



Department of Employee Relations

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Job Evaluation Report

City Service Commission Meeting: May 5, 2026

Department of Public Works – Water Works

Current	Recommended
Water Quality Supervisor PR 1GX (\$70,501 – \$101,664) FN Recruitment rate is at \$84,767. (One Position)	Water Quality Supervisor PR 1IX (\$80,098 – \$115,501) FN Recruitment rate is at \$98,272. (One Position)
Water Chemist Project Leader PR 2IN (\$62,041 – \$89,460) FN Recruitment rate is at \$70,542. (One Position)	Water Chemist Project Leader PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189. (One Position)
Water Quality Assurance Specialist PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764. (One Position)	Water Quality Assurance Specialist PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189. (One Position)
Water Quality Analyst PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764. (One Position)	Water Quality Analyst PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189. (One Position)
Water Chemist–Senior PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764. (4 Positions)	Water Chemist–Senior PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189. (4 Positions)
Water Microbiologist–Senior PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764. (One Position)	Water Microbiologist–Senior PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189. (One Position)
Water Microbiologist PR 2FN (\$51,250 – \$73,907) FN Recruitment rate is at \$61,409. (One Position)	Water Microbiologist PR 2JN (\$66,154 – \$95,390) FN Recruitment rate is at \$78,548. (One Position)
Water Chemist PR 2FN (\$51,250 – \$73,907) FN Recruitment rate is at \$61,409 (10 Positions)	Water Chemist PR 2JN (\$66,154 – \$95,390) FN Recruitment rate is at \$78,548. (10 Positions)

Current	Recommended
Water Laboratory Technician PR 3MN (\$51,121 – \$66,701) FN Recruitment rate is at \$52,949. FN Employees will receive an additional 5% incentive for lead work. (4 Positions)	Water Laboratory Technician PR 3PN (\$50,621 – \$79,542) FN Recruitment rate is at \$59,541. FN Employees will receive an additional 5% incentive for lead work. (4 Positions)

Note: Residents receive a 4% Resident Incentive Allowance.

Milwaukee Health Department – Clinical Services Division

Current	Recommended
Public Health Laboratory Operations Manager PR 1GX (\$70,501 – \$101,664) FN Recruitment rate is at \$85,086. (One Position)	Public Health Laboratory Operations Manager PR 1IX (\$80,098 – \$115,501) FN Recruitment rate is at \$98,272. (One Position)
Biothreat Coordinator PR 2MX (\$80,098 – \$115,501) FN Recruitment rate is at \$85,087. (One Position)	Biothreat Coordinator PR 2MX (\$80,098 – \$115,501) FN Recruitment rate is at \$95,413. (One Position)
Bioinformatician PR 2LN (\$75,162 – \$108,380) FN Recruitment rate is at \$82,677. (One Position)	Bioinformatician PR 2LN (\$75,162 – \$108,380) Recruitment rate is at \$98,516. (One Position)
Laboratory Information Systems Specialist PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$77,550. (One Position)	Laboratory Information Systems Specialist PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$95,837. (One Position)
Chemist–Senior PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764. (One Position)	Chemist–Senior PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189. (One Position)
Laboratory Quality Assurance Specialist PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764. (One Position)	Laboratory Quality Assurance Specialist PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189. (One Position)
Microbiologist–Senior PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764. (3 Positions)	Microbiologist–Senior PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189. (4 Positions)
Virologist–Senior PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764. (One Position)	

Current	Recommended
Chemist PR 2FN (\$51,250 – \$73,907) FN Recruitment rate is at \$61,409. (3 Positions)	Chemist PR 2JN (\$66,154 – \$95,390) FN Recruitment rate is at \$78,548. (3 Positions)
Microbiologist PR 2FN (\$51,250 – \$73,907) FN Recruitment rate is at \$61,409. (6 positions)	Microbiologist PR 2JN (\$66,154 – \$95,390) FN Recruitment rate is at \$78,548. (7 positions)
Virologist PR 2FN (\$51,250 – \$73,907) FN Recruitment rate is at \$61,409. (One Position)	
Medical Laboratory Technician PR 3MN (\$51,121 – \$66,701) FN Recruitment rate is at \$52,949. (4 Positions)	Medical Laboratory Technician PR 3PN (\$50,621 – \$79,542) FN Recruitment rate is at \$59,541. (4 Positions)

Note: Residents receive a 4% Resident Incentive Allowance.

The Milwaukee Water Works (MWW) and the Milwaukee Health Department (MHD) have requested a market study of several positions within the Water Quality Section (MWW) and the Clinical Services Division Laboratory (MHD). Job descriptions were provided and discussions were held with Jane E. T. Islo, Water Works Administration Manager and Lindsey O’Connor, Health Department Human Resources Administrator.

Background

This report is part of a multi-year initiative that has brought the City of Milwaukee positions up to competitive market rates of pay in Southeastern Wisconsin. Previous increases to these titles were made in 2022; however, the recommendations were limited considerably by the mayoral salary cap that did not allow City titles to be paid higher than the mayor’s salary. It should be noted that market rates of pay recommendations for positions studied after the mayoral cap was lifted in the fall of 2022 were not subject to the same limitations.

Market Pay Data

Market pay data was obtained from the Economic Research Institute (ERI), a service to which the Department of Employee Relations subscribes. Below is market pay data for similar positions in southeastern Wisconsin from ERI.

Methodology

Generally, an average of the ERI survey mean and 75th Percentile were calculated for the Southeastern Wisconsin geographic region. Then the midpoint of the averaged mean and averaged 75th Percentile was identified. Contributing factors when determining laboratory

positions compensation include the organizational structure of the laboratory, level of responsibility and technical competency.

As it relates to position minimum qualifications, equivalent combinations of education and experience may be considered.

Public Health Laboratory Operations Manager and Water Quality Supervisor

ERI defines Laboratory Operations Manager/Supervisor: *Supervises and coordinates activities of personnel engaged in performing laboratory tests of a chemical and physical nature. Directs and advises personnel in special test procedures to analyze components and physical properties of materials. Recommends measures to improve methods, performance, and quality of product or service, and suggests changes in working conditions to increase efficiency.*

Laboratory Operations Manager/Laboratory Supervisor: Six Years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Kenosha	\$78,992	\$86,822	\$96,784	\$106,727	\$116,484
Madison	\$71,009	\$77,930	\$86,893	\$95,975	\$104,978
Milwaukee	\$73,782	\$81,205	\$90,791	\$100,484	\$110,079
Racine	\$75,266	\$82,894	\$92,771	\$102,758	\$112,609
Waukesha	\$73,479	\$80,900	\$90,483	\$100,175	\$109,771
Wauwatosa	\$73,384	\$80,788	\$90,358	\$100,042	\$109,630
West Allis	\$73,600	\$80,992	\$90,536	\$100,192	\$109,765

Source: ERI as of 2/16/2026.

Position Descriptions and Recommendations

Current	Public Health Laboratory Operations Manager	PR 1GX (\$70,501 – \$101,664) FN Recruitment rate is at \$85,086.	One Position
Recommended	Public Health Laboratory Operations Manager	PR 1IX (\$80,098 – \$115,501) FN Recruitment rate is at \$98,272.	One Position

Under the direction of the Laboratory Director, the Public Health Laboratory Operations Manager is responsible for operational and business functions, quality assurance, and outreach for the Milwaukee Health Department (MHD) laboratories. The Public Health Laboratory Operations Manager supervises the administrative staff and assists in the administration of laboratory activities, including coordination of trainings, competency assessment and performance evaluations. Coordinates all operational activities with other laboratory functions across the MHD. Manages schedules and leaves to ensure proper staff coverage for operations.

Conducts staff orientation programs and ongoing coaching for proper techniques and professionalism.

Minimum qualifications include a bachelor’s degree in a biological, chemical, or physical laboratory science field, such as medical or clinical laboratory science, medical technology, chemistry, microbiology, biochemistry, molecular biology, or immunology; and two (2) years of progressively responsible, recent laboratory experience in a certified clinical, public health, academic or environmental laboratory, working with related regulatory guidelines (e.g., CLIA, CAP, EPA, and ISO standards), including one year in a supervisory or managerial role.

Current	Water Quality Supervisor	PR 1GX (\$70,501 – \$101,664) FN Recruitment rate is at \$84,767.	One Position
Recommended	Water Quality Supervisor	PR 1IX (\$80,098 – \$115,501) FN Recruitment rate is at \$98,272.	One Position

In May 2024, one position of Water Quality Supervisor was added to the Water Quality section. Under the direction of the Water Quality Manager, the Water Quality Supervisor provides supervision, training and coaching to the MWW Water Quality Section staff, which includes technical guidance on advanced laboratory methods and instrumentation to ensure efficient troubleshooting and accurate results. The Water Quality Supervisor supervises the Water Chemist Project Leader, Water Microbiologist – Senior, Water Microbiologist, one Water Chemist – Senior, three (3) Water laboratory Technicians and a Program Assistant 2. This position assists with administration of the vacation policy, monitors sick leave, leave taken under the Family and Medical Leave Act (FMLA) and other paid leaves. This position also collaborates with the Water Quality Operations Manager to conduct staff orientation and training programs. In addition, the Water Quality Supervisor provides oversight for compliance sampling programs, including the review of sampling schedules, chain of custody paperwork, and corresponding analytical results.

Minimum qualifications include a bachelor’s degree in chemistry, microbiology, environmental engineering or a related field; and four (4) years of laboratory experience, which includes two (2) years of experience performing duties as a lead worker.

Biothreat Coordinator Position

ERI does not have a salary survey for the position of Biothreat coordinator but does have a survey and description for a similar title of Emergency Preparedness Coordinator: *Plans, develops and coordinates an organizations emergency and disaster preparedness strategy with the support of senior team members. Organizes and maintains emergency and disaster preparedness documentation that includes, but is not limited to, emergency exit strategies, lockdown procedures, designated safe locations, recovery procedures and emergency contact information. Trains managers, supervisors and other designated employees on emergency procedures and best practices. Enhances current emergency exercises and drill by collecting feedback from employees.*

Emergency Preparedness Coordinator: Eight Years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Kenosha	\$78,727	\$85,575	\$94,468	\$103,009	\$111,531
Madison	\$74,229	\$80,493	\$88,767	\$96,835	\$104,966
Milwaukee	\$76,584	\$83,200	\$91,901	\$100,359	\$108,874
Racine	\$73,699	\$80,157	\$88,661	\$96,936	\$105,277
Waukesha	\$76,270	\$82,888	\$91,591	\$100,051	\$108,568
Wauwatosa	\$76,179	\$82,777	\$91,463	\$99,914	\$108,426
West Allis	\$76,420	\$83,013	\$91,681	\$100,107	\$108,593

Source: ERI as of 2/16/2026.

Position Description and Recommendation

Current	Biothreat Coordinator	PR 2MX (\$80,098 – \$115,501) FN Recruitment rate is at \$85,087.	One Position
Recommended	Biothreat Coordinator	PR 2MX (\$80,098 – \$115,501) FN Recruitment rate is at \$95,413.	One Position

The Biothreat Coordinator oversees the Milwaukee Health Department's Laboratory's (MHDL) Select Agent, Emergency Preparedness, and Biosafety programs.

Minimum qualifications include a master's degree in microbiology, molecular biology, biochemistry, or a related field and two (2) years of experience working in a Clinical Laboratory Improvement Amendments (CLIA) certified clinical laboratory, in molecular diagnostics and/or in microbiology.

Bioinformatician Position

ERI defines Bioinformatician as: *Manages biological and genomic data and aids in the design, development, and maintenance of databases containing the information. Implements a computer infrastructure to provide highly-complex, reliable, and scalable database; and writes scripts to analyze it and queries to retrieve it. Selects or creates algorithms to process, analyze, visualize, and interpret the data.*

Bioinformatician: Eight Years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Wauwatosa	\$80,681	\$87,629	\$96,751	\$105,748	\$114,798
Waukesha	\$80,793	\$87,750	\$96,880	\$105,885	\$114,945
Racine	\$84,296	\$91,610	\$101,185	\$110,571	\$119,930
Madison	\$78,723	\$85,309	\$93,956	\$102,482	\$111,052
Kenosha	\$89,578	\$97,080	\$106,768	\$116,190	\$125,564
West Allis	\$80,870	\$87,799	\$96,896	\$105,880	\$114,935
Milwaukee	\$81,085	\$88,045	\$97,179	\$106,186	\$115,245

Source: ERI as of 2/16/2026.

Position Description and Recommendation

Current	Bioinformatician	PR 2LN (\$75,162 – \$108,380) FN Recruitment rate is at \$82,677.	One Position
Recommended	Bioinformatician	PR 2LN (\$75,162 – \$108,380) FN Recruitment rate is at \$98,516.	One Position

Under the supervision of the Laboratory Director, the Bioinformatician supports both clinical and environmental testing and performs bioinformatic analyses to identify emerging microbial trends among clinical and environmental samples analyzed in the Milwaukee Health Department Laboratory (MHDL).

Minimum qualifications include a bachelor's degree in bioinformatics, microbiology, molecular biology, computer science, public health or a related field; and four (4) years of experience in sequence data analysis, including laboratory testing in an academic, clinical, or public health laboratory setting.

Laboratory Information Systems Specialist Position

ERI defines Laboratory Information Systems Specialist: *Provides technical support and contributes to the improvement, implementation, and maintenance of an organization's information systems in order to optimize system performance. Manages user security access that include accounts, logins, access controls, email accounts, phones, and other items connected to the information systems. Implements internal controls to achieve compliance for internal and external audits, and develops the compliance protocols to include in the software and hardware audit. Installs and configures hardware and software, and performs systems setup, daily backups, and connectivity.*

Laboratory Information Systems Specialist: Seven Years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Kenosha	\$74,643	\$81,066	\$89,411	\$97,468	\$105,517
Madison	\$69,668	\$75,435	\$82,990	\$90,350	\$97,764
Milwaukee	\$70,404	\$76,386	\$84,218	\$91,849	\$99,545
Racine	\$68,819	\$74,792	\$82,643	\$90,309	\$98,044
Waukesha	\$69,983	\$75,948	\$83,751	\$91,347	\$99,009
Wauwatosa	\$69,905	\$75,853	\$83,641	\$91,227	\$98,881
West Allis	\$70,102	\$76,044	\$83,815	\$91,383	\$99,021

Source: ERI as of 2/16/2026.

Position Description and Recommendation

Current	Laboratory Information Systems Specialist	PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$77,550.	One Position
Recommended	Laboratory Information Systems Specialist	PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$95,837.	One Position

Under the direction of the Public Health Laboratories Director, the Laboratory Information Systems Specialist provides administrative oversight of the Milwaukee Health Department's (MHD) Laboratory Information System (LIS) and information technology functions, including security, data integrity, disaster recovery, troubleshooting, and the recommendation and coordination of hardware and software upgrade purchases and installations.

Minimum qualifications include a bachelor's degree in information technology, computer science, microbiology, environmental microbiology, medical technology or a related field; and three (3) years of progressively responsible experience in information technology, including one year performing advanced functions related to scientific or laboratory information systems.

Water Chemist Project Leader Position

ERI does not have a salary survey for the position of Water Chemist Project Leader but does have a survey and description for a similar title of Laboratory Supervisor: *Supervises and coordinates activities of personnel engaged in performing laboratory tests of a chemical and physical nature. Directs and advises personnel in special test procedures to analyze components and physical properties of materials. Recommends measures to improve methods, performance, and quality of product or service, and suggests changes in working conditions to increase efficiency.*

Laboratory Supervisor: Six Years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Kenosha	\$78,992	\$86,822	\$96,784	\$106,727	\$116,484
Madison	\$71,009	\$77,930	\$86,893	\$95,975	\$104,978
Milwaukee	\$73,782	\$81,205	\$90,791	\$100,484	\$110,079
Racine,	\$75,266	\$82,894	\$92,771	\$102,758	\$112,609
Waukesha	\$73,479	\$80,900	\$90,483	\$100,175	\$109,771
Wauwatosa	\$73,384	\$80,788	\$90,358	\$100,042	\$109,630
West Allis	\$73,600	\$80,992	\$90,536	\$100,192	\$109,765

Source: ERI as of 2/16/2026.

Position Description and Recommendation

Current	Water Chemist Project Leader	PR 2IN (\$62,041 – \$89,460) FN Recruitment rate is at \$70,542.	One Position
Recommended	Water Chemist Project Leader	PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$94,508.	One Position

The Water Chemist Project Leader works directly with the Water Quality Supervisor to plan and coordinate projects involving lead and other metals in Milwaukee Water Works (MWW) Analytical Chemistry Laboratory. This includes operation of analytical instrumentation, development and implementation of procedures and the use of appropriate statistical methods and quality assurance (QA) and quality control (QC) protocols in an accredited laboratory environment under the regulations of the U.S. Environmental Protection Agency (EPA) and Wisconsin Department of Natural Resources (WDNR). The Water Chemist Project Leader develops procedures for the performance of a variety of duties and performs complex duties within established policy guidelines.

Minimum qualifications include a bachelor’s degree in chemistry, microbiology, environmental science, or a related field; and two (2) years of laboratory experience and/or training in clinical, environmental, public health or private sectors preferably in analytical chemistry.

Laboratory Quality Assurance Specialist Position

ERI defines Quality Assurance Analyst which is similar in duties and responsibilities to the Laboratory Quality Assurance Specialist: *Conducts routine and non-routine tests using variety of testing devices and procedures to maintain product quality. Constructs and alters quality*

assurance test plans according to product specifications. Assists in the creation and maintenance of testing standard, processes and systems that align with industry standards.

Quality Assurance Analyst: Six Years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Kenosha	\$70,061	\$76,269	\$84,357	\$92,054	\$99,709
Madison	\$66,510	\$72,080	\$79,444	\$86,592	\$93,812
Milwaukee	\$68,762	\$74,813	\$82,792	\$90,498	\$98,252
Racine	\$69,786	\$75,930	\$84,071	\$91,980	\$99,966
Waukesha	\$68,677	\$74,734	\$82,725	\$90,446	\$98,218
Wauwatosa	\$68,296	\$74,317	\$82,266	\$89,955	\$97,699
West Allis	\$68,539	\$74,569	\$82,516	\$90,188	\$97,907

Source: ERI as of 2/16/2026.

Position Description and Recommendation

Current	Laboratory Quality Assurance Specialist	PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764.	One Position
Recommended	Laboratory Quality Assurance Specialist	PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$94,508.	One Position

Under the direction of the Laboratory Operations Manager, the Laboratory Quality Assurance Specialist is responsible for ensuring compliance with regulatory standards to support laboratory quality management and promote a culture of safety. This position assists with the design and implementation of processes to improve overall laboratory performance. The Quality Assurance Specialist acts in a lead capacity for inventory management, provides support for trainings, and assists laboratory staff in test method implementation, quality control and safe laboratory practices. Additional tasks include developing and updating policies and procedures in accordance with CLIA and other regulatory requirements, implementing/maintaining electronic quality management software, and working in coordination with the Laboratory Operations Manager and other administrative staff to ensure operational, business, outreach and outbreak response functions for the MHD laboratory.

Minimum qualifications include a bachelor's degree in a laboratory science, medical technology, biology, microbiology, molecular biology, chemistry, or a related field; and two (2) years of experience in a clinical or public health laboratory, including work with laboratory quality management systems.

Chemist–Senior and Water Chemist–Senior Positions

ERI defines chemist: *Researches, analyzes, synthesizes, and experiments on substances, for such purposes as product and process development and application, quantitative and qualitative analysis, and improvement of analytical methodologies. Excludes paraprofessional chemists. Devises new equipment, and develops formulas, processes, and methods for solution of technical problems. Analyzes organic and inorganic compounds to determine chemical and physical properties, utilizing such techniques as chromatography, spectroscopy, and spectrophotometry. Induces changes in composition of substances by introduction of heat, light, energy, and chemical catalysts. Conducts research on manufactured products to develop and improve products. Conducts research into composition, structure, properties, relationships, and reactions of matter. Confers with scientists and engineers regarding research, and prepares technical papers and reports. Prepares standards and specifications for processes, facilities, products, and tests.*

Chemist: Six years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Kenosha	\$72,731	\$79,570	\$88,358	\$96,937	\$105,412
Madison	\$65,565	\$71,517	\$79,301	\$87,031	\$94,767
Milwaukee	\$67,928	\$74,326	\$82,672	\$90,937	\$99,194
Racine	\$69,275	\$75,824	\$84,403	\$92,921	\$101,431
Waukesha	\$67,626	\$74,023	\$82,366	\$90,630	\$98,886
Wauwatosa	\$67,550	\$73,926	\$82,252	\$90,505	\$98,754
West Allis	\$67,767	\$74,142	\$82,452	\$90,682	\$98,907

Source: ERI as of 2/16/2026.

Position Descriptions and Recommendations

Current	Chemist–Senior	PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764.	One Position
Recommended	Chemist–Senior	PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189.	One Position

The Chemist–Senior works directly with the Assistant Laboratory Director to plan and coordinate programs in the Chemistry laboratory section, assists the Assistant Laboratory Director in supervision of staff to ensure a timely completion of all division projects and oversees regulatory standards following DNR, AIHA (ISO 17025), and CLIA accreditations related to MHD’s Lead Program.

Minimum qualifications include a bachelor's degree in chemistry; and four (4) years of laboratory experience, preferably in analytical chemistry. At least one year of lead worker or supervisory experience is desirable.

Current	Water Chemist–Senior	PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764.	4 Positions
Recommended	Water Chemist–Senior	PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189.	4 Positions

The Water Chemist–Senior works with the Water Quality Operation Manager and acts as lead for a team of Water Chemists in the MWW Water Quality laboratory to maintain regulatory compliance of the water treatment process and distribution of continuous, safe potable water for over 850,000 customers. This position prioritizes Water Chemist duties, tasks and functions, and provides guidance with quality control procedures and preventive maintenance of online instrumentation. The position is also responsible for validating and verifying water quality data through review and documentation.

Minimum qualifications include a bachelor's degree in chemistry, microbiology, water and wastewater technology or a related field; and three (3) years of experience in an environmental laboratory.

Microbiologist–Senior and Water Microbiologist–Senior

ERI defines Microbiologist: *Researches and studies the growth and characteristics of microscopic organisms, such as bacteria, algae, fungi, or other micro-organisms. Evaluates relationships between organisms and disease or the effects of antibiotics on micro-organisms; studies micro-organisms related to environmental, agricultural, virology, or immunology. Specializes in and studies the growth, structure, development, and general characteristics of bacteria and other micro-organisms. Excludes paraprofessional positions. Isolates and makes cultures of significant bacteria or other micro-organisms in prescribed or standard inhibitory media, controlling factors, such as moisture, aeration, temperature, and nutrition. Identifies micro-organisms by microscopic examination of physiological, morphological, and cultural characteristics. Observes action of micro-organisms upon living tissues of plants, higher animals, and other micro-organisms and on dead organic matter. Makes chemical analyses of substances, such as acids, alcohols, and enzymes, produced by bacteria and other micro-organisms on organic matter. May specialize in study of viruses and rickettsia. May specialize in a particular material or product field.*

Microbiologist: Eight Years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Kenosha	\$71,697	\$78,589	\$87,438	\$96,020	\$104,468
Madison	\$63,581	\$69,345	\$76,892	\$84,367	\$91,855

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Milwaukee	\$65,002	\$71,111	\$79,100	\$87,003	\$94,913
Racine	\$67,409	\$73,805	\$82,190	\$90,495	\$98,798
Waukesha	\$64,707	\$70,816	\$78,803	\$86,702	\$94,608
Wauwatosa	\$64,642	\$70,729	\$78,696	\$86,582	\$94,480
West Allis	\$64,852	\$70,941	\$78,897	\$86,764	\$94,640

Source: ERI as of 2/16/2026.

Position Descriptions and Recommendations

Current	Microbiologist–Senior	PR 2HN (\$58,223 – \$83,952)	3 Positions
	Virologist–Senior	FN Recruitment rate is at \$66,764.	One Position
Recommended	Microbiologist–Senior	PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189.	4 Positions

The City of Milwaukee has two separate job series for Microbiologist and Virologist in the Health Department. The job titles at each level are in the same pay range. Virologists, according to the Dictionary of Occupational Titles, are a specialty within the Microbiology job classification. As many organizations do not have a separate classification for Virologist and the City's position of Virologist–Senior has the same duties and responsibilities as the Microbiologist–Senior we recommend the position of Virologist–Senior be retitled to Microbiologist–Senior.

The Microbiologist–Senior works under the supervision of Assistant Laboratory Director (Clinical) and performs laboratory tests for the Microbiology, Virology and Molecular Science sections of the MHD Laboratory. This includes testing for the control of Communicable Diseases, including Sexually Transmitted Diseases (STD), Tuberculosis (TB), and viral diseases on human clinical sources. The position participates in laboratory responses during communicable disease outbreaks and to rule out agents for bioterrorism. This position coordinates work with other Microbiologists–Seniors, Microbiologists, MHD clinic staff and provides technical expertise in areas of responsibility. The Microbiologist–Senior assists in Quality Assurance (QA) practices and serves as a laboratory resource to the Sexual and Reproductive Health clinic laboratories at the Keenan and Southside Health Centers, assuring quality, safety, and compliance in accordance with state and federal regulations; including Clinical Laboratory Improvement Amendments (CLIA) certification. Job responsibilities also include reviewing test results, conducting staff training, ordering reagents and supplies, preparing lab reports and adhering to the standard safety and QA practices while working with potentially infectious clinical and environmental specimens or others as assigned by laboratory management.

Minimum qualifications include a bachelor's degree in microbiology, medical technology, molecular biology or a related field with strong working knowledge in microbiology and molecular diagnostics; and four (4) years of experience in a clinical or public health laboratory.

Current	Water Microbiologist–Senior	PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764.	One Position
Recommended	Water Microbiologist–Senior	PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189.	One Position

The Water Microbiologist–Senior works directly with the Water Quality Manager to assess new techniques to meet the changing needs of the water treatment plant and emerging microbiological contaminants that may become regulated or affect public health. This position performs specialized microbiological analyses in accordance with state and federal regulations and local standards for potable water. The Water Microbiologist–Senior provides training and oversight to laboratory personnel working in the microbiological section of the Water Quality lab. Maintains microbiology laboratory state certification.

Minimum qualifications include a bachelor's degree in microbiology or a related science field; and four (4) years of experience in an environmental laboratory.

Water Quality Assurance Specialist and Water Quality Analyst Positions

Water Quality Assurance Specialist and Water Quality Analyst are similar in duties and responsibilities to the ERI job title Quality Assurance Specialist. ERI defines Quality Assurance Analyst: *Conducts routine and non-routine tests using variety of testing devices and procedures to maintain product quality. Constructs and alters quality assurance test plans according to product specifications. Assists in the creation and maintenance of testing standard, processes and systems that align with industry standards.*

Quality Assurance Analyst: Seven Years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Wauwatosa	\$71,018	\$77,263	\$85,487	\$93,458	\$101,474
Waukesha	\$71,416	\$77,697	\$85,960	\$93,962	\$102,005
Racine	\$72,562	\$78,942	\$87,380	\$95,590	\$103,861
Madison	\$69,031	\$74,809	\$82,438	\$89,859	\$97,340
Kenosha	\$72,874	\$79,284	\$87,597	\$95,530	\$103,417
West Allis	\$71,266	\$77,517	\$85,732	\$93,681	\$101,669
Milwaukee	\$71,498	\$77,772	\$86,022	\$94,007	\$102,030

Source: ERI as of 2/16/2026.

Position Descriptions and Recommendations

Current	Water Quality Assurance Specialist	PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764.	One Position
Recommended	Water Quality Assurance Specialist	PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189.	One Position

The Water Quality Assurance Specialist is responsible for maintaining quality control and assurance for the Water Quality section to maintain the integrity and credibility of laboratory data and procedures to meet MWW and Wisconsin Department of Natural Resources (WI DNR) regulations and accredited laboratory requirements.

Minimum qualifications include a bachelor's degree in chemistry, biology, statistics, or a related field; and three (3) years of environmental lab experience with an emphasis on quality control.

Current	Water Quality Analyst	PR 2HN (\$58,223 – \$83,952) FN Recruitment rate is at \$66,764.	One Position
Recommended	Water Quality Analyst	PR 2KN (\$70,501 – \$101,665) FN Recruitment rate is at \$87,189.	One Position

Under the direction of the Water Quality Manager and Water Quality Operations Manager the Water Quality Analyst conducts new and existing water quality monitoring and research relating to Milwaukee's water throughout the raw treatment process and distribution system. Researches activities for water quality monitoring of water processes including water analysis, data analysis, statistical evaluations, and graphing of water quality information. This position prepares reports utilizing laboratory quality assurance standards and prepares executive summaries and recommendations. The Water Quality Analyst works to ensure compliance with federal and state regulations and the high-water quality standards set by the City of Milwaukee to ensure the highest level of safe drinking water.

Minimum qualifications include a bachelor's degree in chemistry, microbiology, environmental science or a related field; and three (3) years of experience in the scientific and physical analysis of potable water quality and/or environmental chemistry, including two (2) years of research experience.

Chemist and Water Chemist Positions

ERI defines chemist: *Researches, analyzes, synthesizes, and experiments on substances, for such purposes as product and process development and application, quantitative and qualitative analysis, and improvement of analytical methodologies. Excludes paraprofessional chemists. Devises new equipment, and develops formulas, processes, and methods for solution of technical problems. Analyzes organic and inorganic compounds to determine chemical and physical properties, utilizing such techniques as chromatography, spectroscopy, and spectrophotometry. Induces changes in composition of substances by introduction of heat, light,*

energy, and chemical catalysts. Conducts research on manufactured products to develop and improve products. Conducts research into composition, structure, properties, relationships, and reactions of matter. Confers with scientists and engineers regarding research, and prepares technical papers and reports. Prepares standards and specifications for processes, facilities, products, and tests.

Chemist: Four Year of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Kenosha	\$67,872	\$74,344	\$82,700	\$90,814	\$98,830
Madison	\$61,384	\$66,960	\$74,272	\$81,502	\$88,752
Milwaukee	\$63,429	\$69,430	\$77,283	\$85,027	\$92,776
Racine	\$64,682	\$70,809	\$78,860	\$86,830	\$94,817
Waukesha	\$63,128	\$69,127	\$76,979	\$84,721	\$92,468
Wauwatosa	\$63,070	\$69,046	\$76,875	\$84,603	\$92,341
West Allis	\$63,282	\$69,264	\$77,087	\$84,797	\$92,512

Source: ERI as of 2/16/2026.

Position Descriptions and Recommendations

Current	Chemist	PR 2FN (\$51,250 – \$73,907) FN Recruitment rate is at \$61,409.	3 Positions
Recommended	Chemist	PR 2JN (\$66,154 – \$95,390) FN Recruitment rate is at \$78,548.	3 Positions

This position works independently under the supervision of the Chemist–Senior and Assistant Laboratory Director, and performs lead and other chemical analyses of dust wipes, paint, and soil, as well as blood and water. This position supports other MHD divisions as needed, such as Home Environmental Health’s efforts within the City and State’s Childhood Lead Poisoning and Prevention Program. As an accredited laboratory under the American Industrial Hygiene Association (AIHA), EPA National Lead Laboratory Accreditation Program, ISO 17025, and EPA/DNR, this position assists in the coordination of quality control and quality assurance efforts to ensure compliance within the department, as well as local, state, and federal policies. The Chemist follows good laboratory practices, including responsibility for writing and updating Standard Operating Procedures (SOPs), documenting nonconforming events, maintaining and troubleshooting instrumentation, data entry in the Laboratory Information Management System (LIMS), record keeping, safety compliance, and other duties as assigned by the supervisor(s).

Minimum qualifications include a bachelor's degree in chemistry, physical or instrumental chemistry, inorganic or organic chemistry, biochemistry, chemical engineering, or a related field.

Current	Water Chemist	PR 2FN (\$51,250 – \$73,907) FN Recruitment rate is at \$61,409.	10 Positions
Recommended	Water Chemist	PR 2JN (\$66,154 – \$95,390) FN Recruitment rate is at \$78,548.	10 Positions

Majority of workload for the Water Chemist is scheduled tests for which minimal direct supervision is provided. Water Chemists validate and verify the precision and accuracy of on-line water quality process and control instrumentation used throughout the water treatment process. This position helps ensure that the reliability of water quality information and data from the online process control instrumentation is the highest level attainable. Water Chemists perform analyses according to United States Environmental Protection Agency Certified Lab Standards.

Minimum qualifications include a bachelor's degree in chemistry, biology, environmental science or a related science field; or an associate degree in chemistry, biology, water or wastewater technology, or a related field and two (2) years of experience in a laboratory environment.

Microbiologist and Water Microbiologist Positions

ERI defines Microbiologist: *Researches and studies the growth and characteristics of microscopic organisms, such as bacteria, algae, fungi, or other micro-organisms. Evaluates relationships between organisms and disease or the effects of antibiotics on micro-organisms; studies micro-organisms related to environmental, agricultural, virology, or immunology. Specializes in and studies the growth, structure, development, and general characteristics of bacteria and other micro-organisms. Excludes paraprofessional positions. Isolates and makes cultures of significant bacteria or other micro-organisms in prescribed or standard inhibitory media, controlling factors, such as moisture, aeration, temperature, and nutrition. Identifies micro-organisms by microscopic examination of physiological, morphological, and cultural characteristics. Observes action of micro-organisms upon living tissues of plants, higher animals, and other micro-organisms and on dead organic matter. Makes chemical analyses of substances, such as acids, alcohols, and enzymes, produced by bacteria and other micro-organisms on organic matter. May specialize in study of viruses and rickettsia. May specialize in a particular material or product field.*

Microbiologist: Six Years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Kenosha	\$61,525	\$67,585	\$75,516	\$83,171	\$90,727

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Madison	\$55,165	\$60,163	\$66,755	\$73,226	\$79,738
Milwaukee	\$56,089	\$61,386	\$68,373	\$75,227	\$82,115
Racine	\$58,098	\$63,631	\$70,938	\$78,124	\$85,360
Waukesha	\$55,797	\$61,092	\$68,078	\$74,931	\$81,817
Wauwatosa	\$55,768	\$61,041	\$68,000	\$74,833	\$81,704
West Allis	\$55,961	\$61,245	\$68,212	\$75,040	\$81,898

Source: ERI as of 2/16/2026.

Position Descriptions and Recommendations

Current	Microbiologist	PR 2FN (\$51,250 – \$73,907)	6 Positions
	Virologist	FN Recruitment rate is at \$61,409.	One Position
Recommended	Microbiologist	PR 2JN (\$66,154 – \$95,390) FN Recruitment rate is at \$78,548.	7 Positions

The City of Milwaukee has two separate job series for Microbiologist and Virologist in the Health Department. The job titles at each level are in the same pay range. As indicated earlier, Virologists, according to the Dictionary of Occupational Titles, are a specialty within the Microbiology job classification. As many organizations do not have a separate classification for Virologist, and the City’s position of Virologist has the same duties and responsibilities as the Microbiologists, we recommend the position of Virologist be retitled to Microbiologist.

The Microbiologist performs moderate to high complexity testing of clinical and environmental specimens for the detection of microorganisms using biochemical, immunological, and molecular methods; characterize microbes of public health importance, including high priority pathogens following approved CDC procedures; performs duties assigned in the control of communicable diseases, sexually transmitted infections, environmental, food, dairy and water microbiology programs; participates in maintaining laboratory quality control, quality assurance and adheres to safety and security policies; works under the supervision of Assistant/Deputy Laboratory Director and maintains professional skills by participating in continuing education programs. This position requires working with highly pathogenic microorganisms in a Bio-safety level 3 (BSL-3) laboratory following federal guidelines.

Minimum Qualifications include a bachelor’s degree in microbiology, molecular biology, public health microbiology, medical technology, or a closely related biological science; and two (2) years of recent laboratory experience as a professional level microbiologist, including at least one year independently conducting microbiological testing in a clinical, environmental, or public health agency. This must include diagnostic work with bacteria and viruses, and handling cultures with practical experience in biosafety practices.

Current	Water Microbiologist	PR 2FN (\$51,250 – \$73,907) FN Recruitment rate is at \$61,409.	One Position
Recommended	Water Microbiologist	PR 2JN (\$66,154 – \$95,390) FN Recruitment rate is at \$78,548.	One Position

A Water Microbiologist performs complex, specialized and routine microbiological analyses of water samples in accordance with state and federal regulations and local standards for potable water. This position performs microbiological analyses of solid and other matrices, including filter media in accordance with American Water Works Association (AWWA) and other assessment protocols. The Water Microbiologist assesses new techniques to meet the changing needs of the water utility. This position ensures compliance with all state and federal regulations, including but not limited to testing and electronic reporting of test results. The Water Microbiologist assists Water Microbiologist – Senior in maintaining microbiology laboratory state certification.

Minimum qualifications include a bachelor's degree in microbiology or a related science field; or an associate degree in microbiology or a related science field and two (2) years of experience in an environmental laboratory.

Medical Laboratory Technician and Water Laboratory Technician Positions

ERI defines Laboratory Technician: *Performs laboratory tests or other laboratory work using conventional and computerized machines and work aids. Performs laboratory work and tests according to prescribed standards. Determines chemical and physical characteristics or composition. Sets up, readjusts, and operates laboratory equipment and instruments. Usual requirement is two years of post-secondary education in field of specialty; however, some companies may accept equivalent education and experience combined. Tests for such qualities as purity, stability, viscosity, density, absorption, burning rate, melting or flash point, etc. Tests solutions used in processes for chemical concentration, specific gravity, or other characteristics. Tests for presence and content of elements, substances, or impurities. Collects and analyzes samples. Tests samples to verify conformity to specifications. Records test results and writes test reports describing procedures used. Cleans and sterilizes laboratory equipment. May prepare graphs and charts. May prepare chemical solutions according to standard formulas. May add chemicals or raw materials to process solutions or product batches to correct or establish formulation required to meet specifications. May calibrate laboratory instruments.*

Laboratory Technician: Two Years of Experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Kenosha	\$46,859	\$50,297	\$55,177	\$59,619	\$64,332
Madison	\$45,121	\$48,327	\$52,751	\$56,724	\$60,929
Milwaukee	\$45,463	\$48,864	\$53,559	\$57,777	\$62,238

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
Racine	\$44,595	\$47,954	\$52,617	\$56,821	\$61,277
Waukesha	\$45,178	\$48,566	\$53,249	\$57,458	\$61,914
Wauwatosa	\$45,192	\$48,573	\$53,238	\$57,430	\$61,865
West Allis	\$45,340	\$48,740	\$53,429	\$57,638	\$62,087

Source: ERI as of 2/16/2026.

Position Descriptions and Recommendations

Current	Medical Laboratory Technician	PR 3MN (\$51,121 – \$66,701) FN Recruitment rate is at \$52,949.	4 Positions
Recommended	Medical Laboratory Technician	PR 3PN (\$50,621 – \$79,542) FN Recruitment rate is at \$59,541.	4 Positions

Under supervision of the Deputy Laboratory Director, the Medical Laboratory Technician provides supports to the MHD laboratory program primarily at the Keenan Health Center. The duties of this position include processing clinical specimens to conduct preliminary screening tests of Keenan Health Center clients. Those includes pregnancy test, Sexually Transmitted Disease (STD) testing such as the syphilis (RPR test), wet prep and Gram stain exams, dark-field (DF) microscopy, HIV rapid test (includes EIA) and all STI testing including those for PrEP at KHC; maintain inventory of standard microbiological media and other laboratory reagents; performs quality control (QC) for routine in-house and commercial media and reagents; maintains equipment, including incubator, refrigerator, centrifuge, and water baths; conducts specimen accessioning in Laboratory Information System (LIS) and Electronic Medical Records (EMR) systems; maintains patient confidentiality and works closely with MHD laboratory supervisors and Keenan Health Center nurses to support the STD, TB control and HIV programs; assists in specimen collection and transports; performs phlebotomy and related laboratory work at Keenan Health Center; supports Quality Improvements (QI) activities, maintains safety and performs other duties as assigned by supervisors.

Minimum qualifications include an associate degree with a major in Medical Laboratory Technician (MLT) or Clinical Laboratory Science (CLS). Experience performing related functions in a public health, hospital or clinical laboratory is desirable.

Current	Water Laboratory Technician	PR 3MN (\$51,121 – \$66,701) FN Recruitment rate is at \$52,949. FN Employees will receive an additional 5% incentive for lead work.	4 Positions
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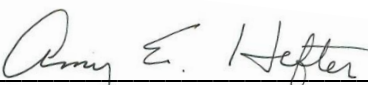
Recommended	Water Laboratory Technician	PR 3PN (\$50,621 – \$79,542) FN Recruitment rate is at \$59,541. FN Employees will receive an additional 5% incentive for lead work.	4 Positions
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The Water Laboratory Technician collects water samples of various types throughout the MWW service area, including but not limited to designated sampling locations, distribution system, and at customer homes. This position applies proper water sampling collection techniques and handling methods and provides analysis of samples both in the field and in the laboratory. The Water Laboratory Technician also transports samples and/or equipment to MWW facilities as well as other City departments, and provides support functions to the Microbiology and Water Chemistry programs within the Water Quality section.

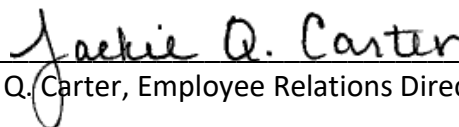
Minimum qualifications include an associate degree in chemistry, chemical technology, biology, water technology, microbiology, or a closely related field. Laboratory experience, including laboratory analyses protocol and procedures related to potable water, water sampling and analysis techniques, and familiarity with water treatment processes is desirable.

Action Required – Effective Pay Period 14, 2026 (June 21, 2026)

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

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