



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Molly King
Employee Benefits Director

Vacant
Labor Negotiator

November 10, 2024

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

Common Council File # 241142 – Communication from the Department of Employee Relations about final rules issued by the Department of Labor (DOL) updating overtime regulations under the Fair Labor Standards Act (FLSA).

On April 23, 2024, the United States Department of Labor (DOL) issued final rules updating overtime regulations under the Fair Labor Standards Act (FLSA). The most critical change includes an increase in the salary threshold needed for Executive, Administrative and Professional Workers to be exempt from overtime provisions of the act. The first change, effective July 1, 2024, increased this threshold amount from \$35,568 annually to \$43,888. The second change, effective January 1, 2023, increases this threshold amount from \$43,888 annually to \$58,656. The rules also include an automatic threshold increase provision every three years with the first update effective July 1, 2027.

A review of rates of pay within the Salary Ordinance reveals that there are eight FLSA exempt pay ranges with rates of pay that will be below the new threshold of \$58,656 on January 1, 2025.

To maintain the FLSA exempt status for positions in these pay ranges, we recommend increasing the minimum of these pay ranges to \$1,871.92 biweekly (\$48,669.92 annual).

Pay Range	Current Range	Proposed Range	Number of Titles	Number of Incumbents	Incumbents Under new Minimum
1AX	\$51,649.00 - \$67,308.80	\$58,656.00 - \$67,308.80	2	0	0
1BX	\$51,649.00 - \$71,754.02	\$58,656.00 - \$71,754.02	4	5	0
1CX	\$54,618.98 - \$76,473.54	\$58,656.00 - \$76,473.54	4	6	0
1DX	\$58,222.84 - \$81,507.14	\$58,656.00 - \$81,507.14	6	8	0
2EX	\$51,649.00 - \$67,308.80	\$58,656.00 - \$67,308.80	3	2	1
2FX	\$51,649.00 - \$71,754.02	\$58,656.00 - \$71,754.02	6	1	0
2GX	\$54,618.98 - \$76,473.54	\$58,656.00 - \$76,473.54	18	20	0
2HX	\$58,222.84 - \$81,507.14	\$58,656.00 - \$81,507.14	7	1	0
			50	43	1

We also recommend adjusting the salary of employees in these pay ranges who are paid at a rate below the new threshold of \$2,256.00 biweekly (\$58,656.00 annually) if a nonresident, or the applicable resident rate in accordance with relevant provisions of the Salary Ordinance.

This recommendation has an immediate impact on 6 employees. The total cost of this recommendation to bring the City into compliance with the FLSA is projected to be \$1,146 for 2024 and \$29,789 for 2025.

To implement these changes the Salary Ordinance would need to be changed as follows, effective Pay Period 26 (December 8, 2024):

Under Pay Ranges 1AX, 1BX, 1CX, 1DX, 2EX, 2FX, 2GX, and 2HX the new minimum rate of pay would be:

Hourly	\$28.20
Biweekly	\$2,256.00
Annual	\$58,656.00

Respectfully Submitted,



Harper Donahue, IV
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A	Date	<u>11/20/2024</u>	File Number	<u>241142</u>	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Substitute
	Subject	Communication from the Department of Employee relations amending the Salary Ordinance relating to final rules issued by the Department of Labor (DOL) updating overtime regulations under the Fair Labor Standards Act (FLSA).				

B	Submitted By (Name/Title/Dept./Ext.)	<u>Sarah Wangerin/ Human Resources Representative / Employee Relations</u>
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C	This File	<input checked="" type="checkbox"/> Increases or decreases previously authorized expenditures.
		<input type="checkbox"/> Suspends expenditure authority.
		<input type="checkbox"/> Increases or decreases city services.
		<input type="checkbox"/> Authorizes a department to administer a program affecting the city's fiscal liability.
		<input type="checkbox"/> Increases or decreases revenue.
		<input type="checkbox"/> Requests an amendment to the salary or positions ordinance.
		<input type="checkbox"/> Authorizes borrowing and related debt service.
		<input type="checkbox"/> Authorizes contingent borrowing (authority only).
		<input type="checkbox"/> Authorizes the expenditure of funds not authorized in adopted City Budget.

D	Charge To	<input checked="" type="checkbox"/> Department Account	<input type="checkbox"/> Contingent Fund
		<input type="checkbox"/> Capital Projects Fund	<input type="checkbox"/> Special Purpose Accounts
		<input type="checkbox"/> Debt Service	<input type="checkbox"/> Grant & Aid Accounts
		<input type="checkbox"/> Other (Specify) _____	

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.

The total cost for 2024 is \$351. The total cost for a full year is \$9,138. 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.

NEW COSTS FOR 2024

Pos.	Dept	From	PR	To	PR	CURRENT	NEW	EffPP	Costs	Rollup	Rollup+ Sal
						Annual	Annual				
1	DCD	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$72,811	\$60,416	26	N/A	Above Recruitment Rate	
1	DCD	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$77,216	\$60,416	26	N/A	Above Recruitment Rate	
1	DNS	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$73,539	\$60,416	26	N/A	Above Recruitment Rate	
1	DNS	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$73,539	\$60,416	26	N/A	Above Recruitment Rate	
1	DNS	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$77,951	\$60,416	26	N/A	Above Recruitment Rate	
1	Various	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$70,690	\$58,656	26	N/A	Above Recruitment Rate	
1	City Treasurer	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$76,661	\$60,416	26	N/A	Above Recruitment Rate	
1	DER	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$69,550	\$58,656	26	N/A	Above Recruitment Rate	
1	DNS	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$76,661	\$60,416	26	N/A	Above Recruitment Rate	
1	DOA-BUDGET	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$84,327	\$60,416	26	N/A	Above Recruitment Rate	
1	DOA-OTD	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$69,002	\$60,416	26	N/A	Above Recruitment Rate	
1	DOA-OTD	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$69,002	\$60,416	26	N/A	Above Recruitment Rate	
1	DPW	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$68,332	\$58,656	26	N/A	Above Recruitment Rate	
1	DPW	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$76,661	\$60,416	26	N/A	Above Recruitment Rate	
1	FPC	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$76,661	\$60,416	26	N/A	Above Recruitment Rate	
1	Mayor	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$76,661	\$60,416	26	N/A	Above Recruitment Rate	
1	Municipal Court	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$71,072	\$60,416	26	N/A	Above Recruitment Rate	
1	Various	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$66,992	\$58,656	26	N/A	Above Recruitment Rate	
1	Various	Budget And Management Analyst – Lead	2GX	Budget And Management Analyst – Lead	2GX	\$54,619	\$58,656	26	N/A	Underfill or Obsolete Title	
1	Various	Budget And Management Analyst – Senior	2FX	Budget And Management Analyst – Senior	2FX	\$51,649	\$58,656	26	N/A	Underfill or Obsolete Title	
1	Various	Budget And Policy Specialist	2HX	Budget And Policy Specialist	2HX	\$58,223	\$58,656	26	N/A	Underfill or Obsolete Title	
1	DPW	Building Operations Supervisor	1DX	Building Operations Supervisor	1DX	\$81,644	\$58,656	26	N/A	Above Recruitment Rate	
1	Various	Building Services Manager	1CX	Building Services Manager	1CX	\$54,619	\$58,656	26	N/A	Underfill or Obsolete Title	
1	Library	Building Services Supervisor II	1BX	Building Services Supervisor II	1BX	\$69,786	\$60,416	26	N/A	Above Recruitment Rate	
1	Library	Building Services Supervisor II	1BX	Building Services Supervisor II	1BX	\$69,786	\$60,416	26	N/A	Above Recruitment Rate	
1	Library	Building Services Supervisor II	1BX	Building Services Supervisor II	1BX	\$70,426	\$60,416	26	N/A	Above Recruitment Rate	
Vacant	1	DER	2GX	Business Operations Specialist	2GX	\$66,304	\$58,656	26	N/A	Above Recruitment Rate	
1	Various	Claims Adjuster – Senior	2EX	Claims Adjuster – Senior	2EX	\$51,649	\$58,656	26	N/A	Underfill or Obsolete Title	
1	DCD	Community Outreach Liaison	2GX	Community Outreach Liaison	2GX	\$57,222	\$60,416	26	\$123	\$17	\$140
1	DOA-CWS	Community Violence Prevention Program Coordinator	2GX	Community Violence Prevention Program Coordinator	2GX	\$67,239	\$60,416	26	N/A	Above Recruitment Rate	
1	DOA-CWS	Community Violence Prevention Program Coordinator	2GX	Community Violence Prevention Program Coordinator	2GX	\$75,480	\$60,416	26	N/A	Above Recruitment Rate	
Vacant	1	DOA-CDGA	2GX	Continuum Of Care Specialist	2GX	\$66,992	\$58,656	26	N/A	Above Recruitment Rate	
Vacant	1	Election	2EX	Early Voting Coordinator	2EX	\$66,304	\$58,656	26	N/A	Above Recruitment Rate	
Vacant	1	DOA-OEI	2GX	Equal Rights Complaints Liaison	2GX	\$58,304	\$58,656	26	\$14	\$2	\$15
1	DOA-OTD	Equal Rights Specialist	2GX	Equal Rights Specialist	2GX	\$69,002	\$60,416	26	N/A	Above Recruitment Rate	
1	Various	Family And Community Wellness Manager	1DX	Family And Community Wellness Manager	1DX	\$58,223	\$58,656	26	N/A	Underfill or Obsolete Title	
1	DOA-CWS	Family Violence Prevention Program Coordinator	2GX	Family Violence Prevention Program Coordinator	2GX	\$54,619	\$58,656	26	\$155	\$22	\$177
1	DOA-CWS	Family Violence Prevention Program Coordinator	2GX	Family Violence Prevention Program Coordinator	2GX	\$73,440	\$60,416	26	N/A	Above Recruitment Rate	
1	DOA-ITMD	Financial Specialist	2GX	Financial Specialist	2GX	\$78,194	\$60,416	26	N/A	Above Recruitment Rate	
Vacant	AUX	DPW	1AX	Fleet Training Supervisor	1AX	\$60,219	\$58,656	26	N/A	Above Recruitment Rate	
1	Police	Forensic Processor Supervisor	1BX	Forensic Processor Supervisor	1BX	\$65,496	\$60,416	26	N/A	Above Recruitment Rate	
1	Various	GIS Developer	2GX	GIS Developer	2GX	\$54,619	\$58,656	26	N/A	Underfill or Obsolete Title	
1	DOA-CWS	Grant Compliance Coordinator	2HX	Grant Compliance Coordinator	2HX	\$84,792	\$60,416	26	N/A	Above Recruitment Rate	
1	Various	Housing Policy And Compliance Manager	1DX	Housing Policy And Compliance Manager	1DX	\$58,223	\$58,656	26	N/A	Underfill or Obsolete Title	
1	Various	Internet Services Coordinator	2GX	Internet Services Coordinator	2GX	\$54,619	\$58,656	26	N/A	Underfill or Obsolete Title	
1	DPW	Inventory Assistant Manager	1BX	Inventory Assistant Manager	1BX	\$70,426	\$60,416	26	N/A	Above Recruitment Rate	
1	Various	Labor Relations Analyst – Senior	2FX	Labor Relations Analyst – Senior	2FX	\$51,649	\$58,656	26	N/A	Underfill or Obsolete Title	
1	Various	Labor Relations Representative	2HX	Labor Relations Representative	2HX	\$58,223	\$58,656	26	N/A	Underfill or Obsolete Title	
1	Various	Lead Project Coordinator (CDBG)	2FX	Lead Project Coordinator (CDBG)	2FX	\$51,649	\$58,656	26	N/A	Underfill or Obsolete Title	
1	City Attorney	Legal Administrative Specialist – Senior	2GX	Legal Administrative Specialist – Senior	2GX	\$74,428	\$58,656	26	N/A	Above Recruitment Rate	
1	City Attorney	Legal Administrative Specialist – Senior	2GX	Legal Administrative Specialist – Senior	2GX	\$76,661	\$60,416	26	N/A	Above Recruitment Rate	
1	Various	Legislative Fiscal Analyst – Senior	2GX	Legislative Fiscal Analyst – Senior	2GX	\$54,619	\$58,656	26	N/A	Underfill or Obsolete Title	
Vacant	1	DPW	1BX	Locator Technician Supervisor	1BX	\$61,544	\$58,656	26	N/A	Above Recruitment Rate	
1	DER	Management Trainee	2EX	Management Trainee	2EX	\$61,823	\$60,416	26	N/A	Above Recruitment Rate	
Vacant	5	DER	2EX	Management Trainee	2EX	\$60,022	\$58,656	26	N/A	Above Recruitment Rate	
Vacant	1	DPW	2HX	Mke Parks Program Coordinator	2HX	\$58,223	\$58,656	26	\$17	\$2	\$19
1	DPW	Parking Enforcement Supervisor	1CX	Parking Enforcement Supervisor	1CX	\$60,997	\$58,656	26	N/A	Above Recruitment Rate	

1	DPW	Parking Enforcement Supervisor	1CX	Parking Enforcement Supervisor	1CX	\$65,191	\$60,416	26	N/A Above Recruitment Rate	
1	DPW	Parking Enforcement Supervisor	1CX	Parking Enforcement Supervisor	1CX	\$71,768	\$60,416	26	N/A Above Recruitment Rate	
1	DPW	Parking Enforcement Supervisor	1CX	Parking Enforcement Supervisor	1CX	\$72,427	\$60,416	26	N/A Above Recruitment Rate	
1	DNS	Permit Desk Supervisor	1DX	Permit Desk Supervisor	1DX	\$76,607	\$60,416	26	N/A Above Recruitment Rate	
	Various	Personnel Analyst – Senior	2FX	Personnel Analyst – Senior	2FX	\$51,649	\$58,656	26	N/A Underfill or Obsolete Title	
	Various	Police Office Supervisor	1AX	Police Office Supervisor	1AX	\$51,649	\$58,656	26	N/A Underfill or Obsolete Title	
	Various	Police Records Assistant Manager	1CX	Police Records Assistant Manager	1CX	\$54,619	\$58,656	26	N/A Underfill or Obsolete Title	
1	Health	Program Manager	2GX	Program Manager	2GX	\$68,627	\$60,416	26	N/A Above Recruitment Rate	
	Various	Program Manager	2GX	Program Manager	2GX	\$54,619	\$58,656	26	N/A Underfill or Obsolete Title	
1	DNS	Property Management Program Coordinator	1DX	Property Management Program Coordinator	1DX	\$64,930	\$60,416	26	N/A Above Recruitment Rate	
Vacant	DOA-OEI	Racial Equity And Inclusion Coordinator	2HX	Racial Equity And Inclusion Coordinator	2HX	\$61,110	\$58,656	26	N/A Above Recruitment Rate	
1	DOA-CWS	Recast Program Coordinator	2GX	Recast Program Coordinator	2GX	\$77,490	\$60,416	26	N/A Above Recruitment Rate	
	Various	Staff Assistant To The Mayor – Senior	2HX	Staff Assistant To The Mayor – Senior	2HX	\$58,223	\$58,656	26	N/A Underfill or Obsolete Title	
	Various	Systems Analyst – Associate	2GX	Systems Analyst – Associate	2GX	\$54,619	\$58,656	26	N/A Underfill or Obsolete Title	
	Various	Systems Coordinator	2HX	Systems Coordinator	2HX	\$58,223	\$58,656	26	N/A Underfill or Obsolete Title	
	Various	Telecommunications Analyst – Assistant	2EX	Telecommunications Analyst – Assistant	2EX	\$51,649	\$58,656	26	N/A Underfill or Obsolete Title	
	Various	Telecommunications Analyst – Associate	2GX	Telecommunications Analyst – Associate	2GX	\$54,619	\$58,656	26	N/A Underfill or Obsolete Title	
1	DPW	Tow Lot Supervisor	1CX	Tow Lot Supervisor	1CX	\$62,205	\$60,416	26	N/A Above Recruitment Rate	
1	DPW	Tow Lot Supervisor	1CX	Tow Lot Supervisor	1CX	\$67,097	\$58,656	26	N/A Above Recruitment Rate	
1	Election	Voter Outreach And Education Coordinator	2FX	Voter Outreach And Education Coordinator	2FX	\$68,293	\$60,416	26	N/A Above Recruitment Rate	
56								\$308	\$43	\$351

Assume effective date is Pay Period 26, 2024 (December 8, 2024) unless otherwise indicated.

NEW COSTS FOR FULL YEAR											
Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
1	DCD	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$72,811	\$60,416	1	N/A Above Recruitment Rate		
1	DCD	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$77,216	\$60,416	1	N/A Above Recruitment Rate		
1	DNS	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$73,539	\$60,416	1	N/A Above Recruitment Rate		
1	DNS	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$73,539	\$60,416	1	N/A Above Recruitment Rate		
1	DNS	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$77,951	\$60,416	1	N/A Above Recruitment Rate		
	Various	Administrative Services Supervisor	1DX	Administrative Services Supervisor	1DX	\$70,690	\$58,656	1	N/A Above Recruitment Rate		
1	City Treasurer	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$76,661	\$60,416	1	N/A Above Recruitment Rate		
1	DER	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$69,550	\$58,656	1	N/A Above Recruitment Rate		
1	DNS	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$76,661	\$60,416	1	N/A Above Recruitment Rate		
1	DOA-BUDGET	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$84,327	\$60,416	1	N/A Above Recruitment Rate		
1	DOA-OTD	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$69,002	\$60,416	1	N/A Above Recruitment Rate		
1	DOA-OTD	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$69,002	\$60,416	1	N/A Above Recruitment Rate		
1	DPW	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$68,332	\$58,656	1	N/A Above Recruitment Rate		
1	DPW	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$76,661	\$60,416	1	N/A Above Recruitment Rate		
1	FPC	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$76,661	\$60,416	1	N/A Above Recruitment Rate		
1	Mayor	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$76,661	\$60,416	1	N/A Above Recruitment Rate		
1	Municipal Court	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$71,072	\$60,416	1	N/A Above Recruitment Rate		
	Various	Administrative Specialist – Senior	2GX	Administrative Specialist – Senior	2GX	\$66,992	\$58,656	1	N/A Above Recruitment Rate		
	Various	Budget And Management Analyst – Lead	2GX	Budget And Management Analyst – Lead	2GX	\$54,619	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Budget And Management Analyst – Senior	2FX	Budget And Management Analyst – Senior	2FX	\$51,649	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Budget And Policy Specialist	2HX	Budget And Policy Specialist	2HX	\$58,223	\$58,656	1	N/A Underfill or Obsolete Title		
1	DPW	Building Operations Supervisor	1DX	Building Operations Supervisor	1DX	\$81,644	\$58,656	1	N/A Above Recruitment Rate		
	Various	Building Services Manager	1CX	Building Services Manager	1CX	\$54,619	\$58,656	1	N/A Underfill or Obsolete Title		
1	Library	Building Services Supervisor II	1BX	Building Services Supervisor II	1BX	\$69,786	\$60,416	1	N/A Above Recruitment Rate		
1	Library	Building Services Supervisor II	1BX	Building Services Supervisor II	1BX	\$69,786	\$60,416	1	N/A Above Recruitment Rate		
1	Library	Building Services Supervisor II	1BX	Building Services Supervisor II	1BX	\$70,426	\$60,416	1	N/A Above Recruitment Rate		
1	DER	Business Operations Specialist	2GX	Business Operations Specialist	2GX	\$66,304	\$58,656	1	N/A Above Recruitment Rate		
	Various	Claims Adjuster – Senior	2EX	Claims Adjuster – Senior	2EX	\$51,649	\$58,656	1	N/A Underfill or Obsolete Title		
1	DCD	Community Outreach Liaison	2GX	Community Outreach Liaison	2GX	\$57,222	\$60,416	1	\$3,194	\$447	\$3,641
1	DOA-CWS	Community Violence Prevention Program Coordinator	2GX	Community Violence Prevention Program Coordinator	2GX	\$67,239	\$60,416	1	N/A Above Recruitment Rate		
1	DOA-CWS	Community Violence Prevention Program Coordinator	2GX	Community Violence Prevention Program Coordinator	2GX	\$75,480	\$60,416	1	N/A Above Recruitment Rate		
1	DOA-CDGA	Continuum Of Care Specialist	2GX	Continuum Of Care Specialist	2GX	\$66,992	\$58,656	1	N/A Above Recruitment Rate		
1	Election	Early Voting Coordinator	2EX	Early Voting Coordinator	2EX	\$66,304	\$58,656	1	N/A Above Recruitment Rate		
1	DOA-OEI	Equal Rights Complaints Liaison	2GX	Equal Rights Complaints Liaison	2GX	\$58,304	\$58,656	1	\$352	\$49	\$401
1	DOA-OTD	Equal Rights Specialist	2GX	Equal Rights Specialist	2GX	\$69,002	\$60,416	1	N/A Above Recruitment Rate		
	Various	Family And Community Wellness Manager	1DX	Family And Community Wellness Manager	1DX	\$58,223	\$58,656	1	N/A Underfill or Obsolete Title		
1	DOA-CWS	Family Violence Prevention Program Coordinator	2GX	Family Violence Prevention Program Coordinator	2GX	\$54,619	\$58,656	1	\$4,037	\$565	\$4,602
1	DOA-CWS	Family Violence Prevention Program Coordinator	2GX	Family Violence Prevention Program Coordinator	2GX	\$73,440	\$60,416	1	N/A Above Recruitment Rate		

1	DOA-ITMD	Financial Specialist	2GX	Financial Specialist	2GX	\$78,194	\$60,416	1	N/A Above Recruitment Rate		
AUX	DPW	Fleet Training Supervisor	1AX	Fleet Training Supervisor	1AX	\$60,219	\$58,656	1	N/A Above Recruitment Rate		
1	Police	Forensic Processor Supervisor	1BX	Forensic Processor Supervisor	1BX	\$65,496	\$60,416	1	N/A Above Recruitment Rate		
	Various	GIS Developer	2GX	GIS Developer	2GX	\$54,619	\$58,656	1	N/A Underfill or Obsolete Title		
1	DOA-CWS	Grant Compliance Coordinator	2HX	Grant Compliance Coordinator	2HX	\$84,792	\$60,416	1	N/A Above Recruitment Rate		
	Various	Housing Policy And Compliance Manager	1DX	Housing Policy And Compliance Manager	1DX	\$58,223	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Internet Services Coordinator	2GX	Internet Services Coordinator	2GX	\$54,619	\$58,656	1	N/A Underfill or Obsolete Title		
1	DPW	Inventory Assistant Manager	1BX	Inventory Assistant Manager	1BX	\$70,426	\$60,416	1	N/A Above Recruitment Rate		
	Various	Labor Relations Analyst – Senior	2FX	Labor Relations Analyst – Senior	2FX	\$51,649	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Labor Relations Representative	2HX	Labor Relations Representative	2HX	\$58,223	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Lead Project Coordinator (CDBG)	2FX	Lead Project Coordinator (CDBG)	2FX	\$51,649	\$58,656	1	N/A Underfill or Obsolete Title		
1	City Attorney	Legal Administrative Specialist – Senior	2GX	Legal Administrative Specialist – Senior	2GX	\$74,428	\$58,656	1	N/A Above Recruitment Rate		
1	City Attorney	Legal Administrative Specialist – Senior	2GX	Legal Administrative Specialist – Senior	2GX	\$76,661	\$60,416	1	N/A Above Recruitment Rate		
	Various	Legislative Fiscal Analyst – Senior	2GX	Legislative Fiscal Analyst – Senior	2GX	\$54,619	\$58,656	1	N/A Underfill or Obsolete Title		
1	DPW	Locator Technician Supervisor	1BX	Locator Technician Supervisor	1BX	\$61,544	\$58,656	1	N/A Above Recruitment Rate		
1	DER	Management Trainee	2EX	Management Trainee	2EX	\$61,823	\$60,416	1	N/A Above Recruitment Rate		
5	DER	Management Trainee	2EX	Management Trainee	2EX	\$60,022	\$58,656	1	N/A Above Recruitment Rate		
1	DPW	Mke Parks Program Coordinator	2HX	Mke Parks Program Coordinator	2HX	\$58,223	\$58,656	1	\$433	\$61	\$494
1	DPW	Parking Enforcement Supervisor	1CX	Parking Enforcement Supervisor	1CX	\$60,997	\$58,656	1	N/A Above Recruitment Rate		
1	DPW	Parking Enforcement Supervisor	1CX	Parking Enforcement Supervisor	1CX	\$65,191	\$60,416	1	N/A Above Recruitment Rate		
1	DPW	Parking Enforcement Supervisor	1CX	Parking Enforcement Supervisor	1CX	\$71,768	\$60,416	1	N/A Above Recruitment Rate		
1	DPW	Parking Enforcement Supervisor	1CX	Parking Enforcement Supervisor	1CX	\$72,427	\$60,416	1	N/A Above Recruitment Rate		
1	DNS	Permit Desk Supervisor	1DX	Permit Desk Supervisor	1DX	\$76,607	\$60,416	1	N/A Above Recruitment Rate		
	Various	Personnel Analyst – Senior	2FX	Personnel Analyst – Senior	2FX	\$51,649	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Police Office Supervisor	1AX	Police Office Supervisor	1AX	\$51,649	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Police Records Assistant Manager	1CX	Police Records Assistant Manager	1CX	\$54,619	\$58,656	1	N/A Underfill or Obsolete Title		
1	Health	Program Manager	2GX	Program Manager	2GX	\$68,627	\$60,416	1	N/A Above Recruitment Rate		
	Various	Program Manager	2GX	Program Manager	2GX	\$54,619	\$58,656	1	N/A Underfill or Obsolete Title		
1	DNS	Property Management Program Coordinator	1DX	Property Management Program Coordinator	1DX	\$64,930	\$60,416	1	N/A Above Recruitment Rate		
1	DOA-OEI	Racial Equity And Inclusion Coordinator	2HX	Racial Equity And Inclusion Coordinator	2HX	\$61,110	\$58,656	1	N/A Above Recruitment Rate		
1	DOA-CWS	Recast Program Coordinator	2GX	Recast Program Coordinator	2GX	\$77,490	\$60,416	1	N/A Above Recruitment Rate		
	Various	Staff Assistant To The Mayor – Senior	2HX	Staff Assistant To The Mayor – Senior	2HX	\$58,223	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Systems Analyst – Associate	2GX	Systems Analyst – Associate	2GX	\$54,619	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Systems Coordinator	2HX	Systems Coordinator	2HX	\$58,223	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Telecommunications Analyst – Assistant	2EX	Telecommunications Analyst – Assistant	2EX	\$51,649	\$58,656	1	N/A Underfill or Obsolete Title		
	Various	Telecommunications Analyst – Associate	2GX	Telecommunications Analyst – Associate	2GX	\$54,619	\$58,656	1	N/A Underfill or Obsolete Title		
1	DPW	Tow Lot Supervisor	1CX	Tow Lot Supervisor	1CX	\$62,205	\$60,416	1	N/A Above Recruitment Rate		
1	DPW	Tow Lot Supervisor	1CX	Tow Lot Supervisor	1CX	\$67,097	\$58,656	1	N/A Above Recruitment Rate		
1	Election	Voter Outreach And Education Coordinator	2FX	Voter Outreach And Education Coordinator	2FX	\$68,293	\$60,416	1	N/A Above Recruitment Rate		
56									\$8,016	\$1,122	\$9,138

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