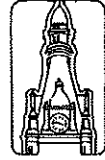


CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS



Maria Monteagudo
Department of Employee Relations
City of Milwaukee
200 E Wells St, Room 706

April 23, 2019

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 190117 – Communication from the Department of Employee Relations relating to recruitment flexibility for the title of Violence Prevention Manager

Dear Committee Members:

This communication requests an amendment to the 2019 Salary Ordinance to allow recruitment at any rate in the pay range for the position of Violence Prevention Manager in Pay Range 2HX (\$54,865 - \$76,806). This position in the Milwaukee Health Department's Office of Violence Prevention manages a strategic effort on youth development and violence reduction among youth in the City of Milwaukee. The position has responsibility for multi-agency and community collaboration, alignment with internal City initiatives, policy development, establishing measurable objectives, data collection/analysis and evaluation of the effort.

It is vital that the position of Violence Prevention Manager be filled with a highly skilled candidate as this position communicates factual information that may help change the thinking and/or behaviors detrimental to the health of the Milwaukee community.

The Health Department has had difficulty as of late recruiting for their leadership team due to low salary levels. Recruitment flexibility is deemed necessary to appoint the most qualified candidate for this important role. We therefore recommend that a footnote be added to this title that allows appointment anywhere in the range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

Action Required – Effective Pay Period 10, 2019 (May 5, 2019)

In the Salary Ordinance

Under Pay Range 2HX
Add the (4) designation to the title of "Violence Prevention Manager".

Respectfully submitted,

A handwritten signature in cursive script that reads "M. Monteagudo".

Maria Monteagudo
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A Date 4/24/2019 File Number 190117 Original Substitute

Subject Communication from the Department of Employee Relations relating to recruitment flexibility for the title of Violence Prevention Manager

B Submitted By (Name/Title/Dept./Ext.) Sarah Trotter / Human Resources Representative / Employee Relations / x2398

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

E

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages		\$0.00	\$0.00
		\$0.00	\$0.00
Supplies/Materials		\$0.00	\$0.00
		\$0.00	\$0.00
Equipment		\$0.00	\$0.00
		\$0.00	\$0.00
Services		\$0.00	\$0.00
		\$0.00	\$0.00
Other		\$0.00	\$0.00
		\$0.00	\$0.00
TOTALS		\$ 0.00	\$ 0.00

F

Assumptions used in arriving at fiscal estimate. _____

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.

- | | | |
|------------------------------------|------------------------------------|-------|
| <input type="checkbox"/> 1-3 Years | <input type="checkbox"/> 3-5 Years | _____ |
| <input type="checkbox"/> 1-3 Years | <input type="checkbox"/> 3-5 Years | _____ |
| <input type="checkbox"/> 1-3 Years | <input type="checkbox"/> 3-5 Years | _____ |

H

List any costs not included in Sections D and E above. _____

I

Additional information. _____ Costs will depend on the actual request for an individual being appointed to this position.

J

This Note Was requested by committee chair.