper Donahue IV, Employee Relations Director



Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Director
Employee Benefits

Nicole Fleck
Labor Negotiator

Department of Employee Relations

Job Evaluation Report

City Service Commission Meeting: November 7th, 2023

Health – Various Community Health Program positions

Current	Recommended
Medical Assistant PR 5CN (\$32,460-\$41,622) FN: Appointment may be at any rate in the pay range with the approval of DER. (One Position – WIC)	WIC Client Services Supervisor PR 1GX (\$69,119-\$96,768) FN: Recruitment is at \$85,937 (One Position - WIC)
Nutritionist PR 2DN (\$44,217-\$61,902) FN: Recruitment is at \$53,010 (Five Positions - WIC)	Community Health Dietitian 3 PR 2JN (\$64,857-\$90,796) FN: Recruitment is at \$66,353 (Five Positions - WIC)
	Community Health Dietitian 2 PR 2IN (\$60,824-\$85,151) FN: Recruitment is at \$62,012 (Underfill Title)
	Community Health Dietitian 1 PR 2HN (\$57,081-\$79,909) FN: Recruitment is at \$57,955 (Underfill Title)
Dietetic Technician PR 5CN (\$35,444-\$42,331) (Eight Positions – WIC)	Community Health Nutritionist 3 PR 3NN (\$46,765-\$63,772) FN: Recruitment is at \$54,185 (Eight positions – WIC)
	Community Health Nutritionist 2 PR 3MN (\$50,119-\$63,489) FN: Recruitment is at \$51,604 (Underfill Title)
	Community Health Nutritionist 1 PR 3LN (\$44,257-\$61,483) FN: Recruitment is at \$49,147 (Underfill Title)
Program Assistant I PR: 5EN (\$42,137-\$48,611) FN: Recruitment is at: \$44,007 (Five Positions – WIC)	WIC Client Services Assistant 3 PR 5NN (\$55,116-\$66,877) FN: Recruitment at \$58,819 (Seven Positions – WIC)

	WIC Client Services Assistant 2 PR 5MN (\$51,967-\$63,055) FN: Recruitment at \$56,019 (Underfill title)
Medical Assistant PR 5CN (\$32,460-\$41,622) FN: Appointment may be at any rate in the pay range with the approval of DER. (Two Positions – WIC)	WIC Client Services Assistant 1 PR 5JN (\$48,998-\$59,453) FN: Recruitment at \$53,351 (Underfill title)
Clinic Assistant PR 5BN (\$32,460-\$38,970) (Underfill title – WIC)	
Public Health Nurse 3 PR 2IN (\$60,824-\$85,151) FN: Recruitment is at \$76,491 (Four Positions – PNCC)	Doula 3 PR 2HN (\$57,081-\$79,909) FN: Recruitment is at \$72,060 (Four Positions – BOMB Doula)
Public Health Nurse – Senior PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – PNCC)	Doula Program Coordinator PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – BOMB Doula)
Doula Senior PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – BOMB Doula)	Doula Program Coordinator PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – BOMB Doula)

Note: Residents receive a rate that is 3% higher.

Background

The Milwaukee Health Department has requested a study of existing positions and classification of new or transferred positions within their Woman, Infants, and Children (WIC) Program and the Birth Outcomes Made Better (BOMB) Doula Program. This request comes as a result of an approved layoff plan for the former Parents Nurturing and Caring for their Children (PNCC) Program and from additional funding and position authority provided by the US Department of Agriculture through the State of Wisconsin Division of Health and Family Services. Job descriptions were provided and discussions were held with Lindsey O'Connor, Health Human Resources Administrator and Sarah Wallisch, Human Resources Representative.

The WIC Program has experienced significant turnover in recent years. In conversations with MHD, the employees who resigned and the candidates who refused job offers cited pay as the main reason behind their decision. With significant turnover, there is potential for disruption in program enrollment and provided services, challenges meeting grant objectives, and declining morale within the Community Health Division.

WIC Program, MHD	2021	2022	2023
Resignations	6	5	6
Positions vacated – internal promotion	1	0	4
Total positions	21	21	24
Turnover rate	8.9%	8.9%	10.3%
Current Program Vacancy rate	N/A	N/A	58%
Refused offers	No data	0	1
Accepted offers – new hires	6	3	1
Accepted offers – internal promotion	1	0	4

Recruitment data from MHD, 2023

The primary objective for fiscal year 2024 is to serve a minimum of 95% of the contracted caseload of 9,715 participants on a monthly basis. It is imperative for the WIC program to maintain staffing levels to meet this grant objective and thus retain their grant funding levels. In August of 2023 the Health Department received additional grant funding via an amendment to the WIC Operations Grant which provides three additional Dietetic Technician positions. This additional grant funding and additional position authority reflects how the Milwaukee WIC Program will be receiving a projected 2,363 additional participants after the June 30th, 2023 closure of a different State of Wisconsin WIC program.

In July of 2023, the Health Department sunset it's Parents Nurturing and Caring for their Children (PNCC) Program. The approved layoff plan moved positions from the former PNCC program into the Communicable Disease Program, the Strong Baby Program, and the Birth Outcomes Made Better (BOMB) Doula Program.

Current	Recommended
Medical Assistant PR 5CN (\$32,460-\$41,622) FN: Appointment may be at any rate in the pay range with the approval of DER. (One Position – WIC)	WIC Client Services Supervisor PR 1GX (\$69,119-\$96,768) FN: Recruitment is at \$85,937 (One Position - WIC)

Note: Residents receive a rate that is 3% higher.

The WIC Client Services Supervisor provides day-to-day coordination of the Women, Infants and Children Program (WIC) client services operations. This includes providing support, training, mentoring, consultation, and supervision to WIC Program support staff. The WIC Client Services Supervisor has a critical role in managing the program effectively, and providing, orientation, and ongoing training to ensure staff are competent and that they accurately document information related to the intake process. Job duties also include, but are not limited to: program coordination and evaluation, development and monitoring of program goals, and staff development.

Duties & Responsibilities

Staff Supervision and Program Administration

- Provide program supervision and evaluation of support staff. Assure implementation and compliance of policies and procedures in the State WIC Operations and System Manuals related to client services and clinic operations.
- Conduct performance reviews and annual chart reviews for WIC support staff. Evaluate client services data and reports for quality improvement, planning, needs assessment, coordination/integration, and other management purposes.
- Develop and implement client services work plan, in collaboration with WIC Director.
- Determine training needs, develop training plans and track plan progress for support staff.
- Ensure staff complete and enter registration, health screening, and scheduling information into ROSIE electronic record system, according to WIC regulations, policies, and initiatives. Coach staff as appropriate to meet goal.
- Develop and implement written project policies and procedures related to client services, outreach, and food benefit assignment in order to assure consistency among staff.
- Assist WIC Program Manager with regular staff meetings that promote education, training, service provision and program accountability.
- Develop methods for ongoing assessment of staff development needs.

- Assist WIC Program Manager interview potential candidates for WIC positions, and make hiring and assignment recommendations.
- Institute quality assurance measures within the program to assure quality and consistency of services.
- Attend required WIC sponsored state and regional meetings, as appropriate.
- Conduct annual training related to client services for WIC staff.
- Coordinate direct person-centered client services to participants.
- Assist with the development, integration and monitoring of program goals, objectives and outcomes for the MHD WIC program, and provide direction to ensure that the programs' goals, objectives and outcomes are achieved.
- Assist in coordination of vital clinic services and grant programs such as clinic flow, outreach, Farmer's Market Nutrition Program FMNP), lead prevention.
- Coordinate with other Health Project Supervisors for backup and coverage in their absence or as needed.

Client and Health Screening Services

- Perform complete WIC intake duties including, but not limited to: verify income and eligibility, anthropometric measurement, hemoglobin test, scheduling benefit issuance, as needed.
- Mentor and train all staff to be competent in the use of ROSIE MHD electronic medical record and other relevant applications/software for client services.
- Monitor to ensure that practices and procedures are consistent with WIC regulations, policies, and initiatives.
- Review ROSIE client services report for assessment and planning of client services.
- Oversee communication/ messaging reminders to participants for client services.
- Coordinate outreach efforts for promotion of WIC services.
- Review, track, and follow up with fraud investigation reports.
- Assist with creation of vendor and eWIC transaction complaints.

Community Collaboration

- Participate in community coalitions, task forces, and advisory committees that affect services to WIC-eligible families as advised by WIC Program Manager.
- Identify, support and maintain primary partners around healthy pregnancy and birth outcomes, infant mortality reduction, clinic services and home visiting service delivery.
- Provide professional expertise to related MHD projects, proposals and undertakings, as needed.

Minimum Qualifications include a Bachelor's degree in business, health education, public health, or a related field from an accredited college or university. Two years of experience coordinating public or community health programs. Experience may include community organizing and/or collaboration or health program planning, supervision, development, implementation, and evaluation. at least two years of WIC experience preferred. At least one year of management preferred.

Comparison to Other Position

DER identified the following position from the Health Department that have recently been studied for market rates of pay or evaluated for difficulty in recruitment that are similar to the WIC Client Services Supervisor position:

Classification	Function
Title: Health Project Supervisor - WIC Pay Range: 1GX (\$69,119-\$96,768) FN: Recruitment is at \$85,937 Department: MHD	The basic function of this position is to provide day-to-day coordination of the Women, Infants and Children Program (WIC) nutrition, breastfeeding, and/or clinic operations. This includes providing support, training, mentoring, consultation, and supervision to WIC Program Assistants, Clinic Assistants, Nutritionists, Dietetic Technicians, and Breastfeeding Peer Counselors.
Minimum qualifications: Requirements include a Bachelor’s degree in nutritional sciences, dietetics, or a related field from an accredited college or university and two years of progressively responsible experience coordinating public or community health programs. Registration as a Registered Dietitian (RD) by the Academy of Nutrition and Dietetics and Certified Lactation Counselor are required at time of appointment and throughout employment.	

Current	Recommended
Nutritionist PR 2DN (\$44,217-\$61,902) FN: Recruitment is at \$53,010 (Five Positions - WIC)	Community Health Dietitian 3 PR 2JN (\$64,857-\$90,796) FN: Recruitment is at \$66,353 (Five Positions - WIC)
	Community Health Dietitian 2 PR 2IN (\$60,824-\$85,151) FN: Recruitment is at \$62,012 (Underfill Title)
	Community Health Dietitian 1 PR 2HN (\$57,081-\$79,909) FN: Recruitment is at \$57,955 (Underfill Title)

Note: Residents receive a rate that is 3% higher.

The Nutritionist provides client, nutrition, and administrative services to the City of Milwaukee Health Department’s (MHD) Women, Infants, and Children (WIC) special supplemental nutrition program. The Nutritionist serves as a lead worker for dietetic technicians, clinic assistants, and WIC office support staff.

Duties & Responsibilities

Client Services

- Perform WIC certifications, including intake and registration, anthropometric measurement, hemoglobin and lead testing, nutrition and breastfeeding assessment, counseling, benefit issuance, immunization assessment, and referral to health care providers and community agencies.

Nutrition Education

- Develop, implement, and monitor nutrition-related educational plans for WIC participants and other grant-related initiatives.
- Serve as the nutrition resource for WIC staff, public health staff, and the community.
- Conduct follow-up nutrition education for high-risk participants.
- Follow the guidelines according to the Nutrition Care Process (NCP) and similar standards set forth by the Academy of Nutrition and Dietetics.

Administrative

- Assure implementation of and compliance with WIC federal, state, and project regulations and policies.
- Attend WIC clinic team meetings to assure continuous quality improvement.
- Assist with training employees (including Breastfeeding Peer Counselors and student interns) in clinical, nutrition, and administrative operations.
- Assure outreach to underserved segments of the community.

Minimum qualifications include a Bachelor's degree nutrition, dietetics, or a related field from a college or university accredited by Accreditation Council for Education in Nutrition and Dietetics (ACEND). Registration as a Registered Dietitian (RD) by the Academy of Nutrition and Dietetics at time of appointment and throughout employment. State of Wisconsin Certified Dietitian (CD) OR CD-eligible at time of appointment; must obtain certification with the State of Wisconsin within six months of appointment date and throughout employment. Must meet State of Wisconsin WIC mandates regarding lactation management and care as noted in 10.23-2 and 10.23-3 of the Wisconsin WIC Operations Manual within one year of appointment and throughout employment.

Market Data - Dietitian

ERI defines a Dietitian as a position which assesses a client's lifestyle, dietary habits, sleeping habits, exercise habits, and overall health, taking a holistic approach. Gives customized nutritional and health advice, proposes special diets, and counsels people on nutrition issues and healthy eating habits. Prepares treatment plans based on realistic needs and goals. Speaks to health professionals and the public about nutrition and the relationship between good eating habits and preventing or managing specific diseases.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Dietitian	Milwaukee, Wisconsin	Level 3	\$77,134	\$84,479	\$91,363
Dietitian	Milwaukee, Wisconsin	Level 2	\$65,261	\$71,500	\$77,295
Dietitian	Milwaukee, Wisconsin	Level 1	\$55,916	\$61,270	\$66,190

ERI as of August 14th, 2023

Comparison to Other Positions

DER identified the following positions from the Health Department that have recently been studied for market rates of pay or evaluated for difficulty in recruitment that are similar to the Nutritionist position:

Classification	Function
<p>Title: Doula 1 Pay Range: 2FN (\$50,245-\$70,347) FN: Recruitment is at \$62,941 Department: MHD</p>	<p>The basic function of this position is to identify families in need and provide home and hospital visitation services for pregnant and parenting City of Milwaukee families. Duties and responsibilities include home visiting services, Public Health education and social support, and outreach and program promotion.</p> <ul style="list-style-type: none"> • Develop and maintain supportive, trusting relationships with clients and their families to promote maternal child health and positive birth outcomes.

	<ul style="list-style-type: none"> Utilize professional training and judgment to complete assessments and screening of clients’ physical, social, psychological, and environmental health status in order to develop and implement care plans, make appropriate referrals, and provide in-person connections to community resources.
<p>Minimum qualifications: Requirements include a Bachelor’s degree in nursing, social work, public health or a related field from an accredited college or university <i>or</i> Four years of experience in the fields of maternal/child health, labor and delivery and/or doula/birth work performing duties closely related to the position <i>or</i> An Associate degree in nursing, public health services, human services or a related field from an accredited college or university AND two years of experience working in the fields of maternal/child health, labor and delivery and/or doula/birth work performing duties closely related to the position, Doula Certification, and Lactation Counselor Certification within one year of appointment.</p>	

Classification	Function
<p>Title: Disease Intervention Specialist 1 Pay Range: 2DN (\$44,217-\$61,902) FN: Recruitment is at \$55,195 Department: MHD</p>	<p>The basic function of this position is to provide timely, comprehensive, and evidenced-based follow-up of sexually transmitted infections (STIs) and human immunodeficiency virus (HIV). Services are provided in accordance with national standards for reportable cases of chlamydia, gonorrhea, syphilis, and HIV that meet the program’s case assignment criteria, to control and prevent the spread of infection by ensuring appropriate diagnosis and treatment, and that persons who are at risk of acquiring an STI(s), receive appropriate medical care and are offered partner referral services.</p>
<p>Minimum qualifications: Requirements include a Bachelor’s degree in public health, community health, health education, or a closely related field from an accredited college or university and successful completion of State of Wisconsin HIV Partner Services training.</p>	

Current	Recommended
<p>Dietetic Technician PR 5CN (\$35,444-\$42,331) (Eight Positions – WIC)</p>	<p>Community Health Nutritionist 3 PR 3NN (\$46,765-\$63,772) FN: Recruitment is at \$54,185 (Eight positions – WIC)</p>
	<p>Community Health Nutritionist 2 PR 3MN (\$50,119-\$63,489) FN: Recruitment is at \$51,604 (Underfill Title)</p>
	<p>Community Health Nutritionist 1 PR 3LN (\$44,257-\$61,483) FN: Recruitment is at \$49,147 (Underfill Title)</p>

Note: Residents receive a rate that is 3% higher.

The Dietetic Technician assigned to the Women, Infants and Children (WIC) Supplemental Nutrition Program provides nutritional assessment and determines program eligibility for the Milwaukee Health Department's (MHD) WIC participants.

Duties and Responsibilities

WIC Certification

- Complete the WIC certification process, including performing nutritional assessment and counseling; breastfeeding counseling and promotion; intake and registration; anthropometric measurement (measuring and recording height and weight); and hemoglobin testing.
- Issue WIC benefits.

Client Screening and Referrals

- Screen clients using WIC nutrition criteria to identify high-risk and at-risk clients and to make appropriate referrals to the registered dietitian.

Client Monitoring, Education, and Training

- Analyze nutrient composition and intake for clients.
- Conduct group and individual nutrition education.
- Assist nutritionists in the development of nutritional education classes and programs.
- Assist nutritionists in training students and MHD staff relative to WIC outreach activities.
- Assess immunization records and provide necessary referrals.
- Participate in WIC clinic team meetings to assist in quality assurance initiatives.

Minimum Qualifications include an Associate degree from an Accreditation Council for Education in Nutrition and Dietetics (ACEND)-approved dietetic technician program OR a bachelor's degree in nutritional sciences, dietetics, or a related field from an accredited college or university. Academy of Nutrition and Dietetics registration as a Dietetic Technician, Registered (DTR) at time of appointment and throughout employment. *NOTE: Candidates who possess a related bachelor's degree as described in #1 above are not required to be DTR certified.*

Market Data – Dietetic Technician

ERI defines a Dietetic Technician as a position which assists registered dietitian with creating meal plans for individuals with special nutritional needs. Buys ingredients and prepares food according to guidelines. Monitors client's food intake, calorie counts, and other nutritional metrics.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Dietetic Technician	Milwaukee, Wisconsin	Level 3	\$50,344	\$55,209	\$59,549
Dietetic Technician	Milwaukee, Wisconsin	Level 2	\$42,634	\$46,823	\$50,508
Dietetic Technician	Milwaukee, Wisconsin	Level 1	\$36,419	\$40,048	\$43,209

ERI as of August 14th, 2023

Comparison to Other Position

DER identified the following position from the Health Department that have recently been studied for market rates of pay or evaluated for difficulty in recruitment that are similar to the Dietetic Technician position:

Classification	Function
<p>Title: Medical Laboratory Technician PR 3MN: (\$50,119 - \$63,489) FN: Recruitment is at \$51,911 Department: MHD</p>	<p>The basic function of this position is to perform laboratory testing of clinical samples and provides analytical testing support to the Milwaukee Health Department Laboratory (MHDL). The incumbent in this position primarily supports the outpatient clinic laboratories.</p>
<p>Minimum qualifications: Associate degree from an accredited college or technical school with a major in Medical Laboratory Technician (MLT) or Clinical Laboratory Science (CLS) and Certification by the American Medical Technologists (AMT).</p>	

Position titling and required Credentials

Current	Credentials	Recommended
Nutritionist	<ul style="list-style-type: none"> Registration as a Registered Dietitian (RD) by the Academy of Nutrition and Dietetics at time of appointment and throughout employment. State of Wisconsin Certified Dietitian (CD) OR CD-eligible at time of appointment; must obtain certification with the State of Wisconsin within six months of appointment date and throughout employment. Must meet State of Wisconsin WIC mandates regarding lactation management and care as noted in 10.23-2 and 10.23-3 of the Wisconsin WIC Operations Manual within one year of appointment and throughout employment. 	Community Health Dietitian
Dietetic Technician	<ul style="list-style-type: none"> Academy of Nutrition and Dietetics registration as a Dietetic Technician, Registered (DTR) at time of appointment and throughout employment. NOTE: Candidates who possess a related bachelor’s degree in a related, eligible field not required to be DTR certified. 	Community Health Nutritionist

The WIC program requires credentialing as a Registered Dietitian, Certified Dietitian, and lactation management and care training for the current City of Milwaukee Nutritionist title. Throughout the Federal program, a Nutritionist title does not necessarily require Dietitian credentialing but is used interchangeably as a position that may or may not require specific credentials.

Credentialing for the Dietetic Technician is variable based on what minimum qualifications the incumbent or applicant meets. Dietetic Technicians who possess a related eligible bachelor’s degree are not required to be credentialed as a Registered Dietetic Technician.

As the current Nutritionist classification requires a Registered Dietitian credential at hire and throughout employment, we recommend including the Dietitian title in the classification. As the Dietetic Technician registration credential is variable we recommend including the Nutritionist title in the classification.

Current	Recommended
<p>Program Assistant I PR: 5EN (\$42,137-\$48,611) FN: Recruitment is at: \$44,007 (Five Positions – WIC)</p>	<p>WIC Client Services Assistant 3 PR 5NN (\$55,116-\$66,877) FN: Recruitment at \$58,819 (Seven Positions – WIC)</p>

Medical Assistant PR 5CN (\$32,460-\$41,622) FN: Appointment may be at any rate in the pay range with the approval of DER. (Two Positions – WIC)	WIC Client Services Assistant 2 PR 5MN (\$51,967-\$63,055) FN: Recruitment at \$56,019 (Underfill title)
Clinic Assistant PR 5BN (\$32,460-\$38,970) (Underfill title – WIC)	WIC Client Services Assistant 1 PR 5JN (\$48,998-\$59,453) FN: Recruitment at \$53,351 (Underfill title)

Note: Residents receive a rate that is 3% higher.

The WIC Client Services Specialist leads the daily participant certification activities of the Milwaukee Health Department Women, Infants and Children (WIC) Supplemental Nutrition Program and provides high-quality and efficient administrative support to WIC management.

Duties and Responsibilities

Client Intake and Health Screening Services

- Answer phone and assist callers' needs utilizing participant-centered customer service skills.
- Accurately assess and documents WIC eligibility criteria including identification, residency and income varication to verify WIC eligibility.
- Ensures compliance with documentation requirements including obtaining necessary signatures and validation of client forms as specified in WIC policy.
- Schedules appointments following WIC policies and procedures for procession standards, re-certification guidelines and benefit issuance.
- Maintains and updates participant information in WIC ROSIE system to assure ongoing program communication and accurate transmission of WIC related information and data to necessary entities.
- Promotes and screens potentially eligible WIC families via telephone, in-person or internet-based inquiries.
- Issues WIC benefits following WIC policy and procedures.
- Disseminates and provides referral information and relevant service information to families.
- Serves as a back-up to perform health screening to WIC participants.

Administrative support

- Collaborates with the WIC team to oversee daily activities of MHD WIC clinics.
- Reports out on daily clinic activities during morning meetings and all-staff meetings as appropriate.
- Assists in analyzing administrative reports related to clinic and phone flow processes
- Monitors and responds to internal referrals in the MHD Electronic Medical Record (EMR) and serves as champion.
- Leads billing for lead testing in MHD EMR per policy and procedures.
- Supports WIC manager with special projects such as lead testing and Quality Improvement projects as requested.
- Assists with coordinating staff training for administrative roles within MHD WIC.
- Assists with the development of workflow process.

- Inventory and stock clerical, outreach, and nutrition supplies. Provide recommendations to WIC manager for reordering.

Minimum Qualifications include four years of progressively responsible experience performing administrative work closely related to patient scheduling, using data bases, computer office skills, phlebotomy, medical assistant, phone interactions, health education.

Market Data – Intake Coordinator

ERI defines a Intake Coordinator as a position which creates, edits and keeps documentation at all stages of the intake process, including administering and filing intake forms and recording patient information. Verifies insurance eligibility and updates client eligibility status accordingly. Arranges assessments and appointments in accordance with client and clinician's availability. Enters patient information into systems or databases accurately and timely.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Intake Coordinator	Milwaukee, Wisconsin	Level 3	\$49,259	\$54,008	\$58,244
Intake Coordinator	Milwaukee, Wisconsin	Level 2	\$43,383	\$47,645	\$51,396
Intake Coordinator	Milwaukee, Wisconsin	Level 1	\$39,355	\$43,280	\$46,709

ERI as of August 14th, 2023

Market Data – Office Coordinator

ERI defines an Office Coordinator as a position which coordinates and performs the administrative and office management functions of an office. Assists office manager in ensuring that onsite functions of the office are running smoothly. Supports teams in administrative tasks as needs arise. Files and organizes office documents, invoices, and manuals. Liaises with vendors of required office supplies and takes inventory.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Office Coordinator	Milwaukee, Wisconsin	Level 3	\$51,524	\$57,451	\$63,190
Office Coordinator	Milwaukee, Wisconsin	Level 2	\$46,377	\$51,707	\$56,823
Office Coordinator	Milwaukee, Wisconsin	Level 1	\$43,079	\$48,019	\$52,739

ERI as of August 14th, 2023

Comparison to Other Positions

DER identified the following positions that have recently been studied for market rates of pay or evaluated for difficulty in recruitment that are similar to the WIC Client Services Assistant positions:

Classification	Function
Title: Payroll Assistant 3 Pay Range: 5NN (\$55,116-\$66,877) FN: Recruitment at \$58,819 Departments: DPW, MPD, MFD	DPW: The basic function of this position is to support Finance, Planning, and Human Resources functions of the Department of Public Works by, including time entry and reporting.

<p>Title: Payroll Assistant 2 Pay Range: 5MN (\$51,967-\$63,055) FN: Recruitment at \$56,019 (Underfill title)</p>	<ul style="list-style-type: none"> • Process payroll and time-entry for an employee group within the DPW. • Maintain employee personnel records, including absences and leave balances. • Process and maintain supporting documentation, such as personnel folders, sick leave applications, and personnel forms. • Provide support to managers and employees regarding departmental policies and procedures. • Answer phone calls, emails and provide written documentation of inquiries from employees. • Provide new employee orientation support.
<p>Title: Payroll Assistant 1 Pay Range: 5JN (\$48,998-\$59,453) FN: Recruitment at \$53,351 (Underfill title)</p>	
<p>Minimum qualifications: Four years of progressively responsible experience as an accounting assistant or personnel payroll assistant. Experience with City of Milwaukee payroll and personnel requirements is highly desirable.</p>	

Analysis and Recommendation

The duties and responsibilities of the WIC Client Services Supervisor position align with the WIC Health Project Supervisor and we recommend the same pay range and recruitment rate for the new title.

The Nutritionist pay rate is fairly competitive in comparison to the market data. The title received a footnote designation for a recruitment rate in February of 2022 but has not been formally studied in recent years. When comparing the title to peer titles that have been studied more recently, we recommend an increase in the recruitment rate and the creation of a tiered title system to provide the same promotional incentives provided to MHD peer titles.

In comparison to other positions provided, the Dietetic Technician recruitment rate is far lower than its peers. Additionally, the current recruitment rate of \$35,444 falls well below the provided market data. We recommend bringing the title up to more competitive market rates and also we recommend the created of a tiered title system.

The WIC Client Services Assistant series is combining the duties, responsibilities, knowledge and experience requirements, skills, and abilities of both the Program Assistant I and Clinic Assistant titles. Based on the added complexity for both positions, as well as the retention of the minimum qualifications of progressively responsible experience in a unique variety of fields – encompassing a range from computer office skills to phlebotomy and health education, we recommend an increase in pay rates that more closely align to positions recently study in the City Attorney’s office and citywide payroll positions.

BOMB Doula Program

Current	Recommended
<p>Public Health Nurse 3 PR 2IN (\$60,824-\$85,151) FN: Recruitment is at \$76,491 (Four Positions – PNCC)</p>	<p>Doula 3 PR 2HN (\$57,081-\$79,909) FN: Recruitment is at \$72,060 (Four Positions – BOMB Doula)</p>
<p>Public Health Nurse – Senior PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – PNCC)</p>	<p>Doula Program Coordinator PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – BOMB Doula)</p>

Doula Senior PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – BOMB Doula)	Doula Program Coordinator PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One Position – BOMB Doula)
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Note: Residents receive a rate that is 3% higher.

Analysis and Recommendation

The Health Department provided job descriptions for Doula and Doula Program Coordinator titles. They are requesting the change in classification for these vacant positions to assist in the increased volume in referrals that the Doula program has received. The department requested the title change of the Doula Senior position to Doula Program Coordinator as it better represents the duties and responsibilities of the position.

Action Required – Effective Pay Period 25, 2023 (November 26th, 2023)

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

Prepared by: Sarah Wangerin
 Sarah Wangerin, Human Resources Representative

Reviewed by: Andrea Knickerbocker
 Andrea Knickerbocker, Human Resources Manager

Reviewed by: Harper Donahue IV
 Harper Donahue IV, Employee Relations Director



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

REVISED 11/6/23

Job Evaluation Report

City Service Commission Meeting: November 7, 2023

Department of Public Works; Water Works; Port Milwaukee; Department of City Development; City Clerk

Current	Recommendation
Public Works Coordination Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Public Works Coordination Manager PR 1NX (\$108,037 - \$151,255) FN: Recruitment is at \$138,193 (One Position - DPW)
City Planning Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$93,989 FN: Additional 3% for AICP certification FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval (One Position - DCD)	City Planning Manager PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$125,629 FN: Additional 3% for AICP certification (One Position - DCD)
Civil Engineer V PR 1JX (\$83,692 - \$117,177) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (Three Positions - DPW)	Civil Engineer V PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$125,629 (Three Positions - DPW)
Long Range Planning Manager PR 1GX (\$69,119 - \$96,768) FN: Recruitment is at \$81,625 FN: Additional 3% for AICP certification FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DCD)	Long Range Planning Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 FN: Additional 3% for AICP certification (One Position - DCD)
Architectural Project Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Architectural Project Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)
Construction Management Engineer PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (Four Positions - DPW)	Construction Management Engineer PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (Four Positions - DPW)

<p>Electrical Engineer – Senior PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Electrical Engineer – Senior PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)</p>
<p>Management Civil Engineer – Senior PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position – Port) (Five Positions – DPW)</p>	<p>Management Civil Engineer – Senior PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position – Port) (Five Positions – DPW)</p>
<p>Management Engineer PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (Four Positions – MWW)</p>	<p>Management Engineer PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (Four Positions - MWW)</p>
<p>Mechanical Engineer IV PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Mechanical Engineer IV PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position – DPW)</p>
<p>Structural Design Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Structural Design Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)</p>
<p>Traffic Engineer – Senior PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Traffic Engineer – Senior PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position – DPW)</p>
<p>Transportation Engineering Planner PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Transportation Engineering Planner PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)</p>
<p>Streetcar System Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Streetcar System Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)</p>

<p>Survey Geospatial Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)</p>	<p>Survey Geospatial Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)</p>
<p>Field Operations Inspection Supervisor PR 1DX (\$57,081 - \$79,909) FN: Recruitment is at \$60,337 (One Position - DPW)</p>	<p>Field Operations Inspection Manager PR 1EX (\$60,824 - \$85,151) FN: Recruitment is at \$73,753 (One Position - DPW)</p>
<p>Civil Engineer IV PR 2KX (\$69,119 - \$96,768) FN: Recruitment is at \$81,625 (One Position - DPW)</p>	<p>Civil Engineer IV PR 2NX (\$83,692 - \$117,177) FN: Recruitment is at \$100,496 (One Position - DPW)</p>
<p>Urban Design Coordinator PR 2JX (\$64,857 - \$90,796) FN: Recruitment is at \$77,841 FN: Additional 3% for AICP certification (One Position - DCD)</p>	<p>Urban Design Coordinator PR 2NX (\$83,692 - \$117,177) FN: Recruitment is at \$99,403 FN: Additional 3% for AICP certification (One Position - DCD)</p>
<p>Principal Planner PR 2JX (\$64,857 - \$90,796) FN: Recruitment is at \$77,841 FN: Additional 3% for AICP certification (Two Positions - DCD)</p>	<p>Principal Planner PR 2NX (\$83,692 - \$117,177) FN: Recruitment is at \$99,403 FN: Additional 3% for AICP certification (Two Positions - DCD)</p>
<p>Architect III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Registered Architect License (Two Positions - DPW)</p>	<p>Architect III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Registered Architect License (Three Positions - DPW)</p>
<p>Facilities Project Coordinator PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW)</p>	
<p>Civil Engineer III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (Two Positions – Port) (19 Positions – DPW) (1 AUX Position – DPW) (Eight Positions – MWW)</p>	<p>Civil Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Professional Engineer License (Two Positions – Port) (21 Positions – DPW) (1 AUX Position – DPW) (Eight Positions – MWW)</p>
<p>Civil Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (One Position – DPW)</p>	
<p>Engineering Technician VI PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$70,328 (One Position - DPW)</p>	

<p>Electrical Engineer III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW) (Two Positions – MWW)</p>	<p>Electrical Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$97,417 FN: Additional 3% for Professional Engineer License (One Position - DPW) (Two Positions – MWW)</p>
<p>Mechanical Engineer III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW) (One AUX Position – DPW) (One Position – MWW)</p>	<p>Mechanical Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Professional Engineer License (One Position - DPW) (One AUX Position – DPW) (One Position – MWW)</p>
<p>Senior Transportation Planner PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for AICP certification (Three Positions - DPW)</p>	<p>Senior Transportation Planner PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for AICP certification (Three Positions - DPW)</p>
<p>Senior Planner – Urban Design PR 2IX (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for AICP certification (One Position - DCD)</p>	<p>Senior Planner – Urban Design PR 2MX (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for AICP certification (One Position - DCD)</p>
<p>Senior Planner PR 2IX (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for AICP certification FN: Additional 3% for APT Recognized Professional (Three Positions - DCD) (Two Positions – CCCC)</p>	<p>Senior Planner PR 2MX (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for AICP certification FN: Additional 3% for APT Recognized Professional (Three Positions - DCD) (Two Positions – CCCC)</p>
<p>Facilities Maintenance Coordinator PR 2HN (\$57,081 - \$79,909) FN: Recruitment is at \$79,909 FN: Additional 3% for Professional Engineer License (One Position - DPW)</p>	<p>Facilities Maintenance Coordinator PR 2LN (\$73,688 - \$103,160) FN: Recruitment is at \$93,580 FN: Additional 3% for Professional Engineer License (One Position - DPW)</p>
<p>Facilities Construction Project Coordinator PR 2HN (\$57,081 - \$79,909) FN: Recruitment is at \$79,909 FN: Additional 3% for Professional Engineer License (One Position - DPW)</p>	<p>Facilities Construction Project Coordinator PR 2LN (\$73,688 - \$103,160) FN: Recruitment is at \$93,580 FN: Additional 3% for Professional Engineer License (One Position - DPW)</p>
<p>Architectural Designer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Registered Architect License (One Position – DPW) (One AUX Position – DPW)</p>	<p>Architectural Designer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for Registered Architect License (One Position – DPW) (One AUX Position – DPW)</p>

<p>Civil Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (One Position - Port) (33 Positions – DPW) (Four AUX Positions – DPW) (Four Positions – MWW)</p>	<p>Civil Engineer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for Professional Engineer License (One Position - Port) (33 Positions – DPW) (Four AUX Positions – DPW) (Four Positions – MWW)</p>
<p>Electrical Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (Two Positions - DPW) (One AUX Position – DPW)</p>	<p>Electrical Engineer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$90,087 FN: Additional 3% for Professional Engineer License (Two Positions - DPW) (One AUX Position – DPW)</p>
<p>Mechanical Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>	<p>Mechanical Engineer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>
<p>Engineering Technician VI PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$70,328 (Eight Positions - DPW) (One AUX Position – DPW)</p>	<p>Engineering Technician VI PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$78,467 (Eight Positions - DPW) (One AUX Position – DPW)</p>
<p>Associate Transportation Planner PR 2EX (\$50,636 - \$65,989) FN: Recruitment is at \$53,433 FN: Additional 3% for AICP certification (Underfill Title)</p>	<p>Associate Transportation Planner PR 2KX (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for AICP certification (Underfill Title)</p>
<p>Associate Planner PR 2EX (\$50,636 - \$65,989) FN: Recruitment is at \$58,777 FN: Additional 3% for AICP certification (One Position - DCD)</p>	<p>Associate Planner PR 2KX (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for AICP certification (One Position - DCD)</p>
<p>Architectural Designer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Registered Architect License (Underfill Title)</p>	<p>Architectural Designer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$72,576 FN: Additional 3% for Registered Architect License (Underfill Title)</p>
<p>Civil Engineer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>	<p>Civil Engineer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$72,576 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>
<p>Electrical Engineer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>	<p>Electrical Engineer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$84,193 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>

<p>Mechanical Engineer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>	<p>Mechanical Engineer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$72,576 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>
<p>Public Works Inspector II PR 3LN (\$44,257 - \$61,482) FN: Recruitment is at \$52,210 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (Five Positions – DPW)</p>	<p>DOT Projects Inspector PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$77,656 (Five Positions - DPW)</p>
<p>Engineering Technician V PR 3RN (\$55,763 - \$72,430) FN: Recruitment is at \$58,859 (10 Positions – DPW) (Two AUX Positions – DPW) (Three Positions – MWW)</p>	<p>Engineering Technician V PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$71,088 (11 Positions – DPW) (Two AUX Positions – DPW) (Three Positions – MWW)</p>
<p>Assessment Technician II PR 3RN (\$55,763 - \$72,430) (One Position – DPW)</p>	
<p>Engineering Drafting Technician V PR 3RN (\$55,763 - \$72,430) FN: Recruitment is at \$58,859 (Three Positions - DPW) (Two Positions – MWW)</p>	<p>CADD and GIS Technician 4 PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$65,520 (Three Positions - DPW) (Two Positions – MWW)</p>
<p>Engineering Technician IV PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$52,210 (One Position - Port) (20 Positions – DPW) (Two AUX Positions – DPW) (16 Positions – MWW)</p>	<p>Engineering Technician IV PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$67,048 (One Position - Port) (20 Positions – DPW) (Two AUX Positions – DPW) (16 Positions – MWW)</p>
<p>Public Works Inspector II PR 3LN (\$44,257 - \$61,482) FN: Recruitment is at \$52,210 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (34 Positions – DPW) (Two AUX Positions – DPW)</p>	<p>Public Works Inspector II PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$67,048 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (34 Positions – DPW) (Two AUX Positions – DPW)</p>
<p>Sidewalk Repair Specialist PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$57,431 (Two Positions - DPW)</p>	<p>Sidewalk Repair Specialist PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$67,048 (Two Positions - DPW)</p>
<p>Engineering Drafting Technician IV PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$52,210 (18 Positions - DPW) (Eight Positions – MWW)</p>	<p>CADD and GIS Technician 3 PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$62,400 (18 Positions - DPW) (Eight Positions – MWW)</p>

Engineering Technician II PR 3FN (\$40,064 - \$49,076) FN: Recruitment is at \$43,728 (14 Positions - DPW) (Nine 0.33 FTE Positions – DPW) (Two AUX Positions – DPW)	Engineering Technician II PR 3QN (\$52,606 - \$81,767) FN: Recruitment is at \$62,861 (14 Positions - DPW) (Nine 0.33 FTE Positions – DPW) (Two AUX Positions – DPW)
Public Works Inspector I PR 3HN (\$45,499 - \$52,695) FN: Recruitment is at \$47,463 FN: \$80 biweekly when assigned “Resident (Lead) Inspector” (Underfill Title)	Public Works Inspector I PR 3QN (\$52,606 - \$81,767) FN: Recruitment is at \$62,861 FN: \$80 biweekly when assigned “Resident (Lead) Inspector” (Underfill Title)
Engineering Drafting Technician II PR 3FN (\$40,064 - \$49,076) FN: Recruitment is at \$43,728 (19 Positions - DPW) (One AUX Position – DPW)	CADD and GIS Technician 2 PR 3QN (\$52,606 - \$81,767) FN: Recruitment is at \$59,428 (19 Positions - DPW) (One AUX Position – DPW)
Engineering Technician I PR 3DN (\$39,579 - \$46,193) FN: Recruitment is at \$40,037 (Underfill Title)	Engineering Technician I PR 3PN (\$49,629 - \$75,710) FN: Recruitment is at \$58,608 (Underfill Title)
Engineering Drafting Technician I PR 3DN (\$39,579 - \$46,193) FN: Recruitment is at \$40,037 (Underfill Title)	CADD and GIS Technician 1 PR 3PN (\$49,629 - \$75,710) FN: Recruitment is at \$56,598 (Underfill Title)
Transportation Operations Assistant PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$38,866 (Three Positions - DPW)	Transportation Operations Assistant PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$41,888 (Three Positions - DPW)
Engineering Intern PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$38,866 (Nine Positions - DPW) (Three AUX Positions – DPW) (One AUX Position – MWW)	Engineering Intern PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$41,888 (Nine Positions - DPW) (Three AUX Positions – DPW) (One AUX Position – MWW)

Note: Residents receive a rate that is 3% higher.

Background

A city-wide market study to examine the rates of pay for Engineers, Architects, Planners was requested as a result of the labor and trades study submitted and approved earlier this year. This is to ensure the engineering counterparts are on par with their recently studied peers. Other issues that were cited were difficulties in recruiting and retaining employees for these classifications. Job descriptions were analyzed and discussions were held with Commissioner of Public Works, Jerrel Kruschke; City Engineer, Kevin Muhs; Infrastructure Administration Manager Timothy Thur; Water Works Superintendent, Patrick Pauly; Water Works Administration Manager, Jane Islo; Deputy Commissioner – City Development, Vanessa Koster; and DCD Human Resources Administrator, Vanessa Armstrong. New rates of pay for these positions are based on an assessment of the cost of labor for these positions within southeastern Wisconsin.

In this report there is one reclassification request, four requests to repurpose vacant positions to better suit the operational needs of the department, and a request to retitle a career path shared between the Department of Public Works and Water Works to better reflect the duties and responsibilities of the positions.

The Department of Public Works requested the reclassification of one position of Engineering Technician VI to the title Civil Engineer III. The current incumbent has taken on additional duties due to recent Engineering Technician I and II recruitments yielding low applications and little to no interest from current field engineers to apply for the entry level Engineering Technician positions. Furthermore, the Wisconsin Department of Transportation requiring the City of Milwaukee to submit all future in-house designs in Civil 3D file format, as opposed to the MicroStation software that the City has always traditionally used for design and drafting. For this reason, this position will now act as the project manager in creating and implementing new Civil 3D standards for paving design and drafting. Other duties and responsibilities include:

- Supervise and prepare studies, reports, environmental investigations, plans, specifications estimates and other submittals for federal and/or state aided transportation improvement projects, including: securing necessary permits, agency coordination and setting up agreements with Milwaukee County and other local communities and professional service contracts with private consultants.
- Coordinate with elected officials, public (including holding and leading public involvement meetings), utilities, railroads, and other municipalities.
- Monitor and prepare project status reports, monitor funding, update schedules, and review project billings; prepare and negotiate contract documents, review proposals.
- Mentor and train Civil Engineer IIs
- Coordinate plans and utility reviews and comments for county and state trunk highway projects.
- Supervise review of various transit and transportation proposals and projects; undertake investigations and make recommendations on project design and concepts.
- Perform other duties as assigned.

The duties taken on by the incumbent are in line with the duties and responsibilities of other classified Civil Engineer IIIs within DPW Infrastructure.

The Department of Public Works requests repurposing the following vacant positions:

Current	Recommendation
Facilities Project Coordinator PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW)	Architect III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Registered Architect License (One Position - DPW)
Civil Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (One Position – DPW)	Civil Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Professional Engineer License (One Position – DPW)
Public Works Inspector II PR 3LN (\$44,257 - \$61,482) FN: Recruitment is at \$52,210 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned “Resident (Lead) Inspector” (Five Positions – DPW)	DOT Projects Inspector PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$77,656 (Five Positions - DPW)
Assessment Technician II PR 3RN (\$55,763 - \$72,430) (One Position – DPW)	Engineering Technician V PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$71,088 (One Position – DPW)

The request to repurpose one position of Facilities Project Coordinator stems from a vacancy and the desired to better reflect the skills and responsibilities of a future incumbent in the position as it would be mirroring that of the Architect III.

The request to repurpose one position of Civil Engineer II as a Civil Engineer III is a result of the Major Projects section within DPW being awarded a \$465M federal/state dollars for the design and construction of projects within the next eight years. This unprecedented level of funding will require a higher level of expertise so as to ensure projects follow through so as to guarantee the funding is spent so as to not lose these grants. These dollars are imperative as our locally funded paving programs do not have enough dollars to adequately maintain or improve existing conditions.

The request to repurpose five positions of Public Works Inspector II as five DOT Projects Inspectors is in response to meet the minimums WisDOT expects so as to allow the City's staff to lead inspection on our State-lead construction projects. This position will act as the City of Milwaukee representative and project manager for WisDOT Public Works Contracts. Incumbents will oversee and inspect all work associated with the projects including paving, sewer, water, electrical, forestry, communications, traffic control, and anything else required in the contract; provide daily progress reports for all work and other required forms and paperwork that need to be submitted per WisDOT procedures; make project payments and track job progress; and act as the materials coordinator for the project, do all of the testing requirements, and file all paperwork related to materials required per the contract documents. Duties and responsibilities include:

- Inspect the construction of paving, sewer, water, electrical, forestry, traffic control, communications, and/or bridge work done under contract by the Wisconsin Department of Transportation (WisDOT), and be responsible for the contractor in accordance with plans and specifications, and report any deviations to the proper supervisor.
- Materials testing and reporting.
- See that the general safety requirements of OSHA are carried out by the contractors, especially in regard to the safety of the workers.
- Keep a daily progress report of work complete and keep all other necessary records and reports regarding the projects which assigned and make contract payments on a regular basis.
- Insist on work being accomplished by the contractor with a minimum level of inconvenience to the general public.
- Act as on-site representative of City of Milwaukee for property owners and business owners.
- Perform other related duties as assigned including office work and district survey crew work.

Minimum qualifications include a bachelor's degree in civil engineering, construction project management, or similar from an ABET-accredited university or college and one year or more of construction experience performing inspector duties on WisDOT projects. Equivalent combinations of education and experience may be considered. These requirements have not yet been assessed by the Staffing Division.

The final repurpose request is for one position of Assessment Technician II to be retitled as an Engineering Technician V. The job duties for the position are consistent with the Engineering Technician V and by bringing this position into the Engineering Technician series, it provides a clearer promotional path to any future incumbent.

Lastly, the Department of Public Works and Milwaukee Water Works submitted a request to retitle the Engineering Drafting Technicians I, II, IV and V so as to better reflect the duties and responsibilities of the positions. These positions have seen consistently low recruitment rates and the hope is that the market study and new titles to better reflect the duties will result in a more lucrative eligible list to hire from.

Market Rates of Pay

In conducting a cost of labor analysis for these titles, staff conducted an analysis of market rates of pay from the Economic Research Institute (ERI), a salary survey service to which the Department of Employee Relations subscribes.

Architect

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$81,650	\$89,155	\$98,938	\$108,767	\$118,542
9	\$79,454	\$86,755	\$96,284	\$105,850	\$115,371
8	\$77,189	\$84,281	\$93,546	\$102,838	\$112,097
7	\$74,863	\$81,740	\$90,734	\$99,743	\$108,732
6	\$72,487	\$79,143	\$87,858	\$96,577	\$105,288
5	\$70,069	\$76,500	\$84,931	\$93,352	\$101,779
4	\$67,620	\$73,822	\$81,964	\$90,082	\$98,218
3	\$65,151	\$71,121	\$78,969	\$86,782	\$94,622
2	\$62,671	\$68,408	\$75,962	\$83,465	\$91,007
1	\$60,191	\$65,696	\$72,953	\$80,146	\$87,389

Source: ERI. Data as of 8/14/23

ERI defines an Architect as a position that researches, plans, designs, and supervises construction of building projects for clients, according to their desires, needs, and financial resources, applying knowledge of design, construction procedures, zoning and building codes, and building materials; Consults with clients to determine functional and spatial requirements of new structure or renovation; and prepares information regarding design, specifications, materials, color, equipment, estimated costs, and construction time.

Civil Engineer

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$89,106	\$97,284	\$107,916	\$118,656	\$129,348
9	\$86,588	\$94,536	\$104,878	\$115,310	\$125,697
8	\$83,672	\$91,354	\$101,359	\$111,436	\$121,472
7	\$80,296	\$87,668	\$97,281	\$106,948	\$116,581
6	\$76,466	\$83,486	\$92,654	\$101,853	\$111,032
5	\$72,232	\$78,861	\$87,535	\$96,214	\$104,892
4	\$67,658	\$73,864	\$82,001	\$90,117	\$98,250
3	\$62,821	\$68,578	\$76,147	\$83,664	\$91,217
2	\$57,814	\$63,103	\$70,079	\$76,974	\$83,922
1	\$52,736	\$57,546	\$63,917	\$70,177	\$76,508

Source: ERI. Data as of 8/14/23

ERI defines a Civil Engineer as a position that coordinates and aids in the design, evaluation, planning, integration, testing, and completion activities in engineering projects; Identifies, analyzes, and resolves program support; Gathers and correlates engineering data deficiencies; and Performs various tests and documents results.

Electrical Engineer

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$98,145	\$107,144	\$118,817	\$130,675	\$142,523
9	\$95,019	\$103,736	\$115,048	\$126,516	\$137,946
8	\$91,599	\$100,005	\$110,923	\$121,968	\$132,967

7	\$87,856	\$95,921	\$106,409	\$116,995	\$127,535
6	\$83,823	\$91,518	\$101,541	\$111,636	\$121,690
5	\$79,536	\$86,838	\$96,363	\$105,937	\$115,480
4	\$75,042	\$81,930	\$90,931	\$99,956	\$108,966
3	\$70,389	\$76,848	\$85,306	\$93,759	\$102,217
2	\$65,635	\$71,654	\$79,554	\$87,420	\$95,310
1	\$60,840	\$66,412	\$73,747	\$81,019	\$88,333

Source: ERI. Data as of 8/14/23

ERI defines an Electrical Engineer as a position that researches, develops, designs, tests, and evaluates electrical components, equipment, and systems, applying principles and techniques of electrical engineering; Designs electrical equipment, facilities, components, products, and systems for commercial, industrial, and domestic purposes; Designs, and may direct engineering personnel in, fabrication of test control apparatus and equipment, and determines methods, procedures, and conditions for testing products.

Mechanical Engineer

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$96,293	\$105,126	\$116,586	\$128,211	\$139,801
9	\$93,264	\$101,822	\$112,933	\$124,183	\$135,386
8	\$89,764	\$98,002	\$108,711	\$119,531	\$130,302
7	\$85,900	\$93,786	\$104,049	\$114,398	\$124,701
6	\$81,711	\$89,212	\$98,990	\$108,829	\$118,631
5	\$77,239	\$84,329	\$93,587	\$102,881	\$112,152
4	\$72,536	\$79,193	\$87,902	\$96,620	\$105,334
3	\$67,662	\$73,868	\$82,006	\$90,123	\$98,256
2	\$62,680	\$68,424	\$75,976	\$83,476	\$91,011
1	\$57,660	\$62,935	\$69,893	\$76,769	\$83,699

Source: ERI. Data as of 8/14/23

ERI defines Mechanical Engineer as a position that researches, develops, plans, and designs mechanical and electromechanical products and systems that may involve nanotechnology. Oversees and coordinates activities involved in fabrication, operation, application, installation, and repair of mechanical or electromechanical products and systems. Activities may involve but are not limited to electric generators, internal combustion engines, and steam and gas turbines, power-using machines such as refrigeration and air-conditioning equipment, machine tools, material handling systems, elevators and escalators, industrial production equipment, and robots used in manufacturing, etc. May design products and systems to interface machines, hardware, and software. May use Computer-Aided Design (CAD) and Computer-Aided Manufacturing (CAM) for design data processing and for developing alternative designs. May evaluate field installations and recommend design modifications to eliminate machine or system malfunctions. May specialize in specific field of mechanical engineering, such as heat transfer, hydraulics, electromechanical, controls and instrumentation, robotics, nuclear systems, tooling, air-conditioning and refrigeration; or in type of product, such as propulsion systems or machinery and mechanical equipment; or in type of work, such as steam or gas generation and distribution, steam plant engineering, or system planning.

Engineering Technician

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$64,586	\$70,061	\$77,473	\$84,839	\$92,375

9	\$63,040	\$68,352	\$75,548	\$82,700	\$90,038
8	\$61,397	\$66,542	\$73,506	\$80,427	\$87,549
7	\$59,640	\$64,608	\$71,327	\$77,995	\$84,880
6	\$57,774	\$62,559	\$69,021	\$75,418	\$82,045
5	\$55,810	\$60,407	\$66,607	\$72,716	\$79,065
4	\$53,765	\$58,170	\$64,105	\$69,919	\$75,973
3	\$51,655	\$55,868	\$61,539	\$67,057	\$72,804
2	\$49,503	\$53,525	\$58,934	\$64,162	\$69,600
1	\$47,327	\$51,163	\$56,316	\$61,262	\$66,400

Source: ERI. Data as of 8/14/23

ERI defines Engineering Technician as a position that makes sketches and rough layouts, records data, makes computations, analyzes results, and writes reports. Prepares layouts and drawings of the assembly process and of parts to be manufactured. Estimates labor costs, equipment life, and plant space. Reviews project instructions and blueprints to ascertain test specifications, procedures, objectives, test equipment, nature of technical problem, and possible solutions, such as part redesign, substitution of material or parts, or rearrangement of parts or subassemblies.

Transportation Planner

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$59,167	\$64,185	\$70,856	\$77,337	\$83,922
9	\$57,574	\$62,453	\$68,948	\$75,246	\$81,653
8	\$55,861	\$60,591	\$66,896	\$72,997	\$79,211
7	\$54,040	\$58,610	\$64,712	\$70,604	\$76,614
6	\$52,123	\$56,525	\$62,412	\$68,083	\$73,876
5	\$50,125	\$54,350	\$60,013	\$65,452	\$71,020
4	\$48,065	\$52,105	\$57,534	\$62,733	\$68,066
3	\$45,960	\$49,808	\$54,996	\$59,948	\$65,040
2	\$43,832	\$47,481	\$52,422	\$57,121	\$61,968
1	\$41,699	\$45,147	\$49,835	\$54,279	\$58,876

Source: ERI. Data as of 8/14/23

ERI defines a Transportation Planner as a position that studies the use and operation of transportation systems. Coordinates long-range transportation planning and the analysis of related impacts and costs. Collects, compiles, and analyzes data on transportation systems. Develops and coordinates elements of a transportation plan, including research and analysis of component areas such as roads, public transportation, air, rail, freight, and non-motorized transportation. Develops population projections, transportation models or simulations, maps, and financial forecasts for the transportation plan. Analyzes environmental and societal impacts. Analyzes various transportation policy issues and prepares recommendations. Prepares studies for proposed transportation projects and provides project updates. May present plan to citizens and governmental officials at the local, State, and Federal levels and educate the public concerning transportation issues.

Urban Planner

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$69,577	\$75,549	\$83,468	\$91,239	\$99,083
9	\$67,671	\$73,472	\$81,175	\$88,728	\$96,364
8	\$65,629	\$71,247	\$78,718	\$86,033	\$93,445

7	\$63,464	\$68,888	\$76,110	\$83,172	\$90,341
6	\$61,189	\$66,411	\$73,370	\$80,164	\$87,075
5	\$58,822	\$63,833	\$70,520	\$77,031	\$83,670
4	\$56,380	\$61,175	\$67,580	\$73,798	\$80,154
3	\$53,882	\$58,457	\$64,577	\$70,494	\$76,556
2	\$51,350	\$55,702	\$61,533	\$67,147	\$72,909
1	\$48,805	\$52,933	\$58,474	\$63,785	\$69,246


Source: ERI. Data as of 8/14/23


ERI defines an Urban Planner as a position that plans and develops short- and long-term comprehensive programs and plans for development, growth, revitalization, and utilization of land and physical facilities of cities, counties, and metropolitan areas to maximize quality of life for the community and its residents. Collects and analyzes data on economic, social, and physical factors affecting land use, projects future community needs, and prepares or requisitions graphic and narrative reports on data. Confers with local authorities, civic leaders, social scientists, and land planning and development specialists to devise and recommend arrangements of land and physical facilities for residential, commercial, industrial, and community uses. Recommends governmental measures affecting land use, public utilities, community facilities, and housing and transportation to control and guide community development and renewal. May review and evaluate environmental impact reports applying to specified private and public planning projects and programs. Usually employed by local government jurisdictions, but may work for any level of government, or for private consulting firms.

Action Required – Effective Pay Period 25, 2023 (November 26, 2023)

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

Prepared by: 
Sarah Sinsky, Human Resources Representative

Reviewed by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Harper Donahue IV, Employee Relations Director



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: November 7, 2023

Department of Public Works - Operations

Current	Recommended
New Position (One Position)	Sanitation Business Operations Manager PR 1JX (\$83,692 - \$117,177) FN: Recruitment is at \$103,826 FN: 4.8% Snow and Ice Control Footnote (One Position)

Note: Residents receive a rate that is 3% higher.

Department of Public Works - Infrastructure

Current	Recommended
Yard Attendant PR 8DN (\$50,800 - \$58,928) (Four Positions)	FHQ Yard Attendant PR 8DN (\$50,800 - \$58,928) (Four Positions)

Note: Residents receive a rate that is 3% higher.

Election Commission

Current	Recommendation
New Position	Early Voting Coordinator PR 2FX (\$50,636 - \$70,347) FN: Recruitment at \$65,004 (One Position)
New Position	Election Training Manager PR 1FX (\$64,857 - \$90,796) FN: Recruitment at \$72,917 (One Position)

Note: Residents receive a rate that is 3% higher.

Milwaukee Public Library

Current	Recommended
Custodial Worker 2 PR 8BN (\$46,181 - \$56,122) (Two Positions)	Custodial Worker 3 PR 8CN (\$48,490 - \$57,011) (Two Positions)

Note: Residents receive a rate that is 3% higher.

Recommendations below include market competitive recruitment rates and recruitment flexibility to assist hiring departments in recruiting and retaining highly qualified candidates. Job descriptions provided by departments were evaluated and discussions were held with respective department head's and HR personnel.

DPW - Operations

Current	New Position		One Position
Recommended	Sanitation Business Operations Manager	PR 1JX (\$83,692 - \$117,177) FN: Recruitment is at \$103,826 FN: 4.8% Snow and Ice Control Footnote	One Position

Under the direction of the Sanitation Services Manager, this position organizes, directs, and monitors the City’s Sanitation Section’s business operations to ensure cohesive delivery of services that align with public policy, strategic goals, and department standards. This incumbent supports sanitation’s delivery of services by implementing operational enhancements and providing guidance and direction for internal teams to engage in continuous improvement opportunities. This position helps execute initiatives and design, test, and scale solutions. It is responsible for providing highly complex administrative support to the Sanitation Services Manager. This position is responsible for section wide alignment of the business operations for solid waste, recycling, street sweeping, leaf collection, bulky waste, inspections, the Drop-off Centers, snow and ice control, and other related services. Duties and responsibilities include:

- Assist the Sanitation Services Manager in the administration and coordination of the field operations and the evaluation and alignment of work practices, procedures, systems and policies for continual improvement and organization alignment.
- Plan, coordinate, implement and monitor compliance and success of initiatives.
- Plans, organizes, and coordinates organizational planning to improve the effective utilization of organizational resources and establish appropriate service and staffing levels.
- Identify service delivery breakdowns and direct the implementation of cohesive, city-wide solutions.
- Lead and collaborate with the Sanitation Area and District managers to design benchmarks, quantitative techniques to improve the productivity and quality of operations and build a more effective and dynamic workforce.
- Create, define, evaluate and improve productivity and quality of operations standards to maximize efficiency and effectiveness of service delivery and build an effective workforce. Oversee the preparation of management and productivity reports and studies.
- Communicate, present and influence change while engaging key stakeholders in the process.
- Oversee various business sections of Sanitation including the Drop-off Centers, Maintenance, and Inspection Services.
- Manage and direct staff in the execution of departmental goals and objectives.
- Inspect and evaluate business processes, rate structures, and service delivery methods for cost recovery and revenue enhancement.
- Research, develop strategies and direct implementation of work methods, new technologies, equipment and tools for improved work practices.
- Collaborate with Sanitation and Fleet staff on equipment procurement planning and decisions.
- Prepare and present staff reports and other necessary communications.
- Participate in the development and administration of the section budget.
- Assist and complete other projects and duties as assigned by the Sanitation Services Manager.

Minimum qualifications include a bachelor’s degree in management, business or public administration, project management, logistics, or similar from an accredited college or university; five years of professional/managerial experience in public sector operations management, which is to include three years of increasing responsibility in supervisory or management experience.

This position is to provide assistance and support to the Sanitation Services Manager. This is to allow for increased support with operations and technology implementation in the Sanitation Section.

Other comparable positions were considered within the City of Milwaukee, and this position is in line with other structures throughout DPW, such as in Milwaukee Water Works. The Water Distribution Operations Manager in Pay Range 1JX (\$83,692 - \$117,177) with a recruitment rate of \$103,826. This position provides operational management for the Distribution section to ensure alignment of staff and that day-to-day operations meet the goals and objectives of the Section; direct the operations of the Distribution facilities including office, shops, garage, yard and other common areas; and coordinate Distribution inventory needs and procedures with DPW Infrastructures.

Based off the comparable levels of duties and skills needed, DER Compensation recommends classifying this new position as a Sanitation Business Operations Manager in Pay Range 1JX (\$83,692 - \$117,177) with a recruitment rate of \$103,826.

DPW - Infrastructure

Current	Yard Attendant	PR 8DN (\$50,800 - \$58,928)	Four Positions
Recommended	FHQ Yard Attendant	PR 8DN (\$50,800 - \$58,928)	Four Positions

In conversations with DER Staffing and DPW Infrastructure, the need to retitle this position came up in conversation due to the equipment used by these positions and the need for a CDL. The Yard Attendant classification does not inherently require a CDL so a different title is needed to allow for the slight difference in minimums for recruiting. DER Compensation agrees and is recommending retitling four positions of Yard Attendant to the title FHQ Yard Attendant.

Election Commission

Current	New Position		One Position
Recommended	Early Voting Coordinator	PR 2FX (\$50,636 - \$70,347) FN: Recruitment at \$65,004	One Position
Current	New Position		One Position
Recommended	Election Training Manager	PR 1FX (\$64,857 - \$90,796) FN: Recruitment at \$72,917	One Position

Election Commission Executive Director Claire Woodall has requested the classification of these two new positions added as a part of the 2024 budget. New job descriptions were provided and discussions were held with the Executive Director.

There are additional new and changed positions in the Elections Commission that will be reviewed by DER staff and recommended for classification at future City Service Commission and Finance and Personnel Committee meetings in early 2024.

Early Voting Coordinator

The Early Voting Coordinator's basic function is to plan and perform all the activities associated with In-Person Absentee Voting (IPAV) for the City. Key functions involve tracking, coordinating and maintaining staffing, sites, and supplies. This includes recruiting, assigning and communicating with IPAV staff, coordinating and maintaining contact with IPAV site contacts, scheduling and coordinating IPAV trainings, assist in the process of payroll for IPAV election workers, and preparing IPAV materials, documents, and supplies for delivery and pick up to all sites for all elections.

- 60% Coordinate all aspects of In-Person Absentee Voting (IPAV) for every election, including:
 - recruiting, training and assigning workers
 - tracking, ordering, and maintaining supplies required for IPAV
 - establishing written policies and procedures
 - maintaining quality control procedures for accuracy and provide feedback to sites ensuring operations at each site are compliant with established rules and statutory requirements
- 15% Work closely with the Deputy Director on IPAV site selection, maintain effective communication with site contacts, and handle any issues that may arise in relation to the site during elections
- 10% Work closely with ITMD and DPW to ensure technical equipment, parking and signage is coordinated for delivery, and pick up and ready for all IPAV sites
- 10% Maintain inventory on all IPAV supplies, work closely with the Field Services Coordinator to ensure supplies and election equipment are stored properly and ready for delivery.
- 5% Track, compile, and post daily IPAV statistics to the city website; All other duties and special projects as assigned

Minimum requirements include a Bachelor's degree or equivalent professional experience; Minimum of five years project management or program coordination experience; Proven proficiency with data management software and systems. These requirements have not yet been assessed by DER Staffing.

This new position is comparable in level and nature of work to the current title of Voter Outreach and Education Coordinator. Therefore, this report recommends classifying this new position as Early Voting Coordinator in Pay Range 2FX.

Election Training Manager

The basic function of the position is to develop, implement and coordinate the department's poll worker training program per Wisconsin Statute. The position ensures poll workers are well-prepared, knowledgeable and equipped to conduct fair, transparent, equitable and accessible elections.

- 70% Election Day Training & Performance Improvement
 - Create and update training curriculum, materials, and resources to be presented via varying platforms to include in-person, online live and pre-recorded video.
 - Design and update training manuals, multimedia visual aids and other training materials on a regular basis.

- Collaborate with department staff to ensure training content is up-to-date and complies with election law.
 - Conduct training sessions for over 2,000 poll workers, utilizing effective instructional techniques for diverse learning styles.
 - Manage scheduling, space reservations, technical support and other logistics for poll worker training sessions.
 - Monitor and evaluate the effectiveness of the training content through participant feedback, Chief Inspector feedback and common errors on election day.
 - Provide auditing, guidance, feedback, and support to all staff conducting trainings or educational speaking to ensure consistent and high-quality training.
 - Identify opportunities for continuous improvement in training materials, methods, and processes based on feedback and changes to election law.
- 20% Assist with post-election processes to identify training needs and polling place procedure improvements.
- Assists Operations Manager with coaching of Chief Inspectors.
 - Assists management in the identification of training needs for staff and temporary workers.
 - Assist Election staff with creating training materials for their areas of work.
 - Maintain a working knowledge of all aspects of election administration.
- 10% Collaborate with community organizations, schools, and other stakeholders to promote and expand poll worker recruitment and training initiatives. Assist with voter registration, absentee voting, and other office functions as needed.

Minimum requirements include a Bachelor’s degree preferably in education, human resources, public administration, political science or another relevant field for the job duties described; Experience in developing training plans, training aids, handouts, exercises and assessment tools, preferably in an election or public service context; Experience in supervising and managing training staff is preferred; Prior experience working as a poll worker or Election Administration is advantageous. These requirements have not yet been assessed by DER Staffing.

This new position is comparable in level and nature of work to the current title of Election Operations and Training Manager. Therefore, this report recommends classifying this new position as Elections Training Manager in Pay Range 1FX.

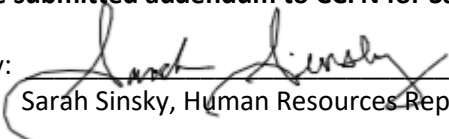
Milwaukee Public Library


Current	Custodial Worker 2	PR 8BN (\$46,181 - \$56,122)	Two Positions
Recommended	Custodial Worker 3	PR 8CN (\$48,490 - \$57,011)	Two Positions


The Milwaukee Public Library has requested to repurpose two vacant positions of Custodial Worker 2 to two positions of Custodial Worker 3. This is to fulfill and expand operational needs to their outlying libraries as currently they only have one Custodial Worker 3 assigned to Central Library.

Action Required – Effective Pay Period 25, 2023 (November 26, 2023)

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

Prepared by: 
 Sarah Sinsky, Human Resources Representative

Prepared by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Harper Donahue IV, Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A **Date** 11/14/2023 **File Number** 230894 **Original** **Substitute**

Subject Communication from the Department of Employee Relations regarding the costs of classification reports approved at the City Service Commission on November 7th, 2023.

B **Submitted By (Name/Title/Dept./Ext.)** Sarah Wangerin/ Human Resources Representative / Employee Relations

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
- Capital Projects Fund
- Debt Service
- Other (Specify) _____
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

	Purpose	Specify Type/Use	Expenditure	Revenue
E	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.

The total cost for 2023 is \$442,104 and the total cost for 2024 is \$5,683,530. Please see attached spreadsheet for details. Cost breakdown is in 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

City Service Commission Meeting of November 7, 2023
Finance and Personnel Committee Meeting of November 14, 2023

NEW COSTS FOR 2023

Pos.	Dept	From	PR	To	PR	CURRENT	NEW	EffPP	Costs	Rollup	Rollup+ Sal
						Annual	Annual				
1	CCCC	City Channel Manager	1DX	City Channel Manager	1HX	\$64,131	\$88,465	25	\$1,872	\$262	\$2,134
1	CCCC	City Channel Production Specialist	3MN	City Channel Production Specialist 1	3SN	\$56,743	\$70,622	25	\$1,068	\$218	\$1,286
2	CCCC	City Channel Production Specialist	3MN	City Channel Production Specialist 1	3SN	\$57,311	\$71,328	25	\$2,157	\$441	\$2,598
1	CCCC	Senior Planner	2IX	Senior Planner	2MX	\$80,000	\$94,966	25	\$1,151	\$235	\$1,387
1	CCCC	Senior Planner	2IX	Senior Planner	2MX	\$80,800	\$95,915	25	\$1,163	\$238	\$1,400
1	City Attorney	Assistant City Attorney IV	2PX	Assistant City Attorney IV	2SX	\$113,420	\$118,616	25	\$400	\$56	\$456
1	City Attorney	Assistant City Attorney IV	2PX	Assistant City Attorney IV	2SX	\$105,274	\$119,802	25	\$1,118	\$156	\$1,274
Vacant	City Attorney	Assistant City Attorney IV	2PX	Assistant City Attorney IV	2SX	\$101,196	\$115,161	25	\$2,148	\$301	\$2,449
1	City Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2TX	\$116,879	\$123,973	25	\$546	\$76	\$622
1	City Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2TX	\$124,027	\$127,693	25	\$282	\$39	\$322
1	City Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2TX	\$115,802	\$127,693	25	\$915	\$128	\$1,043
1	City Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2TX	\$147,625	\$147,625	25	N/A Above Recruitment Rate		
2	City Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2TX	\$112,429	\$123,973	25	\$1,776	\$249	\$2,025
Vacant	DCD	Associate Planner	2EX	Associate Planner	2KX	\$58,777	\$77,656	25	\$1,452	\$203	\$1,656
1	DCD	City Planning Manager	1IX	City Planning Manager	1MX	\$103,153	\$130,692	25	\$2,118	\$297	\$2,415
1	DCD	Long Range Planning Manager	1GX	Long Range Planning Manager	1KX	\$86,596	\$118,812	25	\$2,478	\$347	\$2,825
1	DCD	Principal Planner	2JX	Principal Planner	2NX	\$97,289	\$103,409	25	\$471	\$66	\$537
1	DCD	Principal Planner	2JX	Principal Planner	2NX	\$84,246	\$103,409	25	\$1,474	\$206	\$1,680
1	DCD	Senior Planner	2IX	Senior Planner	2MX	\$76,430	\$93,122	25	\$1,284	\$263	\$1,547
1	DCD	Senior Planner	2IX	Senior Planner	2MX	\$79,511	\$95,915	25	\$1,262	\$258	\$1,520
1	DCD	Senior Planner	2IX	Senior Planner	2MX	\$78,724	\$95,915	25	\$1,322	\$270	\$1,593
1	DCD	Senior Planner – Urban Design	2IX	Senior Planner – Urban Design	2MX	\$77,195	\$96,644	25	\$1,496	\$306	\$1,802
1	DCD	Urban Design Coordinator	2JX	Urban Design Coordinator	2NX	\$94,455	\$103,409	25	\$689	\$96	\$785
1	DNS	Boiler Inspector 3	7HN	Boiler Inspector 3	7IN	\$86,421	\$86,421	25	N/A Above Recruitment Rate		
1	DNS	Boiler Inspector 4	7JN	Boiler Inspector 4	7JN	\$86,421	\$86,421	25	N/A Above Recruitment Rate		
Vacant	DNS	Building Construction Inspection Division Manager	1NX	Building Construction Inspection Division Manager	1QX	\$136,325	\$165,362	25	\$2,234	\$313	\$2,546
Vacant	DNS	Building Construction Inspection Operations Manager	1MX	Building Construction Inspection Operations Manager	1OX	\$123,932	\$150,329	25	\$2,031	\$284	\$2,315
Vacant	DNS	Building Construction Inspector 1	7HN	Building Construction Inspector 1	7EN	\$72,907	\$64,626	25	(\$1,911)	(\$391)	(\$2,302)
1	DNS	Building Construction Inspector 3	7JN	Building Construction Inspector 3	7JN	\$86,421	\$87,367	25	\$73	\$15	\$88
1	DNS	Building Construction Inspector 3	7JN	Building Construction Inspector 3	7JN	\$88,118	\$88,118	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 3	7JN	Building Construction Inspector 3	7JN	\$90,762	\$90,762	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$89,063	\$89,063	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$92,524	\$92,524	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$94,237	\$94,237	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$94,237	\$94,237	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$94,237	\$94,237	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$94,237	\$94,237	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$97,064	\$97,064	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$97,064	\$97,064	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$97,064	\$97,064	25	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$97,064	\$97,064	25	N/A Above Recruitment Rate		
Vacant	DNS	Electrical Inspection Supervisor	1MX	Electrical Inspection Supervisor	1NX	\$114,209	\$136,663	25	\$1,727	\$242	\$1,969
Vacant	DNS	Electrical Inspector 1	7DN	Electrical Inspector 1	7FN	\$54,698	\$64,983	25	\$3,165	\$647	\$3,812
1	DNS	Electrical Inspector 3	7JN	Electrical Inspector 3	7KN	\$91,155	\$92,076	25	\$71	\$14	\$85
1	DNS	Electrical Inspector 3	7JN	Electrical Inspector 3	7KN	\$86,421	\$93,899	25	\$575	\$118	\$693
2	DNS	Electrical Inspector 3	7JN	Electrical Inspector 3	7KN	\$88,735	\$93,899	25	\$794	\$162	\$957
1	DNS	Electrical Inspector 4	7LN	Electrical Inspector 4	7LN	\$104,322	\$104,322	25	N/A Above Recruitment Rate		
Vacant	DNS	Elevator Inspector 1	7FN	Elevator Inspector 1	7IN	\$64,393	\$80,491	25	\$1,238	\$253	\$1,492
1	DNS	Elevator Inspector 3	7LN	Elevator Inspector 3	7LN	\$96,590	\$107,322	25	\$826	\$169	\$994
1	DNS	Elevator Inspector 4	7MN	Elevator Inspector 4	7MN	\$111,615	\$112,688	25	\$83	\$17	\$99
1	DNS	Elevator Inspector 4	7MN	Elevator Inspector 4	7MN	\$119,235	\$119,235	25	N/A Above Recruitment Rate		
1	DNS	Elevator Inspector 4	7MN	Elevator Inspector 4	7MN	\$122,812	\$122,812	25	N/A Above Recruitment Rate		
1	DNS	Mechanical Plan Examiner III	2JN	Mechanical Plan Examiner 3	7MN	\$89,995	\$113,278	25	\$1,791	\$366	\$2,157
1	DNS	Mechanical Plan Examiner III	2JN	Mechanical Plan Examiner 3	7MN	\$88,067	\$113,278	25	\$1,939	\$397	\$2,336
1	DNS	Operations Manager – Development Center	1GX	Operations Manager – Development Center	1MX	\$95,451	\$142,171	25	\$3,594	\$503	\$4,097
Vacant	DNS	Permit and Development Center Manager	1IX	Permit and Development Center Manager	1OX	\$97,711	\$150,329	25	\$4,048	\$567	\$4,614
1	DNS	Plan Examiner II	2GN	Plan Examiner 1	7IN	\$74,974	\$86,812	25	\$911	\$186	\$1,097

	1	DNS	Plan Examiner II	2GN	Plan Examiner 1	7IN	\$75,724	\$87,680	25	\$920	\$188	\$1,108
	2	DNS	Plan Examiner II	2GN	Plan Examiner 1	7IN	\$77,223	\$89,416	25	\$1,876	\$384	\$2,259
	2	DNS	Plan Examiner II	2GN	Plan Examiner 1	7IN	\$77,996	\$90,311	25	\$1,895	\$387	\$2,282
Vacant	1	DNS	Plan Examiner III	2JN	Senior Plan Examiner 1	7LN	\$85,502	\$100,496	25	\$1,153	\$236	\$1,389
	1	DNS	Plan Examiner III	2JN	Senior Plan Examiner 1	7LN	\$86,357	\$101,501	25	\$793	\$162	\$955
	1	DNS	Plan Examiner III	2JN	Senior Plan Examiner 1	7LN	\$90,903	\$104,546	25	\$666	\$136	\$803
	3	DNS	Plan Examiner III	2JN	Senior Plan Examiner 1	7LN	\$88,067	\$103,511	25	\$2,426	\$496	\$2,923
	1	DNS	Plan Examiner Specialist	2EN	Plan Examiner Specialist 1	7FN	\$65,989	\$71,253	25	\$405	\$83	\$488
Vacant	1	DNS	Plan Examiner Specialist	2EN	Plan Examiner Specialist 1	7FN	\$65,989	\$71,253	25	\$405	\$83	\$488
	2	DNS	Plan Examiner Specialist	2EN	Plan Examiner Specialist 1	7FN	\$67,969	\$73,391	25	\$834	\$171	\$1,005
	1	DNS	Plumbing Inspection Supervisor	1KX	Plumbing Inspection Supervisor	1MX	\$121,909	\$128,296	25	\$491	\$69	\$560
Vacant	1	DNS	Plumbing Inspection Supervisor	1KX	Plumbing Inspection Supervisor	1MX	\$125,566	\$132,145	25	\$506	\$71	\$577
	1	DNS	Plumbing Inspector 1	7EN	Plumbing Inspector 1	7HN	\$59,853	\$74,816	25	\$1,151	\$235	\$1,386
	1	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$91,575	\$99,754	25	\$629	\$129	\$758
	1	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$90,677	\$99,754	25	\$698	\$143	\$841
	1	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$97,096	\$102,747	25	\$435	\$89	\$524
	1	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$92,472	\$102,747	25	\$790	\$162	\$952
	1	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$102,737	\$103,774	25	\$80	\$16	\$96
	2	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$93,370	\$99,754	25	\$982	\$201	\$1,183
	2	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$89,779	\$99,754	25	\$1,535	\$314	\$1,848
	2	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$93,397	\$102,747	25	\$1,438	\$294	\$1,733
	1	DNS	Plumbing Inspector 4	7MN	Plumbing Inspector 4	7LN	\$103,744	\$104,742	25	\$77	\$16	\$92
	1	DNS	Plumbing Inspector 4	7MN	Plumbing Inspector 4	7LN	\$108,963	\$108,963	25	N/A Above Recruitment Rate		
	1	DNS	Plumbing Inspector 4	7MN	Plumbing Inspector 4	7LN	\$110,827	\$110,827	25	N/A Above Recruitment Rate		
	5	DNS	Plumbing Inspector 4	7MN	Plumbing Inspector 4	7LN	\$114,151	\$114,151	25	N/A Above Recruitment Rate		
	1	DNS	Sprinkler Construction Inspector 3	7KN	Sprinkler Construction Inspector 3	7KN	\$89,230	\$95,322	25	\$469	\$96	\$564
	1	DNS	Sprinkler Construction Inspector 3	7KN	Sprinkler Construction Inspector 3	7KN	\$95,321	\$96,275	25	\$73	\$15	\$88
	1	DNS	Sprinkler Construction Inspector 3	7KN	Sprinkler Construction Inspector 3	7KN	\$90,989	\$96,275	25	\$407	\$83	\$490
	1	DNS	Sprinkler Construction Inspector 4	7LN	Sprinkler Construction Inspector 4	7LN	\$109,091	\$109,091	25	N/A Above Recruitment Rate		
	1	DPW	Architect III	2IN	Architect III	2MN	\$74,204	\$92,900	25	\$1,438	\$294	\$1,732
AUX	1	DPW	Architect III	2IN	Architect III	2MN	\$76,430	\$95,687	25	\$1,481	\$303	\$1,784
	1	DPW	Architectural Designer II	2GN	Architectural Designer II	2KN	\$67,459	\$77,656	25	N/A Unfunded Auxiliary position		
	1	DPW	Architectural Designer II	2GN	Architectural Designer II	2KN	\$77,996	\$80,785	25	\$215	\$44	\$258
	1	DPW	Architectural Project Manager	1IX	Architectural Project Manager	1KX	\$94,992	\$115,351	25	\$1,566	\$219	\$1,785
Vacant	1	DPW	Assessment Technician II	3RN	Engineering Technician V	3UN	\$55,763	\$71,088	25	\$1,179	\$241	\$1,420
	1	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$71,400	\$77,656	25	\$481	\$98	\$580
	1	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$71,341	\$77,656	25	\$486	\$99	\$585
	1	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$70,177	\$78,433	25	\$635	\$130	\$765
Vacant	1	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$78,288	\$80,785	25	\$192	\$39	\$231
	1	DPW	Civil Engineer II	2GN	Civil Engineer III	2MN	\$67,459	\$92,900	25	\$1,957	\$400	\$2,357
AUX	2	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$69,482	\$78,433	25	\$1,377	\$282	\$1,659
	4	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$67,459	\$77,656	25	N/A Unfunded Auxiliary position		
	4	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$68,133	\$78,433	25	\$3,169	\$648	\$3,817
	4	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$70,177	\$80,785	25	\$3,264	\$668	\$3,932
	5	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$69,482	\$79,986	25	\$4,040	\$826	\$4,866
	6	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$67,459	\$77,656	25	\$4,707	\$962	\$5,669
Vacant	8	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$67,459	\$77,656	25	\$6,275	\$1,283	\$7,558
Vacant	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,204	\$92,900	25	\$1,438	\$294	\$1,732
AUX	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,204	\$92,900	25	N/A Unfunded Auxiliary position		
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$84,048	\$93,829	25	\$752	\$154	\$906
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$76,430	\$93,829	25	\$1,338	\$274	\$1,612
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$79,928	\$95,687	25	\$1,212	\$248	\$1,460
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$90,039	\$96,644	25	\$508	\$104	\$612
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$87,435	\$96,644	25	\$708	\$145	\$853
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$85,258	\$96,644	25	\$876	\$179	\$1,055
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$83,694	\$96,644	25	\$996	\$204	\$1,200
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$83,245	\$96,644	25	\$1,031	\$211	\$1,241
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$79,511	\$96,644	25	\$1,318	\$270	\$1,587
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$77,195	\$96,644	25	\$1,496	\$306	\$1,802
	2	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,204	\$92,900	25	\$2,876	\$588	\$3,464
	2	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,946	\$93,829	25	\$2,905	\$594	\$3,499
	4	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$91,589	\$96,644	25	\$1,555	\$318	\$1,873
	1	DPW	Civil Engineer IV	2KX	Civil Engineer IV	2NX	\$84,027	\$100,496	25	\$1,267	\$177	\$1,444
	1	DPW	Civil Engineer V	1JX	Civil Engineer V	1MX	\$104,491	\$126,885	25	\$1,723	\$241	\$1,964
	1	DPW	Civil Engineer V	1JX	Civil Engineer V	1MX	\$121,899	\$130,692	25	\$676	\$95	\$771

	1	DPW	Civil Engineer V	1JX	Civil Engineer V	1MX	\$114,065	\$130,692	25	\$1,279	\$179	\$1,458
	1	DPW	Construction Management Engineer	1IX	Construction Management Engineer	1KX	\$99,168	\$114,209	25	\$1,157	\$162	\$1,319
	1	DPW	Construction Management Engineer	1IX	Construction Management Engineer	1KX	\$94,992	\$115,351	25	\$1,566	\$219	\$1,785
	1	DPW	Construction Management Engineer	1IX	Construction Management Engineer	1KX	\$103,164	\$118,812	25	\$1,204	\$169	\$1,372
	1	DPW	Construction Management Engineer	1IX	Construction Management Engineer	1KX	\$97,841	\$118,812	25	\$1,613	\$226	\$1,839
	1	DPW	Electrical Engineer – Senior	1IX	Electrical Engineer – Senior	1KX	\$94,992	\$115,351	25	\$1,566	\$219	\$1,785
	1	DPW	Electrical Engineer I	2EN	Electrical Engineer I	2JN	\$63,165	\$86,719	25	\$1,812	\$371	\$2,182
Vacant	1	DPW	Electrical Engineer II	2GN	Electrical Engineer II	2KN	\$67,459	\$90,087	25	\$1,741	\$356	\$2,097
AUX	1	DPW	Electrical Engineer II	2GN	Electrical Engineer II	2KN	\$67,459	\$90,087	25	N/A Unfunded Auxiliary position		
	1	DPW	Electrical Engineer III	2IN	Electrical Engineer III	2MN	\$82,441	\$98,391	25	\$1,227	\$251	\$1,478
	1	DPW	Engineering Drafting Technician I	3DN	CADD and GIS Technician 1	3PN	\$41,651	\$58,879	25	\$1,325	\$271	\$1,596
	3	DPW	Engineering Drafting Technician I	3DN	CADD and GIS Technician 1	3PN	\$41,239	\$58,296	25	\$3,936	\$805	\$4,741
	1	DPW	Engineering Drafting Technician II	3FN	CADD and GIS Technician 2	3QN	\$51,054	\$61,823	25	\$828	\$169	\$998
	1	DPW	Engineering Drafting Technician II	3FN	CADD and GIS Technician 2	3QN	\$48,997	\$61,823	25	\$987	\$202	\$1,188
	4	DPW	Engineering Drafting Technician II	3FN	CADD and GIS Technician 2	3QN	\$43,728	\$59,428	25	\$4,831	\$988	\$5,819
	4	DPW	Engineering Drafting Technician II	3FN	CADD and GIS Technician 2	3QN	\$45,040	\$61,211	25	\$4,976	\$1,018	\$5,993
Vacant	6	DPW	Engineering Drafting Technician II	3FN	CADD and GIS Technician 2	3QN	\$43,728	\$59,428	25	\$7,246	\$1,482	\$8,728
	1	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$58,960	\$64,915	25	\$458	\$94	\$552
	1	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$65,711	\$65,711	25	N/A Above Recruitment Rate		
	1	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$67,683	\$67,683	25	N/A Above Recruitment Rate		
	2	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$52,210	\$62,400	25	\$1,568	\$321	\$1,888
	2	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$52,732	\$63,024	25	\$1,583	\$324	\$1,907
	4	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$54,314	\$64,915	25	\$3,262	\$667	\$3,929
Vacant	7	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$52,210	\$62,400	25	\$5,487	\$1,122	\$6,609
	1	DPW	Engineering Drafting Technician V	3RN	CADD and GIS Technician 4	3UN	\$61,231	\$68,160	25	\$533	\$109	\$642
Vacant	5	DPW	Engineering Drafting Technician V	3RN	CADD and GIS Technician 4	3UN	\$58,859	\$65,520	25	\$2,562	\$524	\$3,086
	3	DPW	Engineering Intern	9PN	Engineering Intern	9PN	\$40,032	\$43,145	25	\$718	\$147	\$865
	1	DPW	Engineering Technician II	3FN	Engineering Technician II	3QN	\$49,076	\$62,861	25	\$1,060	\$217	\$1,277
	1	DPW	Engineering Technician II	3FN	Engineering Technician II	3QN	\$43,728	\$62,861	25	\$1,472	\$301	\$1,773
Vacant	14	DPW	Engineering Technician II	3FN	Engineering Technician II	3QN	\$43,728	\$62,861	25	\$20,605	\$4,214	\$24,818
Vacant	9	DPW	Engineering Technician II (0.33 FTE)	3FN	Engineering Technician II (0.33 FTE)	3QN	\$43,728	\$62,861	25	\$4,415	\$903	\$5,318
	1	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$68,930	\$69,750	25	\$63	\$13	\$76
	1	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$66,343	\$69,750	25	\$262	\$54	\$316
AUX	2	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,210	\$67,048	25	N/A Unfunded Auxiliary position		
	2	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,210	\$67,048	25	\$2,283	\$467	\$2,750
	2	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$53,776	\$69,059	25	\$2,351	\$481	\$2,832
	4	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$54,314	\$69,750	25	\$4,750	\$971	\$5,721
Vacant	10	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,210	\$67,048	25	\$11,414	\$2,334	\$13,748
	1	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$71,674	\$71,799	25	\$10	\$2	\$12
	1	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$69,659	\$73,953	25	\$330	\$68	\$398
	1	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$65,948	\$73,953	25	\$616	\$126	\$742
	1	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$65,204	\$73,953	25	\$673	\$138	\$811
AUX	2	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$58,859	\$71,088	25	N/A Unfunded Auxiliary position		
	3	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$59,448	\$71,799	25	\$2,850	\$583	\$3,433
	3	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$61,231	\$73,953	25	\$2,936	\$600	\$3,536
	1	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$81,226	\$81,629	25	\$31	\$6	\$37
	1	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$77,442	\$81,629	25	\$322	\$66	\$388
	1	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$88,583	\$88,583	25	N/A Above Recruitment Rate		
Vacant	1	DPW	Engineering Technician VI	2IN	Civil Engineer III	2MN	\$70,328	\$92,900	25	\$1,736	\$355	\$2,091
	2	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$75,089	\$81,629	25	\$1,006	\$206	\$1,212
	2	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$73,162	\$81,629	25	\$1,303	\$266	\$1,569
	2	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$88,921	\$88,921	25	N/A Above Recruitment Rate		
	1	DPW	Facilities Construction Project Coordinator	2HN	Facilities Construction Project Coordinator	2LN	\$80,708	\$94,516	25	\$1,062	\$217	\$1,279
	1	DPW	Facilities Maintenance Coordinator	2HN	Facilities Maintenance Coordinator	2LN	\$83,129	\$97,351	25	\$1,094	\$224	\$1,318
Vacant	1	DPW	Facilities Project Coordinator	2IN	Architect III	2MN	\$74,204	\$92,900	25	\$1,438	\$294	\$1,732
	1	DPW	Field Operations Inspection Supervisor	1DX	Field Operations Inspection Manager	1EX	\$71,108	\$76,725	25	\$432	\$60	\$493
	1	DPW	Management Civil Engineer – Senior	1IX	Management Civil Engineer – Senior	1KX	\$103,942	\$115,351	25	\$878	\$123	\$1,001
	1	DPW	Management Civil Engineer – Senior	1IX	Management Civil Engineer – Senior	1KX	\$106,000	\$117,635	25	\$895	\$125	\$1,020
	1	DPW	Management Civil Engineer – Senior	1IX	Management Civil Engineer – Senior	1KX	\$109,804	\$118,812	25	\$693	\$97	\$790
	2	DPW	Management Civil Engineer – Senior	1IX	Management Civil Engineer – Senior	1KX	\$97,841	\$118,812	25	\$3,226	\$452	\$3,678
AUX	1	DPW	Mechanical Engineer III	2IN	Mechanical Engineer III	2MN	\$74,204	\$92,900	25	N/A Unfunded Auxiliary position		
	1	DPW	Mechanical Engineer III	2IN	Mechanical Engineer III	2MN	\$83,768	\$96,644	25	\$990	\$203	\$1,193
	1	DPW	Mechanical Engineer IV	1IX	Mechanical Engineer IV	1KX	\$97,841	\$118,812	25	\$1,613	\$226	\$1,839

Vacant	1	DPW	New Position	N/A	Sanitation Business Operations Manager	1JX	N/A	\$103,826	25	N/A Included in 2023 budget		
	1	DPW	Public Works Coordination Manager	1KX	Public Works Coordination Manager	1NX	\$112,160	\$143,762	25	\$2,431	\$340	\$2,771
	1	DPW	Public Works Inspector I	3HN	Public Works Inspector I	3QN	\$49,376	\$65,394	25	\$1,232	\$252	\$1,484
	2	DPW	Public Works Inspector I	3HN	Public Works Inspector I	3QN	\$48,887	\$64,747	25	\$2,440	\$499	\$2,939
	1	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$55,178	\$67,719	25	\$965	\$197	\$1,162
	1	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$53,099	\$67,719	25	\$1,125	\$230	\$1,355
	1	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$63,676	\$69,750	25	\$467	\$96	\$563
	1	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$54,314	\$69,750	25	\$1,187	\$243	\$1,430
AUX	2	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$52,210	\$67,048	25	N/A Unfunded Auxiliary position		
	3	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$63,960	\$69,750	25	\$1,336	\$273	\$1,609
	4	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$52,732	\$67,719	25	\$4,611	\$943	\$5,554
	5	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$52,210	\$67,048	25	\$5,707	\$1,167	\$6,874
Vacant	5	DPW	Public Works Inspector II	3LN	DOT Projects Inspector	3UN	\$52,210	\$77,656	25	\$9,787	\$2,001	\$11,788
	6	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$53,776	\$69,059	25	\$7,054	\$1,443	\$8,496
	9	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$54,314	\$69,750	25	\$10,687	\$2,185	\$12,872
Vacant	1	DPW	Senior Transportation Planner	2IN	Senior Transportation Planner	2MN	\$74,204	\$92,900	25	\$1,438	\$294	\$1,732
	1	DPW	Senior Transportation Planner	2IN	Senior Transportation Planner	2MN	\$74,947	\$93,829	25	\$1,453	\$297	\$1,750
	1	DPW	Senior Transportation Planner	2IN	Senior Transportation Planner	2MN	\$78,724	\$96,644	25	\$1,378	\$282	\$1,660
	1	DPW	Sidewalk Repair Specialist	3NN	Sidewalk Repair Specialist	3TN	\$66,343	\$69,750	25	\$262	\$54	\$316
	1	DPW	Sidewalk Repair Specialist	3NN	Sidewalk Repair Specialist	3TN	\$62,446	\$69,750	25	\$562	\$115	\$677
	1	DPW	Streetcar System Manager	1IX	Streetcar System Manager	1KX	\$94,051	\$114,209	25	\$1,551	\$217	\$1,768
	1	DPW	Structural Design Manager	1IX	Structural Design Manager	1KX	\$94,992	\$115,351	25	\$1,566	\$219	\$1,785
	1	DPW	Survey Geospatial Manager	1IX	Survey Geospatial Manager	1KX	\$94,992	\$115,351	25	\$1,566	\$219	\$1,785
	1	DPW	Traffic Engineer – Senior	1IX	Traffic Engineer – Senior	1KX	\$97,841	\$118,812	25	\$1,613	\$226	\$1,839
	1	DPW	Transportation Engineering Planner	1IX	Transportation Engineering Planner	1KX	\$100,295	\$117,635	25	\$1,334	\$187	\$1,521
	1	DPW	Transportation Operations Assistant	9PN	Transportation Operations Assistant	9PN	\$40,032	\$43,145	25	\$239	\$49	\$288
Vacant	2	DPW	Transportation Operations Assistant	9PN	Transportation Operations Assistant	9PN	\$38,866	\$41,888	25	\$465	\$95	\$560
	1	DPW	Yard Attendant	8DN	FHQ Yard Attendant	8DN	\$56,018	\$56,018	25	N/A Above Recruitment Rate		
	1	DPW	Yard Attendant	8DN	FHQ Yard Attendant	8DN	\$56,439	\$56,439	25	N/A Above Recruitment Rate		
	1	DPW	Yard Attendant	8DN	FHQ Yard Attendant	8DN	\$56,546	\$56,546	25	N/A Above Recruitment Rate		
	1	DPW	Yard Attendant	8DN	FHQ Yard Attendant	8DN	\$58,132	\$58,132	25	N/A Above Recruitment Rate		
Vacant	1	Election	New Position	N/A	Early Voting Coordinator	2FX	N/A	\$65,004	25	N/A Included in 2024 budget		
Vacant	1	Election	New Position	N/A	Election Training Manager	1FX	N/A	\$72,917	25	N/A Included in 2024 budget		
	1	Health	Clinic Assistant	309	WIC Client Services Assistant 1*	5JN	\$33,434	\$54,952	25	N/A Grant Funded Position		
	1	Health	Clinic Assistant	309	WIC Client Services Assistant 1*	5JN	\$33,769	\$55,501	25	N/A Grant Funded Position		
	1	Health	Dietetic Technician	503	Community Health Nutritionist 1*	2JN	\$36,507	\$50,621	25	N/A Grant Funded Position		
	2	Health	Dietetic Technician	503	Community Health Nutritionist 1*	2JN	\$35,444	\$49,147	25	N/A Grant Funded Position		
Vacant	5	Health	Dietetic Technician	503	Community Health Nutritionist 1*	2JN	\$35,444	\$49,147	25	N/A Grant Funded Position		
	1	Health	Doula Senior	2KN	Doula Program Coordinator	2KN	\$84,300	\$84,300	25	N/A Above Recruitment Rate		
Vacant	1	Health	Medical Assistant	5CN	WIC Client Services Supervisor*	1GX	\$32,460	\$85,937	25	N/A Grant Funded Position		
Vacant	3	Health	Medical Assistant	5CN	WIC Client Services Assistant 1*	5JN	\$32,460	\$53,351	25	N/A Grant Funded Position		
	2	Health	Nutritionist	594	Community Health Dietitian 1*	3NN	\$56,851	\$59,694	25	N/A Grant Funded Position		
Vacant	3	Health	Nutritionist	594	Community Health Dietitian 1*	3NN	\$53,010	\$57,955	25	N/A Grant Funded Position		
	1	Health	Program Assistant I	460	WIC Client Services Assistant 1*	5JN	\$43,835	\$55,501	25	N/A Grant Funded Position		
Vacant	4	Health	Program Assistant I	460	WIC Client Services Assistant 1*	5JN	\$44,007	\$53,351	25	N/A Grant Funded Position		
Vacant	1	Health	Public Health Nurse - Senior	2KN	Doula Program Coordinator	2KN	\$81,845	\$81,845	25	N/A Title change only		
Vacant	4	Health	Public Health Nurse 3	2IN	Doula 3	2HN	\$76,491	\$72,060	25	(\$1,363)	(\$279)	(\$1,642)
Vacant	2	Library	Custodial Worker 2	8BN	Custodial Worker 3	8CN	\$46,181	\$48,490	25	\$355	\$73	\$428
	1	Water Works	Civil Engineer I	2EN	Civil Engineer I	2JN	\$61,325	\$72,576	25	\$865	\$177	\$1,042
	1	Water Works	Civil Engineer II	2GN	Civil Engineer II	2KN	\$70,177	\$80,785	25	\$816	\$167	\$983
	2	Water Works	Civil Engineer II	2GN	Civil Engineer II	2KN	\$67,459	\$77,656	25	\$1,569	\$321	\$1,890
Vacant	1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,204	\$92,900	25	\$1,438	\$294	\$1,732
	1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$88,176	\$93,829	25	\$435	\$89	\$524
	1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,946	\$93,829	25	\$1,453	\$297	\$1,750
	1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$79,511	\$96,644	25	\$1,318	\$270	\$1,587
	1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$79,511	\$96,644	25	\$1,318	\$270	\$1,587
	1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$77,195	\$96,644	25	\$1,496	\$306	\$1,802
	2	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$78,723	\$96,644	25	\$2,757	\$564	\$3,321
	1	Water Works	Electrical Engineer I	2EN	Electrical Engineer I	2JN	\$63,165	\$86,719	25	\$1,812	\$371	\$2,182
	1	Water Works	Electrical Engineer II	2GN	Electrical Engineer II	2KN	\$69,482	\$92,790	25	\$1,793	\$367	\$2,160
	1	Water Works	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$54,314	\$64,915	25	\$815	\$167	\$982
	1	Water Works	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$67,683	\$67,683	25	N/A Above Recruitment Rate		
	3	Water Works	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$52,210	\$62,400	25	\$2,352	\$481	\$2,833
Vacant	3	Water Works	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$52,210	\$62,400	25	\$2,352	\$481	\$2,832
	1	Water Works	Engineering Drafting Technician V	3RN	CADD and GIS Technician 4	3UN	\$71,067	\$71,067	25	N/A Above Recruitment Rate		

	1	Water Works	Engineering Drafting Technician V	3RN	CADD and GIS Technician 4	3UN	\$72,649	\$72,649	25	N/A Above Recruitment Rate		
Vacant	1	Water Works	Engineering Intern	9PN	Engineering Intern	9PN	\$38,866	\$41,888	25	\$232	\$48	\$280
	1	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,210	\$67,048	25	\$1,141	\$233	\$1,375
	1	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$53,776	\$69,059	25	\$1,176	\$240	\$1,416
	1	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$66,343	\$69,750	25	\$262	\$54	\$316
	1	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$65,548	\$69,750	25	\$323	\$66	\$389
	2	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$54,314	\$69,750	25	\$2,375	\$486	\$2,860
	3	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,732	\$67,719	25	\$3,459	\$707	\$4,166
Vacant	7	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,210	\$67,048	25	\$7,990	\$1,634	\$9,624
Vacant	1	Water Works	Engineering Technician V	3RN	Engineering Technician V	3UN	\$58,859	\$71,088	25	\$941	\$192	\$1,133
	1	Water Works	Engineering Technician V	3RN	Engineering Technician V	3UN	\$61,231	\$73,953	25	\$979	\$200	\$1,179
	1	Water Works	Engineering Technician V	3RN	Engineering Technician V	3UN	\$76,523	\$76,523	25	N/A Above Recruitment Rate		
Vacant	1	Water Works	Management Engineer	1IX	Management Engineer	1KX	\$94,051	\$114,209	25	\$1,551	\$217	\$1,768
	1	Water Works	Management Engineer	1IX	Management Engineer	1KX	\$94,992	\$115,351	25	\$1,566	\$219	\$1,785
	1	Water Works	Management Engineer	1IX	Management Engineer	1KX	\$96,873	\$117,635	25	\$1,597	\$224	\$1,821
	1	Water Works	Management Engineer	1IX	Management Engineer	1KX	\$97,841	\$118,812	25	\$1,613	\$226	\$1,839
	1	Water Works	Mechanical Engineer III	2IN	Mechanical Engineer III	2MN	\$76,431	\$95,687	25	\$1,481	\$303	\$1,784
	1	Port	Civil Engineer II	2GN	Civil Engineer II	2KN	\$70,177	\$80,785	25	\$816	\$167	\$983
	1	Port	Civil Engineer III	2IN	Civil Engineer III	2MN	\$77,195	\$93,829	25	\$1,280	\$262	\$1,541
	1	Port	Civil Engineer III	2IN	Civil Engineer III	2MN	\$76,430	\$93,829	25	\$1,338	\$274	\$1,612
	1	Port	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$59,528	\$69,750	25	\$786	\$161	\$947
	1	Port	Management Civil Engineer – Senior	1IX	Management Civil Engineer – Senior	1KX	\$94,992	\$115,351	25	\$1,566	\$219	\$1,785
	460									\$370,882	\$71,222	\$442,104

Assume effective date is Pay Period 25, 2023 (November 26th, 2023) unless otherwise indicated.

Note: Totals may not be to the exact dollar due to rounding.

*100% Women, Infants & Children grant funded

NEW COSTS FOR FULL YEAR											
Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
1	CCCC	City Channel Manager	1DX	City Channel Manager	1HX	\$64,131	\$88,465	1	\$24,334	\$3,407	\$27,740
1	CCCC	City Channel Production Specialist	3MN	City Channel Production Specialist 1	3SN	\$56,743	\$70,622	1	\$13,879	\$2,838	\$16,717
2	CCCC	City Channel Production Specialist	3MN	City Channel Production Specialist 1	3SN	\$57,311	\$71,328	1	\$28,035	\$5,733	\$33,768
1	CCCC	Senior Planner	2IX	Senior Planner	2MX	\$80,000	\$94,966	1	\$14,966	\$3,060	\$18,026
1	CCCC	Senior Planner	2IX	Senior Planner	2MX	\$80,800	\$95,915	1	\$15,115	\$3,091	\$18,206
1	City Attorney	Assistant City Attorney IV	2PX	Assistant City Attorney IV	2SX	\$113,420	\$118,616	1	\$5,196	\$727	\$5,924
1	City Attorney	Assistant City Attorney IV	2PX	Assistant City Attorney IV	2SX	\$105,274	\$119,802	1	\$14,528	\$2,034	\$16,562
2	City Attorney	Assistant City Attorney IV	2PX	Assistant City Attorney IV	2SX	\$101,196	\$115,161	1	\$27,930	\$3,910	\$31,840
1	City Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2TX	\$116,879	\$123,973	1	\$7,094	\$993	\$8,088
1	City Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2TX	\$124,027	\$127,693	1	\$3,666	\$513	\$4,180
1	City Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2TX	\$115,802	\$127,693	1	\$11,891	\$1,665	\$13,556
1	City Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2TX	\$147,625	\$147,625	1	N/A Above Recruitment Rate		
2	City Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2TX	\$112,429	\$123,973	1	\$23,089	\$3,232	\$26,322
1	DCD	Associate Planner	2EX	Associate Planner	2KX	\$58,777	\$77,656	1	\$18,879	\$2,643	\$21,522
1	DCD	City Planning Manager	1IX	City Planning Manager	1MX	\$103,153	\$130,692	1	\$27,539	\$3,855	\$31,394
1	DCD	Long Range Planning Manager	1GX	Long Range Planning Manager	1KX	\$86,596	\$118,812	1	\$32,216	\$4,510	\$36,726
1	DCD	Principal Planner	2JX	Principal Planner	2NX	\$97,289	\$103,409	1	\$6,120	\$857	\$6,977
1	DCD	Principal Planner	2JX	Principal Planner	2NX	\$84,246	\$103,409	1	\$19,163	\$2,683	\$21,846
1	DCD	Senior Planner	2IX	Senior Planner	2MX	\$76,430	\$93,122	1	\$16,691	\$3,413	\$20,105
1	DCD	Senior Planner	2IX	Senior Planner	2MX	\$79,511	\$95,915	1	\$16,405	\$3,355	\$19,759
1	DCD	Senior Planner	2IX	Senior Planner	2MX	\$78,724	\$95,915	1	\$17,192	\$3,516	\$20,708
1	DCD	Senior Planner – Urban Design	2IX	Senior Planner – Urban Design	2MX	\$77,195	\$96,644	1	\$19,449	\$3,977	\$23,426
1	DCD	Urban Design Coordinator	2JX	Urban Design Coordinator	2NX	\$94,455	\$103,409	1	\$8,954	\$1,254	\$10,207
1	DNS	Boiler Inspector 3	7HN	Boiler Inspector 3	7IN	\$86,421	\$86,421	1	N/A Above Recruitment Rate		
1	DNS	Boiler Inspector 4	7JN	Boiler Inspector 4	7JN	\$86,421	\$86,421	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspection Division Manager	1NX	Building Construction Inspection Division Manager	1QX	\$136,325	\$165,362	1	\$29,037	\$4,065	\$33,102
1	DNS	Building Construction Inspection Operations Manager	1MX	Building Construction Inspection Operations Manager	1OX	\$123,932	\$150,329	1	\$26,397	\$3,696	\$30,092
3	DNS	Building Construction Inspector 1	7HN	Building Construction Inspector 1	7EN	\$72,907	\$64,626	1	(\$24,843)	(\$5,080)	(\$29,923)
1	DNS	Building Construction Inspector 3	7JN	Building Construction Inspector 3	7JN	\$86,421	\$87,367	1	\$945	\$193	\$1,138
1	DNS	Building Construction Inspector 3	7JN	Building Construction Inspector 3	7JN	\$88,118	\$88,118	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 3	7JN	Building Construction Inspector 3	7JN	\$90,762	\$90,762	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$89,063	\$89,063	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$92,524	\$92,524	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$94,237	\$94,237	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$94,237	\$94,237	1	N/A Above Recruitment Rate		

1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$94,237	\$94,237	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$94,237	\$94,237	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$97,064	\$97,064	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$97,064	\$97,064	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$97,064	\$97,064	1	N/A Above Recruitment Rate		
1	DNS	Building Construction Inspector 4	7KN	Building Construction Inspector 4	7KN	\$97,064	\$97,064	1	N/A Above Recruitment Rate		
1	DNS	Electrical Inspection Supervisor	1MX	Electrical Inspection Supervisor	1NX	\$114,209	\$136,663	1	\$22,454	\$3,144	\$25,598
4	DNS	Electrical Inspector 1	7DN	Electrical Inspector 1	7FN	\$54,698	\$64,983	1	\$41,140	\$8,413	\$49,554
1	DNS	Electrical Inspector 3	7JN	Electrical Inspector 3	7KN	\$91,155	\$92,076	1	\$920	\$188	\$1,109
1	DNS	Electrical Inspector 3	7JN	Electrical Inspector 3	7KN	\$86,421	\$93,899	1	\$7,478	\$1,529	\$9,007
2	DNS	Electrical Inspector 3	7JN	Electrical Inspector 3	7KN	\$88,735	\$93,899	1	\$10,328	\$2,112	\$12,440
1	DNS	Electrical Inspector 4	7LN	Electrical Inspector 4	7LN	\$104,322	\$104,322	1	N/A Above Recruitment Rate		
1	DNS	Elevator Inspector 1	7FN	Elevator Inspector 1	7IN	\$64,393	\$80,491	1	\$16,098	\$3,292	\$19,390
1	DNS	Elevator Inspector 3	7LN	Elevator Inspector 3	7LN	\$96,590	\$107,322	1	\$10,732	\$2,195	\$12,927
1	DNS	Elevator Inspector 4	7MN	Elevator Inspector 4	7MN	\$111,615	\$112,688	1	\$1,073	\$219	\$1,292
1	DNS	Elevator Inspector 4	7MN	Elevator Inspector 4	7MN	\$119,235	\$119,235	1	N/A Above Recruitment Rate		
1	DNS	Elevator Inspector 4	7MN	Elevator Inspector 4	7MN	\$122,812	\$122,812	1	N/A Above Recruitment Rate		
1	DNS	Mechanical Plan Examiner III	2JN	Mechanical Plan Examiner 3	7MN	\$89,995	\$113,278	1	\$23,284	\$4,761	\$28,045
1	DNS	Mechanical Plan Examiner III	2JN	Mechanical Plan Examiner 3	7MN	\$88,067	\$113,278	1	\$25,211	\$5,156	\$30,367
1	DNS	Operations Manager – Development Center	1GX	Operations Manager – Development Center	1MX	\$95,451	\$142,171	1	\$46,719	\$6,541	\$53,260
1	DNS	Permit and Development Center Manager	1IX	Permit and Development Center Manager	1OX	\$97,711	\$150,329	1	\$52,618	\$7,366	\$59,984
1	DNS	Plan Examiner II	2GN	Plan Examiner 1	7IN	\$74,974	\$86,812	1	\$11,838	\$2,421	\$14,259
1	DNS	Plan Examiner II	2GN	Plan Examiner 1	7IN	\$75,724	\$87,680	1	\$11,956	\$2,445	\$14,401
2	DNS	Plan Examiner II	2GN	Plan Examiner 1	7IN	\$77,223	\$89,416	1	\$24,386	\$4,987	\$29,373
2	DNS	Plan Examiner II	2GN	Plan Examiner 1	7IN	\$77,996	\$90,311	1	\$24,630	\$5,037	\$29,667
1	DNS	Plan Examiner III	2JN	Senior Plan Examiner 1	7LN	\$85,502	\$100,496	1	\$14,994	\$3,066	\$18,060
1	DNS	Plan Examiner III	2JN	Senior Plan Examiner 1	7LN	\$86,357	\$101,501	1	\$10,310	\$2,108	\$12,419
1	DNS	Plan Examiner III	2JN	Senior Plan Examiner 1	7LN	\$90,903	\$104,546	1	\$8,664	\$1,772	\$10,436
3	DNS	Plan Examiner III	2JN	Senior Plan Examiner 1	7LN	\$88,067	\$103,511	1	\$31,543	\$6,451	\$37,994
1	DNS	Plan Examiner Specialist	2EN	Plan Examiner Specialist 1	7FN	\$65,989	\$71,253	1	\$5,264	\$1,076	\$6,340
1	DNS	Plan Examiner Specialist	2EN	Plan Examiner Specialist 1	7FN	\$65,989	\$71,253	1	\$5,264	\$1,076	\$6,340
2	DNS	Plan Examiner Specialist	2EN	Plan Examiner Specialist 1	7FN	\$67,969	\$73,391	1	\$10,844	\$2,218	\$13,062
1	DNS	Plumbing Inspection Supervisor	1KX	Plumbing Inspection Supervisor	1MX	\$121,909	\$128,296	1	\$6,387	\$894	\$7,282
1	DNS	Plumbing Inspection Supervisor	1KX	Plumbing Inspection Supervisor	1MX	\$125,566	\$132,145	1	\$6,579	\$921	\$7,500
1	DNS	Plumbing Inspector 1	7EN	Plumbing Inspector 1	7HN	\$59,853	\$74,816	1	\$14,963	\$3,060	\$18,023
1	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$91,575	\$99,754	1	\$8,179	\$1,673	\$9,852
1	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$90,677	\$99,754	1	\$9,077	\$1,856	\$10,933
1	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$97,096	\$102,747	1	\$5,651	\$1,156	\$6,806
1	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$92,472	\$102,747	1	\$10,274	\$2,101	\$12,375
1	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$102,737	\$103,774	1	\$1,037	\$212	\$1,250
2	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$93,370	\$99,754	1	\$12,768	\$2,611	\$15,379
2	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$89,779	\$99,754	1	\$19,950	\$4,080	\$24,030
2	DNS	Plumbing Inspector 3	7KN	Plumbing Inspector 3	7KN	\$93,397	\$102,747	1	\$18,699	\$3,824	\$22,523
1	DNS	Plumbing Inspector 4	7MN	Plumbing Inspector 4	7LN	\$103,744	\$104,742	1	\$998	\$204	\$1,202
1	DNS	Plumbing Inspector 4	7MN	Plumbing Inspector 4	7LN	\$108,963	\$108,963	1	N/A Above Recruitment Rate		
1	DNS	Plumbing Inspector 4	7MN	Plumbing Inspector 4	7LN	\$110,827	\$110,827	1	N/A Above Recruitment Rate		
5	DNS	Plumbing Inspector 4	7MN	Plumbing Inspector 4	7LN	\$114,151	\$114,151	1	N/A Above Recruitment Rate		
1	DNS	Sprinkler Construction Inspector 3	7KN	Sprinkler Construction Inspector 3	7KN	\$89,230	\$95,322	1	\$6,092	\$1,246	\$7,338
1	DNS	Sprinkler Construction Inspector 3	7KN	Sprinkler Construction Inspector 3	7KN	\$95,321	\$96,275	1	\$954	\$195	\$1,149
1	DNS	Sprinkler Construction Inspector 3	7KN	Sprinkler Construction Inspector 3	7KN	\$90,989	\$96,275	1	\$5,286	\$1,081	\$6,367
1	DNS	Sprinkler Construction Inspector 4	7LN	Sprinkler Construction Inspector 4	7LN	\$109,091	\$109,091	1	N/A Above Recruitment Rate		
1	DPW	Architect III	2IN	Architect III	2MN	\$74,204	\$92,900	1	\$18,696	\$3,823	\$22,519
1	DPW	Architect III	2IN	Architect III	2MN	\$76,430	\$95,687	1	\$19,257	\$3,938	\$23,195
AUX	DPW	Architectural Designer II	2GN	Architectural Designer II	2KN	\$67,459	\$77,656	1	N/A Unfunded Auxiliary position		
1	DPW	Architectural Designer II	2GN	Architectural Designer II	2KN	\$77,996	\$80,785	1	\$2,790	\$570	\$3,360
1	DPW	Architectural Project Manager	1IX	Architectural Project Manager	1KX	\$94,992	\$115,351	1	\$20,360	\$2,850	\$23,210
1	DPW	Assessment Technician II	3RN	Engineering Technician V	3UN	\$55,763	\$71,088	1	\$15,325	\$3,134	\$18,459
1	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$71,400	\$77,656	1	\$6,256	\$1,279	\$7,535
1	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$71,341	\$77,656	1	\$6,315	\$1,291	\$7,606
1	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$70,177	\$78,433	1	\$8,256	\$1,688	\$9,944
1	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$78,288	\$80,785	1	\$2,497	\$511	\$3,008
1	DPW	Civil Engineer II	2GN	Civil Engineer III	2MN	\$67,459	\$92,900	1	\$25,441	\$5,203	\$30,644
2	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$69,482	\$78,433	1	\$17,900	\$3,661	\$21,561
AUX	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$67,459	\$77,656	1	N/A Unfunded Auxiliary position		
4	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$68,133	\$78,433	1	\$41,198	\$8,425	\$49,622

	4	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$70,177	\$80,785	1	\$42,434	\$8,678	\$51,112
	5	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$69,482	\$79,986	1	\$52,516	\$10,740	\$63,256
	6	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$67,459	\$77,656	1	\$61,185	\$12,512	\$73,697
	8	DPW	Civil Engineer II	2GN	Civil Engineer II	2KN	\$67,459	\$77,656	1	\$81,576	\$16,682	\$98,258
AUX	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,204	\$92,900	1	\$18,696	\$3,823	\$22,519
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,204	\$92,900	1	N/A Unfunded Auxiliary position		
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$84,048	\$93,829	1	\$9,781	\$2,000	\$11,781
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$76,430	\$93,829	1	\$17,399	\$3,558	\$20,957
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$79,928	\$95,687	1	\$15,759	\$3,223	\$18,982
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$90,039	\$96,644	1	\$6,605	\$1,351	\$7,956
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$87,435	\$96,644	1	\$9,209	\$1,883	\$11,092
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$85,258	\$96,644	1	\$11,386	\$2,328	\$13,714
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$83,694	\$96,644	1	\$12,950	\$2,648	\$15,598
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$83,245	\$96,644	1	\$13,399	\$2,740	\$16,139
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$79,511	\$96,644	1	\$17,133	\$3,504	\$20,637
	1	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$77,195	\$96,644	1	\$19,449	\$3,977	\$23,426
	2	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,204	\$92,900	1	\$37,392	\$7,647	\$45,038
	2	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,946	\$93,829	1	\$37,766	\$7,723	\$45,489
	4	DPW	Civil Engineer III	2IN	Civil Engineer III	2MN	\$91,589	\$96,644	1	\$20,220	\$4,135	\$24,355
	1	DPW	Civil Engineer IV	2KX	Civil Engineer IV	2NX	\$84,027	\$100,496	1	\$16,469	\$2,306	\$18,774
	1	DPW	Civil Engineer V	1JX	Civil Engineer V	1MX	\$104,491	\$126,885	1	\$22,395	\$3,135	\$25,530
	1	DPW	Civil Engineer V	1JX	Civil Engineer V	1MX	\$121,899	\$130,692	1	\$8,793	\$1,231	\$10,024
	1	DPW	Civil Engineer V	1JX	Civil Engineer V	1MX	\$114,065	\$130,692	1	\$16,627	\$2,328	\$18,954
	1	DPW	Construction Management Engineer	1IX	Construction Management Engineer	1KX	\$99,168	\$114,209	1	\$15,041	\$2,106	\$17,147
	1	DPW	Construction Management Engineer	1IX	Construction Management Engineer	1KX	\$94,992	\$115,351	1	\$20,360	\$2,850	\$23,210
	1	DPW	Construction Management Engineer	1IX	Construction Management Engineer	1KX	\$103,164	\$118,812	1	\$15,647	\$2,191	\$17,838
	1	DPW	Construction Management Engineer	1IX	Construction Management Engineer	1KX	\$97,841	\$118,812	1	\$20,970	\$2,936	\$23,906
	1	DPW	Electrical Engineer – Senior	1IX	Electrical Engineer – Senior	1KX	\$94,992	\$115,351	1	\$20,360	\$2,850	\$23,210
	1	DPW	Electrical Engineer I	2EN	Electrical Engineer I	2JN	\$63,165	\$86,719	1	\$23,554	\$4,817	\$28,370
	1	DPW	Electrical Engineer II	2GN	Electrical Engineer II	2KN	\$67,459	\$90,087	1	\$22,628	\$4,627	\$27,255
AUX	1	DPW	Electrical Engineer II	2GN	Electrical Engineer II	2KN	\$67,459	\$90,087	1	N/A Unfunded Auxiliary position		
	1	DPW	Electrical Engineer III	2IN	Electrical Engineer III	2MN	\$82,441	\$98,391	1	\$15,950	\$3,262	\$19,212
	1	DPW	Engineering Drafting Technician I	3DN	CADD and GIS Technician 1	3PN	\$41,651	\$58,879	1	\$17,228	\$3,523	\$20,751
	3	DPW	Engineering Drafting Technician I	3DN	CADD and GIS Technician 1	3PN	\$41,239	\$58,296	1	\$51,173	\$10,465	\$61,637
	1	DPW	Engineering Drafting Technician II	3FN	CADD and GIS Technician 2	3QN	\$51,054	\$61,823	1	\$10,769	\$2,202	\$12,971
	1	DPW	Engineering Drafting Technician II	3FN	CADD and GIS Technician 2	3QN	\$48,997	\$61,823	1	\$12,826	\$2,623	\$15,448
	4	DPW	Engineering Drafting Technician II	3FN	CADD and GIS Technician 2	3QN	\$43,728	\$59,428	1	\$62,799	\$12,842	\$75,642
	4	DPW	Engineering Drafting Technician II	3FN	CADD and GIS Technician 2	3QN	\$45,040	\$61,211	1	\$64,683	\$13,228	\$77,910
	6	DPW	Engineering Drafting Technician II	3FN	CADD and GIS Technician 2	3QN	\$43,728	\$59,428	1	\$94,199	\$19,264	\$113,463
	1	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$58,960	\$64,915	1	\$5,955	\$1,218	\$7,173
	1	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$65,711	\$65,711	1	N/A Above Recruitment Rate		
	1	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$67,683	\$67,683	1	N/A Above Recruitment Rate		
	2	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$52,210	\$62,400	1	\$20,381	\$4,168	\$24,549
	2	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$52,732	\$63,024	1	\$20,585	\$4,210	\$24,794
	4	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$54,314	\$64,915	1	\$42,404	\$8,672	\$51,076
	7	DPW	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$52,210	\$62,400	1	\$71,329	\$14,587	\$85,916
	1	DPW	Engineering Drafting Technician V	3RN	CADD and GIS Technician 4	3UN	\$61,231	\$68,160	1	\$6,929	\$1,417	\$8,346
	5	DPW	Engineering Drafting Technician V	3RN	CADD and GIS Technician 4	3UN	\$58,859	\$65,520	1	\$33,305	\$6,811	\$40,116
	3	DPW	Engineering Intern	9PN	Engineering Intern	9PN	\$40,032	\$43,145	1	\$9,337	\$1,909	\$11,247
	1	DPW	Engineering Technician II	3FN	Engineering Technician II	3QN	\$49,076	\$62,861	1	\$13,785	\$2,819	\$16,604
	1	DPW	Engineering Technician II	3FN	Engineering Technician II	3QN	\$43,728	\$62,861	1	\$19,133	\$3,913	\$23,046
	14	DPW	Engineering Technician II	3FN	Engineering Technician II	3QN	\$43,728	\$62,861	1	\$267,860	\$54,777	\$322,638
	9	DPW	Engineering Technician II (0.33 FTE)	3FN	Engineering Technician II (0.33 FTE)	3QN	\$43,728	\$62,861	1	\$4,415	\$903	\$5,318
	1	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$68,930	\$69,750	1	\$820	\$168	\$988
	1	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$66,343	\$69,750	1	\$3,407	\$697	\$4,104
AUX	2	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,210	\$67,048	1	N/A Unfunded Auxiliary position		
	2	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,210	\$67,048	1	\$29,677	\$6,069	\$35,746
	2	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$53,776	\$69,059	1	\$30,567	\$6,251	\$36,818
	4	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$54,314	\$69,750	1	\$61,745	\$12,627	\$74,372
	10	DPW	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,210	\$67,048	1	\$148,379	\$30,344	\$178,723
	1	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$71,674	\$71,799	1	\$125	\$26	\$151
	1	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$69,659	\$73,953	1	\$4,293	\$878	\$5,171
	1	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$65,948	\$73,953	1	\$8,005	\$1,637	\$9,642
	1	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$65,204	\$73,953	1	\$8,749	\$1,789	\$10,538
AUX	2	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$58,859	\$71,088	1	N/A Unfunded Auxiliary position		

	3	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$59,448	\$71,799	1	\$37,052	\$7,577	\$44,630
	3	DPW	Engineering Technician V	3RN	Engineering Technician V	3UN	\$61,231	\$73,953	1	\$38,164	\$7,805	\$45,968
	1	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$81,226	\$81,629	1	\$403	\$82	\$485
	1	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$77,442	\$81,629	1	\$4,187	\$856	\$5,043
Vacant	1	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$88,583	\$88,583	1	N/A Above Recruitment Rate		
	1	DPW	Engineering Technician VI	2IN	Civil Engineer III	2MN	\$70,328	\$92,900	1	\$22,572	\$4,616	\$27,188
	2	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$75,089	\$81,629	1	\$13,080	\$2,675	\$15,755
	2	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$73,162	\$81,629	1	\$16,935	\$3,463	\$20,398
	2	DPW	Engineering Technician VI	2IN	Engineering Technician VI	2KN	\$88,921	\$88,921	1	N/A Above Recruitment Rate		
	1	DPW	Facilities Construction Project Coordinator	2HN	Facilities Construction Project Coordinator	2LN	\$80,708	\$94,516	1	\$13,808	\$2,824	\$16,632
	1	DPW	Facilities Maintenance Coordinator	2HN	Facilities Maintenance Coordinator	2LN	\$83,129	\$97,351	1	\$14,222	\$2,908	\$17,130
	1	DPW	Facilities Project Coordinator	2IN	Architect III	2MN	\$74,204	\$92,900	1	\$18,696	\$3,823	\$22,519
	1	DPW	Field Operations Inspection Supervisor	1DX	Field Operations Inspection Manager	1EX	\$71,108	\$76,725	1	\$5,617	\$786	\$6,403
	1	DPW	Management Civil Engineer – Senior	1IX	Management Civil Engineer – Senior	1KX	\$103,942	\$115,351	1	\$11,409	\$1,597	\$13,007
	1	DPW	Management Civil Engineer – Senior	1IX	Management Civil Engineer – Senior	1KX	\$106,000	\$117,635	1	\$11,635	\$1,629	\$13,264
	1	DPW	Management Civil Engineer – Senior	1IX	Management Civil Engineer – Senior	1KX	\$109,804	\$118,812	1	\$9,008	\$1,261	\$10,269
	2	DPW	Management Civil Engineer – Senior	1IX	Management Civil Engineer – Senior	1KX	\$97,841	\$118,812	1	\$41,940	\$5,872	\$47,812
AUX	1	DPW	Mechanical Engineer III	2IN	Mechanical Engineer III	2MN	\$74,204	\$92,900	1	N/A Unfunded Auxiliary position		
	1	DPW	Mechanical Engineer III	2IN	Mechanical Engineer III	2MN	\$83,768	\$96,644	1	\$12,875	\$2,633	\$15,508
	1	DPW	Mechanical Engineer IV	1IX	Mechanical Engineer IV	1KX	\$97,841	\$118,812	1	\$20,970	\$2,936	\$23,906
	1	DPW	New Position	N/A	Sanitation Business Operations Manager	1JX	N/A	\$103,826	1	N/A Included in 2023 budget		
	1	DPW	Public Works Coordination Manager	1KX	Public Works Coordination Manager	1NX	\$112,160	\$143,762	1	\$31,602	\$4,424	\$36,027
	1	DPW	Public Works Inspector I	3HN	Public Works Inspector I	3QN	\$49,376	\$65,394	1	\$16,018	\$3,276	\$19,294
	2	DPW	Public Works Inspector I	3HN	Public Works Inspector I	3QN	\$48,887	\$64,747	1	\$31,719	\$6,487	\$38,205
	1	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$55,178	\$67,719	1	\$12,540	\$2,564	\$15,105
	1	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$53,099	\$67,719	1	\$14,620	\$2,990	\$17,609
	1	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$63,676	\$69,750	1	\$6,074	\$1,242	\$7,316
AUX	1	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$54,314	\$69,750	1	\$15,436	\$3,157	\$18,593
	2	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$52,210	\$67,048	1	N/A Unfunded Auxiliary position		
	3	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$63,960	\$69,750	1	\$17,369	\$3,552	\$20,921
	4	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$52,732	\$67,719	1	\$59,948	\$12,259	\$72,207
	5	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$52,210	\$67,048	1	\$74,192	\$15,172	\$89,365
	5	DPW	Public Works Inspector II	3LN	DOT Projects Inspector	3UN	\$52,210	\$77,656	1	\$127,230	\$26,018	\$153,248
	6	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$53,776	\$69,059	1	\$91,700	\$18,753	\$110,453
	9	DPW	Public Works Inspector II	3LN	Public Works Inspector II	3TN	\$54,314	\$69,750	1	\$138,926	\$28,410	\$167,336
	1	DPW	Senior Transportation Planner	2IN	Senior Transportation Planner	2MN	\$74,204	\$92,900	1	\$18,696	\$3,823	\$22,519
	1	DPW	Senior Transportation Planner	2IN	Senior Transportation Planner	2MN	\$74,947	\$93,829	1	\$18,883	\$3,861	\$22,744
	1	DPW	Senior Transportation Planner	2IN	Senior Transportation Planner	2MN	\$78,724	\$96,644	1	\$17,920	\$3,665	\$21,585
	1	DPW	Sidewalk Repair Specialist	3NN	Sidewalk Repair Specialist	3TN	\$66,343	\$69,750	1	\$3,407	\$697	\$4,104
	1	DPW	Sidewalk Repair Specialist	3NN	Sidewalk Repair Specialist	3TN	\$62,446	\$69,750	1	\$7,304	\$1,494	\$8,797
	1	DPW	Streetcar System Manager	1IX	Streetcar System Manager	1KX	\$94,051	\$114,209	1	\$20,158	\$2,822	\$22,980
	1	DPW	Structural Design Manager	1IX	Structural Design Manager	1KX	\$94,992	\$115,351	1	\$20,360	\$2,850	\$23,210
	1	DPW	Survey Geospatial Manager	1IX	Survey Geospatial Manager	1KX	\$94,992	\$115,351	1	\$20,360	\$2,850	\$23,210
	1	DPW	Traffic Engineer – Senior	1IX	Traffic Engineer – Senior	1KX	\$97,841	\$118,812	1	\$20,970	\$2,936	\$23,906
	1	DPW	Transportation Engineering Planner	1IX	Transportation Engineering Planner	1KX	\$100,295	\$117,635	1	\$17,340	\$2,428	\$19,768
	1	DPW	Transportation Operations Assistant	9PN	Transportation Operations Assistant	9PN	\$40,032	\$43,145	1	\$3,113	\$637	\$3,749
	2	DPW	Transportation Operations Assistant	9PN	Transportation Operations Assistant	9PN	\$38,866	\$41,888	1	\$6,044	\$1,236	\$7,280
	1	DPW	Yard Attendant	8DN	FHQ Yard Attendant	8DN	\$56,018	\$56,018	1	N/A Above Recruitment Rate		
	1	DPW	Yard Attendant	8DN	FHQ Yard Attendant	8DN	\$56,439	\$56,439	1	N/A Above Recruitment Rate		
	1	DPW	Yard Attendant	8DN	FHQ Yard Attendant	8DN	\$56,546	\$56,546	1	N/A Above Recruitment Rate		
	1	DPW	Yard Attendant	8DN	FHQ Yard Attendant	8DN	\$58,132	\$58,132	1	N/A Above Recruitment Rate		
	1	Election	New Position	N/A	Early Voting Coordinator	2FX	N/A	\$65,004	1	N/A Included in 2024 budget		
	1	Election	New Position	N/A	Election Training Manager	1FX	N/A	\$72,917	1	N/A Included in 2024 budget		
	1	Health	Clinic Assistant	309	WIC Client Services Assistant 1*	5JN	\$33,434	\$54,952	1	N/A Grant Funded Position		
	1	Health	Clinic Assistant	309	WIC Client Services Assistant 1*	5JN	\$33,769	\$55,501	1	N/A Grant Funded Position		
	1	Health	Dietetic Technician	503	Community Health Nutritionist 1*	2JN	\$36,507	\$50,621	1	N/A Grant Funded Position		
	2	Health	Dietetic Technician	503	Community Health Nutritionist 1*	2JN	\$35,444	\$49,147	1	N/A Grant Funded Position		
	5	Health	Dietetic Technician	503	Community Health Nutritionist 1*	2JN	\$35,444	\$49,147	1	N/A Grant Funded Position		
	1	Health	Doula Senior	2KN	Doula Program Coordinator	2KN	\$84,300	\$84,300	1	N/A Above Recruitment Rate		
	1	Health	Medical Assistant	5CN	WIC Client Services Supervisor*	1GX	\$32,460	\$85,937	1	N/A Grant Funded Position		
	3	Health	Medical Assistant	5CN	WIC Client Services Assistant 1*	5JN	\$32,460	\$53,351	1	N/A Grant Funded Position		
	2	Health	Nutritionist	594	Community Health Dietitian 1*	3NN	\$56,851	\$59,694	1	N/A Grant Funded Position		
	3	Health	Nutritionist	594	Community Health Dietitian 1*	3NN	\$53,010	\$57,955	1	N/A Grant Funded Position		
	1	Health	Program Assistant I	460	WIC Client Services Assistant 1*	5JN	\$43,835	\$55,501	1	N/A Grant Funded Position		
	4	Health	Program Assistant I	460	WIC Client Services Assistant 1*	5JN	\$44,007	\$53,351	1	N/A Grant Funded Position		

1	Health	Public Health Nurse - Senior	2KN	Doula Program Coordinator	2KN	\$81,845	\$81,845	1	N/A Title change only		
4	Health	Public Health Nurse 3	2IN	Doula 3	2HN	\$76,491	\$72,060	1	(\$17,724)	(\$3,624)	(\$21,348)
2	Library	Custodial Worker 2	8BN	Custodial Worker 3	8CN	\$46,181	\$48,490	1	\$4,618	\$944	\$5,563
1	Water Works	Civil Engineer I	2EN	Civil Engineer I	2JN	\$61,325	\$72,576	1	\$11,250	\$2,301	\$13,551
1	Water Works	Civil Engineer II	2GN	Civil Engineer II	2KN	\$70,177	\$80,785	1	\$10,609	\$2,169	\$12,778
2	Water Works	Civil Engineer II	2GN	Civil Engineer II	2KN	\$67,459	\$77,656	1	\$20,395	\$4,171	\$24,566
1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,204	\$92,900	1	\$18,696	\$3,823	\$22,519
1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$88,176	\$93,829	1	\$5,653	\$1,156	\$6,810
1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$74,946	\$93,829	1	\$18,883	\$3,862	\$22,744
1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$79,511	\$96,644	1	\$17,133	\$3,504	\$20,637
1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$79,511	\$96,644	1	\$17,133	\$3,504	\$20,637
1	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$77,195	\$96,644	1	\$19,449	\$3,977	\$23,426
2	Water Works	Civil Engineer III	2IN	Civil Engineer III	2MN	\$78,723	\$96,644	1	\$35,841	\$7,329	\$43,170
1	Water Works	Electrical Engineer I	2EN	Electrical Engineer I	2JN	\$63,165	\$86,719	1	\$23,554	\$4,817	\$28,370
1	Water Works	Electrical Engineer II	2GN	Electrical Engineer II	2KN	\$69,482	\$92,790	1	\$23,307	\$4,766	\$28,074
1	Water Works	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$54,314	\$64,915	1	\$10,601	\$2,168	\$12,769
1	Water Works	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$67,683	\$67,683	1	N/A Above Recruitment Rate		
3	Water Works	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$52,210	\$62,400	1	\$30,571	\$6,252	\$36,823
3	Water Works	Engineering Drafting Technician IV	3NN	CADD and GIS Technician 3	3TN	\$52,210	\$62,400	1	\$30,570	\$6,252	\$36,821
1	Water Works	Engineering Drafting Technician V	3RN	CADD and GIS Technician 4	3UN	\$71,067	\$71,067	1	N/A Above Recruitment Rate		
1	Water Works	Engineering Drafting Technician V	3RN	CADD and GIS Technician 4	3UN	\$72,649	\$72,649	1	N/A Above Recruitment Rate		
1	Water Works	Engineering Intern	9PN	Engineering Intern	9PN	\$38,866	\$41,888	1	\$3,022	\$618	\$3,640
1	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,210	\$67,048	1	\$14,838	\$3,034	\$17,873
1	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$53,776	\$69,059	1	\$15,283	\$3,125	\$18,409
1	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$66,343	\$69,750	1	\$3,407	\$697	\$4,104
1	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$65,548	\$69,750	1	\$4,202	\$859	\$5,061
2	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$54,314	\$69,750	1	\$30,872	\$6,313	\$37,186
3	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,732	\$67,719	1	\$44,961	\$9,194	\$54,155
7	Water Works	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$52,210	\$67,048	1	\$103,866	\$21,241	\$125,106
1	Water Works	Engineering Technician V	3RN	Engineering Technician V	3UN	\$58,859	\$71,088	1	\$12,229	\$2,501	\$14,730
1	Water Works	Engineering Technician V	3RN	Engineering Technician V	3UN	\$61,231	\$73,953	1	\$12,721	\$2,602	\$15,323
1	Water Works	Engineering Technician V	3RN	Engineering Technician V	3UN	\$76,523	\$76,523	1	N/A Above Recruitment Rate		
1	Water Works	Management Engineer	1IX	Management Engineer	1KX	\$94,051	\$114,209	1	\$20,158	\$2,822	\$22,980
1	Water Works	Management Engineer	1IX	Management Engineer	1KX	\$94,992	\$115,351	1	\$20,360	\$2,850	\$23,210
1	Water Works	Management Engineer	1IX	Management Engineer	1KX	\$96,873	\$117,635	1	\$20,763	\$2,907	\$23,669
1	Water Works	Management Engineer	1IX	Management Engineer	1KX	\$97,841	\$118,812	1	\$20,970	\$2,936	\$23,906
1	Water Works	Mechanical Engineer III	2IN	Mechanical Engineer III	2MN	\$76,431	\$95,687	1	\$19,256	\$3,938	\$23,194
1	Port	Civil Engineer II	2GN	Civil Engineer II	2KN	\$70,177	\$80,785	1	\$10,609	\$2,169	\$12,778
1	Port	Civil Engineer III	2IN	Civil Engineer III	2MN	\$77,195	\$93,829	1	\$16,634	\$3,402	\$20,036
1	Port	Civil Engineer III	2IN	Civil Engineer III	2MN	\$76,430	\$93,829	1	\$17,399	\$3,558	\$20,957
1	Port	Engineering Technician IV	3NN	Engineering Technician IV	3TN	\$59,528	\$69,750	1	\$10,222	\$2,090	\$12,312
1	Port	Management Civil Engineer – Senior	1IX	Management Civil Engineer – Senior	1KX	\$94,992	\$115,351	1	\$20,360	\$2,850	\$23,210
460									\$4,768,477	\$915,053	\$5,683,530

Note: Totals may not be to the exact dollar due to rounding.
*100% Women, Infants & Children grant funded