



Department of Employee Relations

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Mayor

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Director

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November 13, 2025

To: The City Service Commission
From: Andrea Knickerbocker, Human Resources Manager
Subject: Probationary Period Recommendations for Studied Positions

The following positions are being recommended for study at the November 18, 2025 meeting of the City Service Commission. Accordingly, we make the following recommendations related to the probationary period.

Various Positions

Department of Employee Relations

Current	Recommended
Business Operations Specialist PR 2GX (\$58,656 – \$76,474) FN Recruitment rate is at \$66,304 (One Position)	Business Operations Specialist - Senior PR 2KX (\$70,501 – \$98,704) FN Recruitment rate is at \$77,551 (One Position)
The incumbent has been performing these duties for some time and no new probationary period is recommended.	

Health Department

Current	Recommended
Human Resources Analyst PR 2IX (\$62,041 – \$86,854) FN Recruitment rate is at \$68,244 (One Position)	Human Resources Supervisor PR 1HX (\$75,162 – \$105,223) FN Recruitment rate is at \$82,677 (One Position)
A new one-year probationary period is recommended for Samantha Brennan.	

Department of Public Works-Operations Division

Current	Recommended
Human Resources Assistant PR 5JN (\$60,036 – \$75,045) FN Recruitment rate is at \$62,229 (One Vacant Position)	Human Resources Representative PR 2KX (\$70,501 – \$98,704) FN Recruitment rate is at \$77,551 (One Vacant Position)
Not applicable as the position is vacant.	

Department of Neighborhood Services – Development Center Division

Current	Recommended
New Position	Business Liaison – Development Center 1DX (\$58,656 – \$81,507) FN Recruitment rate is at \$70,690 (One New Position)
Not applicable as this is a new position.	

Department of Public Works – Operations Division – Fleet Services Section

Current	Recommendation
Fleet Acquisition Manager PR 1FX (\$66,154 – \$92,612) FN Recruitment rate is at \$85,086 FN The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work. (One Position)	Fleet Acquisition and Disposal Manager PR 1HX (\$75,162 – \$105,223) FN Recruitment rate is at \$95,932 FN The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work. (One Position)
The incumbent has been performing these duties for some time and no new probationary period is recommended.	

Department of Public Works – Operations Division – Sanitation Section

Current	Recommended
Yard Attendant PR 8DN (\$51,816 – \$67,106) FN An employee to be compensated an additional 3% when assigned to perform Brine Operations duties. (22 Positions)	Sanitation Yard Attendant PR 8DN (\$51,816 – \$67,106) FN An employee to be compensated an additional 3% when assigned to perform Brine Operations duties. (14 Positions)
	Drop Off Center Attendant PR 8DN (\$51,816 – \$67,106) (8 Positions)
Not applicable as these are title changes.	

*Field Operations and Drop Off Center Operations Units

Department of Public Works – Milwaukee Water Works

Current	Recommended
Water Billing Specialist PR 5KN (\$63,038 - \$78,798) FN Recruitment Rate is at \$63,530 (One Position)	Water Collections Specialist PR 5KN (\$63,038 – \$78,798) FN Recruitment Rate is at \$63,530 (One Position)
Not applicable as this is a title change.	