



Department of Employee Relations

Tom Barrett  
Mayor

Maria Monteagudo  
Director

Renee Joos  
Employee Benefits Director

Nicole Fleck  
Labor Negotiator

March 12, 2020

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

*Common Council File No. 191871 – "Communication from the Department of Employee Relations amending the Salary Ordinance to clarify language related to promotions for the Property Appraisers and Senior Property Appraiser titles in the Assessor's Office."*

Dear Committee Members:

This report adds language to the salary ordinance clarifying the promotional appointment rates for each of the Property Appraisers and Senior Property Appraiser titles in the City Assessor's office. Employees may be promoted through these titles based on achieving specific experience and credentials.

In order to implement this recommendation, the Salary Ordinance will need to be amended as follows:

Under 2DN:

Add the following language under the range table:

- (11) Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.
- (12) Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.
- (13) Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.
- (29) Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.
- (30) Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.
- (31) Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Under 2HN:

Add the following language under the range table:

- (3) Senior Property Appraiser 2 is a promotional opportunity for Senior Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.
- (4) Senior Property Appraiser 3 is a promotional opportunity for Senior Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.
- (5) Senior Property Appraiser 4 is a promotional opportunity for all Senior Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

- (16) Senior Property Appraiser 2 is a promotional opportunity for Senior Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.
- (17) Senior Property Appraiser 3 is a promotional opportunity for Senior Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.
- (18) Senior Property Appraiser 4 is a promotional opportunity for all Senior Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Respectfully submitted,

*Maria Monteagudo*  
(ICUB)

Maria Monteagudo  
Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

**A** Date 3/13/2020 File Number 191871  Original  Substitute

**Subject** Communication From the Department of Employee Relations amending the Salary Ordinance to clarify language related to promotions for the Property Appraiser and Senior Property Apprasier titles in the Assessor's Office.

**B** Submitted By (Name/Title/Dept./Ext.) Andrea Knickerbocker / Human Resources Manager / Employee Relations / x3387

**C** This File

- Increases or decreases previously authorized expenditures.
- Suspends expenditure authority.
- Increases or decreases city services.
- Authorizes a department to administer a program affecting the city's fiscal liability.
- Increases or decreases revenue.
- Requests an amendment to the salary or positions ordinance.
- Authorizes borrowing and related debt service.
- Authorizes contingent borrowing (authority only).
- Authorizes the expenditure of funds not authorized in adopted City Budget.

**D** Charge To

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify) \_\_\_\_\_
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

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
<b>TOTALS</b>		<b>\$ 0.00</b>	<b>\$ 0.00</b>

**F**

Assumptions used in arriving at fiscal estimate. \_\_\_\_\_

**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.        No Fiscal Impact    

**J**

This Note     Was requested by committee chair.