Cavalier Johnson
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City of Milwaukee

Department of Employee Relations

Job Evaluation Report

City Service Commission Meeting: July 7, 2026

Department of Public Works – Infrastructure Division

Current	Recommended
Management Civil Engineer - Senior PR 1KX ($90,006– $131,235) FN Recruitment is at $116,493 (One Vacant Position)	Civil Engineer IV PR 2NX ($85,366 – $123,106) FN Recruitment is at $102,506 (One Vacant Position)
New Position (One Position)	Senior Transportation Analyst Planner PR 2MN ($80,098 – $115,501) FN Recruitment is at $94,758 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Milwaukee Health Department

Current	Recommended
Emergency Response Planning Director PR 1IX ($80,098 - $115,501) FN Recruitment is at $95,932 (One Position)	Public Health Emergency Preparedness Director PR 1IX ($80,098 - $115,501) FN Recruitment is at $95,932 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Department of Public Works-Operations Division

Current	Recommended
Self Help Yard Supervisor PR 1EX ($62,041 - $89,460) FN Recruitment rate is at $72,768 (Two Positions)	Drop Off Center Supervisor PR 1EX ($62,041 - $89,460) FN Recruitment rate is at $72,768 (Two Positions)

Note: Residents receive a 4% Resident Incentive Allowance.

Positions evaluated in this report have either been repurposed or added to the budget to perform functions needed to meet the operational needs of the department or retitled to better reflect the duties and responsibilities. Job description provided by departments were evaluated and discussions were held with respective department heads and human resources personnel.

Current	Management Civil Engineer - Senior	PR 1KX ($90,006– $131,235) FN Recruitment is at $116,493	One Vacant Position

Recommended	Civil Engineer IV	PR 2NX ($85,366 – $123,106) FN Recruitment is at $102,506	One Vacant Position

This repurposed position will lead the planning, scheduling and coordination of the City's annual and long-range paving programs. This role establishes asset management procedures for city roadways, alleys, and sidewalks; prepares budget documents; determines paving special assessments; and oversees estimating procedures for city contracts. Duties and responsibilities include:

- Coordinate all documents require to schedule and program paving projects including resolution preparation for Common Council.
- Meet with Common Council members to discuss priorities.
- Attend Common Council meetings in absence of the Civil Engineer V.
- Prepare local paving budget documents.
- Prepare contract close out final budget allocation documents.
- Administer DPW Master Contracts.
- Evaluate roadways, alley and sidewalk condition to scope future improvements.
- Maintain records and administer updates to asset management software.
- Review as-bid unit prices.
- Oversee preparation of paving and traffic calming estimates and certificates.
- Oversee software upload of all city-let contract estimates.
- Update estimating software and procedures.
- Determine special assessment rates annually in compliance with City ordinance.
- Calculate special assessments for properties on all projects in compliance with State Statues.
- Communicate with Common Council and public on special assessment inquires.
- Administer deferred assessments program.
- Represent DPW at neighborhood meetings.
- Perform other duties as assigned.

Minimum requirements include a bachelor's degree Civil Engineering from a program accredited by the Accreditation Bard for Engineering and Technology (ABET), registration as a Professional Engineer in Wisconsin at time of appointment and throughout employment, and five years of professional engineering experience related to design, transportation, planning, or project management.

The funding for a vacant position of Management Civil Engineer – Senior was repurposed during the 2026 budget so as to fund this position to meet operational needs.

Based off the duties and responsibilities, this position is similar to that of already classified Civil Engineer V's throughout the City. Therefore, this report recommends repurposing one vacant position of Management Civil Engineer - Senior in Pay Range 1KX ($90,006– $131,235) as a Civil Engineer V in Pay Range 2NX ($85,366 – $123,106) with a recruitment rate of $102,506.

Current	New Position	N/A	One Position
Recommended	Senior Transportation Analyst Planner	PR 2MN ($80,098 – $115,501) FN Recruitment is at $94,758	One Position

This position leads advanced analytics, modeling, mapping, and performance initiatives to support data-driven transportation planning, policy development, and evaluation. This position will utilize transportation data to guide capital investment, maintenance strategies, safety improves, mobility initiatives, and long-range planning efforts. Duties and responsibilities include:

- Serve as technical lead for data and analytics for transportation studies and corridor projects.
- Coordinate data amongst various DPW sections and units, and other departments to support data-driven project development.
- Provide technical oversight of analytical work.
- Assist in the preparation of grant applications and required state/federal performance reporting.
- Prepare technical reports, memoranda, and presentations for leadership and Common Council.
- Translate complex analytical findings into clear and actionable recommendations.
- Lead GIS mapping activities, including creating high-quality public-facing maps and conducting analyses to support planning and design projects.
- Oversee and maintain inventory of various DPW Infrastructure assets in GIS.
- Provide inputs and analyses for CIP planning and maintenance initiatives.
- Integrate and maintain files, records, and plans of infrastructure and utility work completed within the right-of-way into GIS.
- Develop protocols and mapping tools to assist in project scheduling and permitting.
- Develop mapping governance procedures and policies.
- Develop and maintain transportation performance measures consistent with local, state, and federal requirements.
- Oversee data collection and analysis for before and after studies to measure project effectiveness.
- Conduct data analysis to support comprehensive and strategic planning efforts, including identifying appropriate data sources, analyzing data, presenting findings, and making recommendations based on findings.
- Manage various data collection technologies related to multimodal safety and performance, such as video, radar, LiDAR, and crowd-sourced mobility analytics data.
- Build and apply forecasting models, scenario analyses to support programming and long-range planning.
- Perform safety evaluations, including high-injury network identification and systemic risk analysis.
- Establish protocols for data collection, validation, integration, and reporting.
- Design and maintain dashboards and visual reporting tools for executive and public use.
- Recommend improvement to data systems, automation, and analytical processes.
- Perform other duties as assigned.

Minimum requirements include a bachelor's degree in urban planning, geography, geographic information systems (GIS), statistics, data science/analysis, or a related field from an accredited college or university and four years of professional experience, including project management involving data analysis and GIS in transportation planning, urban planning, or a related field. Equivalent combination of education and experience may be considered. These minimum qualifications have yet to be vetted by the Staffing Division.

The department has indicated that this position is intended to be more focused on analytics to support data-driven transportation long-range planning, policy development, safety improvements, and mobility initiatives. The level of duties and responsibilities are close to that of classified titles of Senior Transportation Planner in pay range 2MN and DCD Senior Planner, and Database Analyst – Senior in pay range 2MX.

Based off the duties and responsibilities, this report recommends classifying this new position as a Senior Transportation Analyst Planner and placing it in Pay Range 2MN ($80,098 – $115,501) with a recruitment rate of $94,758.

Current	Emergency Response Planning Director	PR 1IX ($80,098 - $115,501) FN Recruitment is at $95,932	One Position

Recommended	Public Health Emergency Preparedness Director	PR 1IX ($80,098 - $115,501) FN Recruitment is at $95,932	One Position

The department has submitted the request to retitle the position of Emergency Response Planning Director to Public Health Emergency Preparedness Director. This will more accurately reflect the work done by the section, which includes the staff working in Emergency Preparedness and Environmental Health. There are no changes to the duties and responsibilities.

This report recommends retitling one position of Emergency Response Planning Director in Pay Range 1IX ($80,098 - $115,501 with recruitment at $95,932) to Public Health Emergency Preparedness Director and keeping it in Pay Range 1IX ($80,098 - $115,501) and keeping the recruitment rate of $95,932.

Current	Self Help Yard Supervisor	PR 1EX ($62,041 - $89,460) FN Recruitment is at $72,768	Two Positions
Recommended	Drop Off Center Supervisor	PR 1EX ($62,041 - $89,460) FN Recruitment is at $72,768	Two Positions

The Department of Public Works – Operations has submitted the request to retitle two positions of Self Help Yard Supervisor to Drop Off Center Supervisor. This is the only title using the previous branding of Self Help. The areas at Industrial Road and Lincoln Ave are now call Drop Off Centers and the workers have already been retitled to Drop Off Center Attendants. This will allow for consistent messaging. There are no changes to the duties and responsibilities.

This report recommends retitling two positions of Self Help Yard Supervisor in Pay Range 1EX ($62,041 - $89,460 with recruitment at $72,768) to Drop Off Center Supervisor and keeping it in Pay Range 1EX ($62,041 - $89,460) and keeping the recruitment rate of $72,768.

Action Required – Effective Pay Period 16, 2026 (July 19, 2026)
* Please see submitted addendum to CCFN for Salary and Position Ordinance changes.

Prepared by: _____
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Reviewed by: Jackie Q. Carter
Jackie Q. Carter, Employee Relations Director