

CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS



Makda Fessahaye
Department of Employee Relations
City of Milwaukee
200 E Wells St, Room 706

March 12, 2021

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 201495– Communication from the Department of Employee Relations relating to classification studies scheduled at the March 9, 2021 City Service Commission meeting.

Dear Committee Members:

The following classifications and pay recommendations were heard before for the City Service Commission meeting on March 9, 2021.

Assessor's Office

Current	Requested
Property Assessment Technician PR 3IN (\$43,298- \$51,734) (One Position)	Property Listing Technician PR 3IN (\$43,298- \$51,734) (One Position)
One New Position	Property Assessment Technician II PR 3GN (\$40,516- \$48,248) (One Position) Property Assessment Technician I PR 3FN (\$38,508 - \$47,171) (Underfill Title)

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

Department of Administration-Budget and Management Division

Current			
Title	Pay Range	Rates	Positions
Budget and Management Director	1NX	\$103,841 - \$145,382	One
Financial Operations Manager	1KX	\$85,757 - \$120,064	One
Budget and Policy Manager	2LX	\$70,827 - \$99,154	One
Capital and Debt Specialist	2LX	\$70,827 - \$99,154	One
Fiscal Planning Specialist – Senior	2KX	\$66,435 - \$93,010	Two
Budget and Management Special Assistant	2IX	\$58,462 - \$81,844	Three

Recommended			
Title	Pay Range	Rates	Positions
Budget and Management Director	1NX	\$103,841 - \$145,382 Recruitment at \$114,226 and may be at any point in the range with the approval of DER and the FPC Chair	One
Budget and Fiscal Policy Operations Manager	1LX	\$91,404 - \$127,962 Recruitment is at \$100,543 and may be at any point in the range with the approval of DER and the FPC Chair	One
Budget and Fiscal Policy Manager	2MX	\$75,478 - \$105,669 Recruitment is at \$83,026 and may be at any rate in the range with DER approval.	Two
Budget and Fiscal Policy Analyst IV	2LX	\$70,827 - \$99,154 Recruitment is at \$77,909 and may be at any rate in the range with DER approval.	Five
Budget and Fiscal Policy Analyst III	2KX	\$66,435 - \$93,010 Recruitment is at \$73,078 and may be at any rate in the range with DER approval.	Underfill
Budget and Fiscal Policy Analyst II	2JX	\$62,338 - \$87,270 Recruitment is at \$68,571 and may be at any rate in the range with DER approval.	Underfill
Budget and Fiscal Policy Analyst I	2IX	\$58,462 - \$81,844 Recruitment is at \$64,308 and may be at any rate in the range with DER approval.	Underfill

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

Department of Public Works

Current	Recommendation
Commissioner-Public Works (One Position) PR 1PX (\$117,980 - \$165,166)	Commissioner-Public Works (One Position) PR 1PX (\$117,980 - \$165,166) FN: Recruitment may be at any rate with the approval of DER and the Chair of the Finance and Personnel Committee
City Engineer (One Position) Water Works Superintendent (One Position) * PR 1OX (\$110,689 - \$154,961) FN*: Recruitment may be at any rate with the approval of DER and the Chair of the Finance and Personnel Committee	City Engineer (One Position) Water Works Superintendent (One Position) PR 1OX (\$110,689 - \$154,961) FN: Recruitment may be at any rate with the approval of DER and the Chair of the Finance and Personnel Committee
Infrastructure Administration Manager (One Position) Water Works Administration Manager (One Position) PR 1MX (\$97,420 - \$136,395)	Infrastructure Administration Manager (One Position) Water Works Administration Manager (One Position) PR 1MX (\$97,420 - \$136,395) FN: Recruitment may be at any rate with the approval of DER and the Chair of the Finance and Personnel Committee
Engineer in Charge (Four Positions, Two Auxiliary) Public Works Coordination Manager (One Position) PR 1KX (\$85,757 - \$120,064)	Engineer in Charge (Four Positions, Two Auxiliary) Public Works Coordination Manager (One Position) PR 1KX (\$85,757 - \$120,064) FN: Recruitment is at \$90,399 and may be at any point in range with the approval of DER and Chair of the Committee on Finance and Personnel.
Civil Engineer V (Three Positions) PR 1JX (\$80,442 - \$112,627)	Civil Engineer V (Three Positions) PR 1JX (\$80,442 - \$112,627) FN: Recruitment is at \$90,399 and may be at any point in range with the approval of DER and Chair of the Committee on Finance and Personnel.

<p>Architectural Project Manager (One Position) Construction Management Engineer (Four Positions) Electrical Engineer – Senior (One Position)* Management Civil Engineer – Senior (Eight positions) Management Engineer (Three Positions) Mechanical Engineer IV (One Position) Structural Design Manager (One Position) Traffic Engineer – Senior (One Position)* Transportation Engineering Planner (One Position)* PR 1IX (\$75,478 - \$105,669) FN*: Recruitment at \$85,000</p>	<p>Architectural Project Manager (One Position) Construction Management Engineer (Four Positions) Electrical Engineer – Senior (One Position) Management Civil Engineer – Senior (Eight positions) Management Engineer (Three Positions) Mechanical Engineer IV (One Position) Structural Design Manager (One Position) Traffic Engineer - Senior (One Position) Transportation Engineering Planner (One Position) PR 1IX (\$75,478 - \$105,669) FN: Recruitment is at \$90,399 and may be at any point in range with the approval of DER and Chair of the Committee on Finance and Personnel.</p>
<p>Civil Engineer IV (One Position) PR 2KX (\$66,435 - \$93,010) FN: Recruitment is at \$75,408</p>	<p>Civil Engineer IV (One Position) PR 2KX (\$66,435 - \$93,010) FN: Recruitment is at \$78,455 and may be at any point in the range with DER approval. FN: Additional 3% for holding a Professional Engineer license.</p>
<p>Architect III (Two Positions)* Bicycle and Pedestrian Coordinator (One Position)* Civil Engineer III (30 Positions)** Electrical Engineer III (Three Positions)* Facilities Project Coordinator (One Position)* Mechanical Engineer III (Three Positions)* PR 2IN (\$58,462 – \$81,844) FN*: Recruitment is at \$66,324 FN**: Recruitment is at \$66,324 and may be up to \$74,620 with approval from DER and Chair of the Committee on Finance and Personnel.</p>	<p>Architect III (Two Positions) Bicycle and Pedestrian Coordinator (One Position) Civil Engineer III (30 Positions) Electrical Engineer III (Three Positions) Facilities Project Coordinator (One Position) Mechanical Engineer III (Three Positions) PR 2IN (\$58,462 – \$81,844) FN: Recruitment is at \$71,323 and may be at any point in the range with DER approval FN for Engineers: Additional 3% for holding a Professional Engineer license.</p>

<p>Facilities Maintenance Coordinator (One Position) Facilities Construction Project Coordinator (One Position) PR 2HN (\$54,865 - \$76,806) FN: Recruitment is at \$63,575</p>	<p>Facilities Maintenance Coordinator (One Position) Facilities Construction Project Coordinator (One Position) PR 2HN (\$54,865 - \$76,806) FN: Recruitment is at \$65,482 and may be at any point in the range with DER approval FN for Engineers: Additional 3% for holding a Professional Engineer license.</p>
<p>Architectural Designer II (Two Positions) Civil Engineer II (43 Positions) Electrical Engineer II (Three Positions) Mechanical Engineer II (Underfill Title) PR 2GN (\$51,469 - \$72,063) FN: Recruitment is at \$58,373</p>	<p>Architectural Designer II (Two Positions) Civil Engineer II (43 Positions) Electrical Engineer II (Three Positions) Mechanical Engineer II (Underfill Title) PR 2GN (\$51,469 - \$72,063) FN: Recruitment is at \$64,839 and may be at any point in the range with DER approval FN for Engineers: Additional 3% for holding a Professional Engineer license.</p>
<p>Architectural Designer I (Underfill Title) Civil Engineer I (Underfill Title) Electrical Engineer I (Underfill Title) Mechanical Engineer I (Underfill Title) PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$51,358 and may be up to \$58,373</p>	<p>Architectural Designer I (Underfill Title) Civil Engineer I (Underfill Title) Electrical Engineer I (Underfill Title) Mechanical Engineer I (Underfill Title) PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$58,944 and may be at any point in the range with DER approval FN for Engineers: Additional 3% for holding a Professional Engineer license.</p>

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

Department of Public Works –Water Works

<p>Civil Engineer V (One Position) PR 1JX (\$80,442 - \$112,627)</p>	<p>Engineer in Charge (One Position) PR 1KX (\$85,757 - \$120,064) FN: Recruitment is at \$90,399 and may be at any point in range with the approval of DER and Chair of the Committee on Finance and Personnel.</p>
---	--

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

Department of Public Works-Water Works

Current	Recommended
Water Accounting Manager (One Position) PR 1EX (\$58,462 - \$81,844)	Water Accounting Manager (One Position) PR 1GX (\$66,435 - \$93,010) FN: Recruitment flexibility with approval of DER and the Chair of Finance and Personnel

Note: Residents receive rates that are 3% higher

Respectfully Submitted,



Makda Fessahaye
Employee Relations Director

Attachments: Job Evaluation Reports
 Fiscal Impact Statement