



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole Fleck
Labor Negotiator

July 2, 2026

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 260330 – Communication from the Department of Employee Relations relating to classification studies approved at the June 16, 2026 and scheduled for the July 7, 2026 City Service Commission Meeting.

Dear Committee Members:

The following classifications and pay recommendations were either approved at the City Service Commission meeting on June 16, 2026 or scheduled to be heard at the City Service Commission meeting on July 7, 2026.

VARIOUS CHANGED POSITIONS:

Department of Public Works – Infrastructure Division

Current	Recommended
Management Civil Engineer - Senior PR 1KX (\$90,006– \$131,235) FN Recruitment is at \$116,493 (One Vacant Position)	Civil Engineer IV PR 2NX (\$85,366 – \$123,106) FN Recruitment is at \$102,506 (One Vacant Position)
New Position (One Position)	Senior Transportation Analyst Planner PR 2MN (\$80,098 – \$115,501) FN Recruitment is at \$94,758 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Milwaukee Health Department

Current	Recommended
Emergency Response Planning Director PR 1IX (\$80,098 - \$115,501) FN Recruitment is at \$95,932 (One Position)	Public Health Emergency Preparedness Director PR 1IX (\$80,098 - \$115,501) FN Recruitment is at \$95,932 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Department of Public Works-Operations Division

Current	Recommended
Self Help Yard Supervisor PR 1EX (\$62,041 - \$89,460) FN Recruitment rate is at \$72,768 (Two Positions)	Drop Off Center Supervisor PR 1EX (\$62,041 - \$89,460) FN Recruitment rate is at \$72,768 (Two Positions)

Note: Residents receive a 4% Resident Incentive Allowance.

CITY WIDE HR/BUS OPS MARKET STUDY

Pay Range 10X (\$117,464 - \$169,379)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounts Director One Position - Comptroller	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	Accounting Director	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485
ERS Chief Financial Officer One Position - ERS	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485
Financial Services Director One Position - Comptroller	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485
Investments and Financial Services Director One Position - City Treasurer	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485

Pay Range 1MX (\$103,384 - \$149,086)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Audit Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
City Payroll Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Finance and Administration Manager One Position - DCD One Position - DNS	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Fire and Police Commission Audit Manager One Position - FPC	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Fire and Police Commission Staffing Services Manager One Position - FPC	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Grants Fiscal Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Health Budget and Administration Manager One Position - MHD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Human Resources Manager Two Positions - DER	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	Staffing Administration Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
		Compensation Administration Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Police Budget and Administration Manager* One Position - MPD	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Retirement Plan Manager One Position - ERS	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Revenue and Financial Services Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Water Financial Manager One Position - DPW-Water Works	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987

*Fire and Police Commission Report Only

Pay Ranges 1LX (\$96,988 - \$139,868)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Administrative Services Manager One Position – DOA One Position – DPW - Admin	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Budget Manager – City Development One Position – DCD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Business Finance Manager One Position – City Attorney One Position – DER One Position – MFD* One Position – MPL	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
City Attorney Human Resources Administrator One Position – City Attorney	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
DCD Human Resources Administrator One Position – DCD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
DNS Human Resources Administrator One Position - DNS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Emergency Communications Finance Manager* One Position – DEC	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Emergency Communications Human Resources Administrator* One Position – DEC	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
ERS Human Resources Administrator One Position – ERS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Fire Human Resources Administrator* One Position – MFD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Health Human Resources Administrator One Position - MHD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Infrastructure Human Resources Administrator One Position – DPW-Infra	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Library Human Resources Administrator One Position - MPL	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Operations Human Resources Administrator One Position – DPW-Ops	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Pension Accounting Manager Three Positions – ERS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Police Human Resources Administrator* One Position - MPD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Port Finance and Administration Officer One Position - Port	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Tax Billing and Collection Manager One Position – City Treasurer	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Water Works Human Resources Administrator One Position - MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Worker's Compensation and Safety Manager One Position - DER	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493

*Fire and Police Commission Report Only

Pay Ranges 1KX and 20X (\$91,006 - \$131,235)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager – City Development One Position - DCD	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Administrative Services Manager – Assessor One Position – ASSR	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Administrative Services Manager – Court One Position – Municipal Court	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant Accounting Manager One Position – Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant City Payroll Manager One Position - Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

Assistant Grant Fiscal Manager One Position - Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Benefits and Wellness Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Budget and Fiscal Policy Manager Three Positions - DOA	2MX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	2OX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Business Operations Manager One Position – City Clerk Two Positions – DPW-Admin One Position – DPW-Infra	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Compensation Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Disability Specialist – Lead One Position - ERS	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
ERS Business Operations Analyst One Position - ERS	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Fire Health and Safety Manager* One Position - MFD	2MX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	2OX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Human Resources Supervisor One Position - MHD One Position – MPD*	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
MPD Safety Division Manager* One Position - MPD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Procurement and Compliance Manager One Position – DCD One Position - MPL	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Procurement Manager One Position – DOA	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Safety Manager One Position – DPW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Accounting Manager One Position – MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Business Operations Manager One Position - MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Workforce Planning and Certification Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

*Fire and Police Commission Report only

Pay Ranges 1IX and 2MX (\$80,098 - \$115,501)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Budget and Fiscal Policy Analyst IV Three Positions - DOA	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Compensation Analytics Specialist - Lead One Position - DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$85,305	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Customer Services Manager One Position – City Treasurer	1HX: \$75,162 - \$105,223 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Employee Assistance and Resource Coordinator One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Fire and Police Commission Compliance Auditor One Position - FPC	2MX: \$80,098 - \$115,501 Recruit Rate: \$80,098	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
HRIS Auditor – Lead One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$83,240	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Risk Management and Safety Officer One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Water Billing and Collections Manager One Position – MWW	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Water Customer Service Manager One Position – MWW	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793

Pay Ranges 1HX and 2LX (\$75,162 - \$108,380)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Senior Accountant	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Accounting and Grant Specialist Two Positions – MPD* Two Positions – DPW-Infra	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Accounting Supervisor One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Auditor – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Senior Auditor – Grant Accounting	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Budget and Fiscal Policy Analyst III Underfill Title	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Business Operations Specialist - Senior One Position - DER	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
City Payroll Specialist – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
DCD Accountant – Lead Two Positions - DCD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Disability Specialist – Senior Two Positions – ERS	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire and Police Commission Investigator Two Positions - FPC	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire and Police Commission Senior Auditor One Position - FPC	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire Compliance Officer* One Position - MFD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Grant Budget Specialist One Position – DCD Two Positions – MHD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Grant Compliance Manager Three Positions – DOA One Position – MPD*	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Health and Safety Officer* One Position - MPD	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Human Resources Representative Seven Positions – DER Three Positions – FPC Two Positions - MHD One Position – MPL Three Positions – MPD* Three Positions – DPW-Admin One Position – DPW-Infra Two Positions – DPW-Ops One Position – MWW	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Lead Pension Specialist One Position - ERS	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Leave Administration Coordinator One Position – DER One Position – DPW-Admin	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Pension Accounting Specialist Two Positions – ERS	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Pension Services Administrator	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Police Payroll Supervisor* One Position - MPD	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Procurement Specialist Five Positions – DOA One Position – MPL	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Safety Supervisor One Position – DPW-Admin	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Senior Auditor Four Positions - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175

Senior Financial Analyst One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Time Tracking Lead One Position - Comptroller	2KX: \$70,501 - \$101,665	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$78,325
Worker's Compensation Specialist One Position - DER	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175

*Fire and Police Commission Report only

Pay Range 1GX, 2KN and 2KX (\$70,501 - \$101,664)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant III Two Positions – DPW-Admin Three Positions – MWW	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Accounting Specialist Eleven Positions – Comptroller One Position – MFD*	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Auditor Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Benefits Systems Analyst One Position - DER	2JX: \$66,154 - \$92,612 Recruit Rate: \$74,502	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Budget and Fiscal Policy Analyst II Underfill title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Business Analyst – Senior One Position – DOA Two Positions – DCE	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Business Inclusion Program Coordinator One Position – DCE	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Compensation Analytics Specialist One Position – DER	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Contract Compliance Officer One Position – DCE One Position – DPW Admin	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Customer Service Specialist Two Positions – City Treasurer	1FX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Deferred Compensation Plan Coordinator One Position – Deferred Comp	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Disability Specialist Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Diversity Recruiter One Position - DER	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Emergency Communications Human Resources Analyst – Senior* One Position - DEC	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	Human Resources Analyst - Senior	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Emergency Communications Records Analyst – Senior* One Position – DEC	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Emergency Communications Operations Analyst – Senior* One Position - DEC	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Financial Analyst Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Fire and Police Commission Auditor Two Positions - FPC	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Grant Monitor 13 Positions - DOA	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Health and Safety Specialist* One Position - MPD	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
HRIS Auditor Two Positions – DER One Position – FPC	2JN: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KN: \$70,501 - \$101,665 Recruit Rate: \$78,859

Human Resources Analyst -Senior Two Positions – DER One Position – MFD* One Position – DPW Infra	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Investments and Financial Services Coordinator One Position – City Treasurer	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Library Business Analyst One Position - MPL	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management Accountant – Senior One Position – DEC* One Position – ERS One Position – MHD One Position – MPL One Position – DPW Admin	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management Accountant – Senior Two Positions - ERS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	Pension Accounting Specialist	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management and Accounting Officer One Position – DPW Admin One Position – DPW Infra	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Pension Specialist – Senior Three Positions - ERS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Position Control Specialist One Position – FPC	2JN: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KN: \$70,501 - \$101,665 Recruit Rate: \$78,859
Purchasing Agent – Senior Two Positions – DOA One Position – DNS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Recruiter Two Positions - FPC	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Safety Specialist – Senior Two Positions – MPD* Three Positions – DPW Admin	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Tax Collection and Enforcement Coordinator One Position – City Treasurer	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Water Collections Supervisor One Position - MWW	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Water Customer Service Supervisor Three Positions - MWW	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Worker’s Compensation Analyst One Position - DER	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859

*Fire and Police Commission Report Only

Pay Ranges 1FX, 2JN, and 2JX (\$66,154 - \$95,390)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Associate Auditor Underfill Title – Comptroller	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Budget and Fiscal Policy Analyst I Underfill Title – DOA-Budget	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Business Analyst Underfill Title – DOA-Purchasing	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Business Finance Officer One Position – DOA-ECO	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
City Payroll Specialist Three Positions - Comptroller	2IN: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Finance Specialist One Position – Port Milwaukee	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Housing Programs Specialist Three Positions - DCD	2EN: \$48,079 - \$69,328 Recruit Rate: \$61,960	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Human Resources Analyst One Position – DCD Two Positions – DNS Two Positions – DER	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768

Investigator/Adjuster Two Positions – City Attorney	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Investments and Financial Services Specialist One Position – City Treasurer	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Management Services Analyst One Position – ERS	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Pension Specialist Underfill Title - ERS	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Purchasing Agent Underfill Title	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Revenue Collection Manager One Position – City Treasurer	1EX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	1FX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Safety Specialist Underfill Title	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Test Administration Specialist One Position - DER	2IX: \$62,041 - \$89,460 Recruit Rate: \$70,672	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Time Tracking Specialist Underfill Title	2IN: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Water Claims Specialist One Position – MWW	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Water Payroll Specialist One Position – MWW	2IN: \$62,041 - \$89,460 Recruit Rate: \$65,137	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768

Pay Range 2IN (\$62,041 - \$89,760)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Benefit Services Coordinator Three Positions - ERS	2GN: \$54,619 - \$78,768 Recruit Rate: \$66,304	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672
Revenue Collection Specialist One Position – City Treasurer	2GN: \$54,619 - \$78,768 Recruit Rate: \$64,264	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672
Test Administration Coordinator One Position - FPC	2GN: \$54,619 - \$78,768 Recruit Rate: \$66,304	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672

Note: Residents receive a 4% Resident Incentive Allowance.

Reclassifications:

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Human Resources Analyst One Position - DCD	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	Human Resources Analyst - Senior	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859

Note: Residents receive a 4% Resident Incentive Allowance.

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Court Business Manager One Position – Municipal Court	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Court Financial Operations Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987

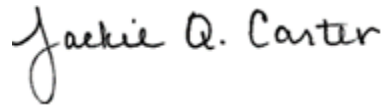
Note: Residents receive a 4% Resident Incentive Allowance.

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Accounting Coordinator II Three Positions – MHD	2FN: \$51,250 - \$73,907 Recruit Rate: \$62,529	Finance Specialist	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Human Resources Assistant One Position – MHD	5JN: \$60,036 - \$77,296 Recruit Rate: \$62,229	Human Resources Representative	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Human Resources Assistant One Position – MHD	5JN: \$60,036 - \$77,296 Recruit Rate: \$62,229	Health Payroll Specialist	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768

Note: Residents receive a 4% Resident Incentive Allowance.

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Transportation Financial Analyst One Position	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Financial Manager	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

Respectfully,

A handwritten signature in black ink that reads "Jackie Q. Carter". The signature is written in a cursive, flowing style.

Jackie Q. Carter, Employee Relations Director

Attachments: Job Evaluation Reports
 Fiscal Impact Statement



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: July 7, 2026

Department of Public Works – Infrastructure Division

Current	Recommended
Management Civil Engineer - Senior PR 1KX (\$90,006– \$131,235) FN Recruitment is at \$116,493 (One Vacant Position)	Civil Engineer IV PR 2NX (\$85,366 – \$123,106) FN Recruitment is at \$102,506 (One Vacant Position)
New Position (One Position)	Senior Transportation Analyst Planner PR 2MN (\$80,098 – \$115,501) FN Recruitment is at \$94,758 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Milwaukee Health Department

Current	Recommended
Emergency Response Planning Director PR 1IX (\$80,098 - \$115,501) FN Recruitment is at \$95,932 (One Position)	Public Health Emergency Preparedness Director PR 1IX (\$80,098 - \$115,501) FN Recruitment is at \$95,932 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Department of Public Works-Operations Division

Current	Recommended
Self Help Yard Supervisor PR 1EX (\$62,041 - \$89,460) FN Recruitment rate is at \$72,768 (Two Positions)	Drop Off Center Supervisor PR 1EX (\$62,041 - \$89,460) FN Recruitment rate is at \$72,768 (Two Positions)

Note: Residents receive a 4% Resident Incentive Allowance.

Positions evaluated in this report have either been repurposed or added to the budget to perform functions needed to meet the operational needs of the department or retitled to better reflect the duties and responsibilities. Job description provided by departments were evaluated and discussions were held with respective department heads and human resources personnel.

Current	Management Civil Engineer - Senior	PR 1KX (\$90,006– \$131,235) FN Recruitment is at \$116,493	One Vacant Position
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Recommended	Civil Engineer IV	PR 2NX (\$85,366 – \$123,106) FN Recruitment is at \$102,506	One Vacant Position
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This repurposed position will lead the planning, scheduling and coordination of the City’s annual and long-range paving programs. This role establishes asset management procedures for city roadways, alleys, and sidewalks; prepares budget documents; determines paving special assessments; and oversees estimating procedures for city contracts. Duties and responsibilities include:

- Coordinate all documents require to schedule and program paving projects including resolution preparation for Common Council.
- Meet with Common Council members to discuss priorities.
- Attend Common Council meetings in absence of the Civil Engineer V.
- Prepare local paving budget documents.
- Prepare contract close out final budget allocation documents.
- Administer DPW Master Contracts.
- Evaluate roadways, alley and sidewalk condition to scope future improvements.
- Maintain records and administer updates to asset management software.
- Review as-bid unit prices.
- Oversee preparation of paving and traffic calming estimates and certificates.
- Oversee software upload of all city-let contract estimates.
- Update estimating software and procedures.
- Determine special assessment rates annually in compliance with City ordinance.
- Calculate special assessments for properties on all projects in compliance with State Statues.
- Communicate with Common Council and public on special assessment inquires.
- Administer deferred assessments program.
- Represent DPW at neighborhood meetings.
- Perform other duties as assigned.

Minimum requirements include a bachelor’s degree Civil Engineering from a program accredited by the Accreditation Bard for Engineering and Technology (ABET), registration as a Professional Engineer in Wisconsin at time of appointment and throughout employment, and five years of professional engineering experience related to design, transportation, planning, or project management.

The funding for a vacant position of Management Civil Engineer – Senior was repurposed during the 2026 budget so as to fund this position to meet operational needs.

Based off the duties and responsibilities, this position is similar to that of already classified Civil Engineer V’s throughout the City. Therefore, this report recommends repurposing one vacant position of Management Civil Engineer - Senior in Pay Range 1KX (\$90,006– \$131,235) as a Civil Engineer V in Pay Range 2NX (\$85,366 – \$123,106) with a recruitment rate of \$102,506.

Current	New Position	N/A	One Position
Recommended	Senior Transportation Analyst Planner	PR 2MN (\$80,098 – \$115,501) FN Recruitment is at \$94,758	One Position

This position leads advanced analytics, modeling, mapping, and performance initiatives to support data-driven transportation planning, policy development, and evaluation. This position will utilize transportation data to guide capital investment, maintenance strategies, safety improves, mobility initiatives, and long-range planning efforts. Duties and responsibilities include:

- Serve as technical lead for data and analytics for transportation studies and corridor projects.
- Coordinate data amongst various DPW sections and units, and other departments to support data-driven project development.
- Provide technical oversight of analytical work.
- Assist in the preparation of grant applications and required state/federal performance reporting.
- Prepare technical reports, memoranda, and presentations for leadership and Common Council.
- Translate complex analytical findings into clear and actionable recommendations.
- Lead GIS mapping activities, including creating high-quality public-facing maps and conducting analyses to support planning and design projects.
- Oversee and maintain inventory of various DPW Infrastructure assets in GIS.
- Provide inputs and analyses for CIP planning and maintenance initiatives.
- Integrate and maintain files, records, and plans of infrastructure and utility work completed within the right-of-way into GIS.
- Develop protocols and mapping tools to assist in project scheduling and permitting.
- Develop mapping governance procedures and policies.
- Develop and maintain transportation performance measures consistent with local, state, and federal requirements.
- Oversee data collection and analysis for before and after studies to measure project effectiveness.
- Conduct data analysis to support comprehensive and strategic planning efforts, including identifying appropriate data sources, analyzing data, presenting findings, and making recommendations based on findings.
- Manage various data collection technologies related to multimodal safety and performance, such as video, radar, LiDAR, and crowd-sourced mobility analytics data.
- Build and apply forecasting models, scenario analyses to support programming and long-range planning.
- Perform safety evaluations, including high-injury network identification and systemic risk analysis.
- Establish protocols for data collection, validation, integration, and reporting.
- Design and maintain dashboards and visual reporting tools for executive and public use.
- Recommend improvement to data systems, automation, and analytical processes.
- Perform other duties as assigned.

Minimum requirements include a bachelor’s degree in urban planning, geography, geographic information systems (GIS), statistics, data science/analysis, or a related field from an accredited college or university and four years of professional experience, including project management involving data analysis and GIS in transportation planning, urban planning, or a related field. Equivalent combination of education and experience may be considered. These minimum qualifications have yet to be vetted by the Staffing Division.

The department has indicated that this position is intended to be more focused on analytics to support data-driven transportation long-range planning, policy development, safety improvements, and mobility initiatives. The level of duties and responsibilities are close to that of classified titles of Senior Transportation Planner in pay range 2MN and DCD Senior Planner, and Database Analyst – Senior in pay range 2MX.

Based off the duties and responsibilities, this report recommends classifying this new position as a Senior Transportation Analyst Planner and placing it in Pay Range 2MN (\$80,098 – \$115,501) with a recruitment rate of \$94,758.

Current	Emergency Response Planning Director	PR 1IX (\$80,098 - \$115,501) FN Recruitment is at \$95,932	One Position
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Recommended	Public Health Emergency Preparedness Director	PR 1IX (\$80,098 - \$115,501) FN Recruitment is at \$95,932	One Position
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The department has submitted the request to retitle the position of Emergency Response Planning Director to Public Health Emergency Preparedness Director. This will more accurately reflect the work done by the section, which includes the staff working in Emergency Preparedness and Environmental Health. There are no changes to the duties and responsibilities.

This report recommends retitling one position of Emergency Response Planning Director in Pay Range 1IX (\$80,098 - \$115,501 with recruitment at \$95,932) to Public Health Emergency Preparedness Director and keeping it in Pay Range 1IX (\$80,098 - \$115,501) and keeping the recruitment rate of \$95,932.

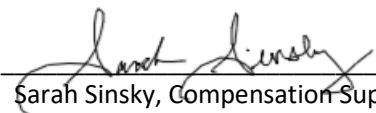
Current	Self Help Yard Supervisor	PR 1EX (\$62,041 - \$89,460) FN Recruitment is at \$72,768	Two Positions
Recommended	Drop Off Center Supervisor	PR 1EX (\$62,041 - \$89,460) FN Recruitment is at \$72,768	Two Positions

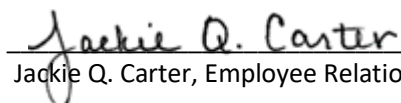
The Department of Public Works – Operations has submitted the request to retitle two positions of Self Help Yard Supervisor to Drop Off Center Supervisor. This is the only title using the previous branding of Self Help. The areas at Industrial Road and Lincoln Ave are now call Drop Off Centers and the workers have already been retitled to Drop Off Center Attendants. This will allow for consistent messaging. There are no changes to the duties and responsibilities.

This report recommends retitling two positions of Self Help Yard Supervisor in Pay Range 1EX (\$62,041 - \$89,460 with recruitment at \$72,768) to Drop Off Center Supervisor and keeping it in Pay Range 1EX (\$62,041 - \$89,460) and keeping the recruitment rate of \$72,768.

Action Required – Effective Pay Period 16, 2026 (July 19, 2026)

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

Prepared by: 
 Sarah Sinsky, Compensation Supervisor

Reviewed by: 
 Jackie Q. Carter, Employee Relations Director



Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Department of Employee Relations

Job Evaluation Report

City Service Commission Meetings: June 16, 2026 and July 7, 2026

This city-wide job study aligns approximately 150 human resources, business operations, and related classifications across city government. These recommendations have been sent in separate reports to the City Service Commission and the Fire and Police Commission as titles are often specific to a department. Titles highlighted in grey are specific to the Fire and Police Commission report.

The analysis and recommendation process included a review of a position's duties and responsibilities, impact and accountability, relationship responsibilities, working conditions, as well as minimum education and experience requirements. This process also compared a classification's rate of pay to the cost of labor in Southeastern Wisconsin. Market data was sourced from ERI, a salary survey to which Employee Relations subscribes, the Bureau of Labor Statistics, as well as salary survey information provided through MRA.

The market study recommendations reallocate the rates of pay for classifications based upon a comparison to market rates of pay. These reallocations are not reclassifications. Employees in these titles will receive a rate increase only if their current base pay rate falls below the new minimum recruitment rate for their title. This report does include several reclassifications. The justifications for these changes are provided. There are also a number of title changes within the *New Title* column so as to better reflect the duties and responsibilities of the position and/or consolidate titles that are performing the same duties to a singular title.

This is the last city-wide report which will complete the multi-year initiative to bring City of Milwaukee positions up to competitive market rates pay within 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 lift of the Mayoral cap in the fall of 2022 were not subject to the same limitations.

When this group of titles were studied in 2022, classification staff used market rates around the 10th percentile of the average pay for comparable titles in Southeastern Wisconsin to set minimum pay rates for many of the director, managerial and supervisory positions. This approach was necessary in order to ensure position rates of pay remained under the Mayoral cap of \$147,336. This approach resulted in the compression of pay rates for many of the business operations and human resources positions studied. Conversely, when completing pay rate recommendations without the salary cap, classification used rates between the mean (50%) and the 95th percentile of the average market rates in Southeastern Wisconsin.

Please note that there were follow up reports submitted to the Fire and Police Commission on July 2, 2026 and the City Service Commission on July 7, 2026 that studied the classification level of Business Finance Manager, Budget Manager – DCD, and Worker's Compensation and Safety Manager, a reclassification of one Human Resources Analyst to a Human Resources Analyst – Senior in DCD, and the update of market rates of the newly created titles of Emergency Communications Records Analyst – Senior and Emergency Communications Operations Analyst – Senior to ensure they are kept in alignment with the classification level of a Human Resources Analyst – Senior. These changes are intended to be effective Pay Period 15, 2026 along with this report. As these positions are in or closely tied to this report, the changes have been made in the Human Resources/ Business Operations market study report that was held at the Finance and Personnel meeting June 17, 2026 to ensure there is no conflicting information or confusion.

The recommendations that follow are organized by 'Recommended Pay Range' and indicate titles by Department. Please note that these recommendations are shown only as non-resident wage rates. City residents receive a 4% resident incentive allowance.

Pay Range 10X (\$117,464 - \$169,379)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounts Director One Position - Comptroller	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	Accounting Director	10X: \$117,464 – \$169,379 Recruit Rate: \$137,485
ERS Chief Financial Officer One Position – ERS	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 – \$169,379 Recruit Rate: \$137,485
Financial Services Director One Position - Comptroller	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 – \$169,379 Recruit Rate: \$137,485
Investments and Financial Services Director One Position – City Treasurer	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 – \$169,379 Recruit Rate: \$137,485

Pay Range 1MX (\$103,384 - \$149,086)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Audit Manager One Position – Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
City Payroll Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Finance and Administration Manager One Position – DCD One Position – DNS	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Fire and Police Commission Audit Manager One Position - FPC	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Fire and Police Commission Staffing Services Manager One Position - FPC	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Grants Fiscal Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Health Budget and Administration Manager One Position – MHD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Human Resources Manager Two Positions - DER	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	Staffing Administration Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
		Compensation Administration Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Police Budget and Administration Manager* One Position – MPD	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Retirement Plan Manager One Position – ERS	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Revenue and Financial Services Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Water Financial Manager One Position – DPW-Water Works	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987

*Fire and Police Commission Report Only

Pay Ranges 1LX (\$96,988 - \$139,868)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Administrative Services Manager One Position – DOA One Position – DPW - Admin	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Budget Manager – City Development One Position – DCD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Business Finance Manager One Position – City Attorney One Position – DER One Position – MFD* One Position – MPL	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493

City Attorney Human Resources Administrator One Position – City Attorney	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
DCD Human Resources Administrator One Position – DCD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
DNS Human Resources Administrator One Position - DNS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Emergency Communications Finance Manager* One Position – DEC	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Emergency Communications Human Resources Administrator* One Position – DEC	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
ERS Human Resources Administrator One Position – ERS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Fire Human Resources Administrator* One Position – MFD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Health Human Resources Administrator One Position - MHD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Infrastructure Human Resources Administrator One Position – DPW-Infra	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Library Human Resources Administrator One Position - MPL	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Operations Human Resources Administrator One Position – DPW-Ops	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Pension Accounting Manager Three Positions – ERS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Police Human Resources Administrator* One Position - MPD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Port Finance and Administration Officer One Position - Port	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Tax Billing and Collection Manager One Position – City Treasurer	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Water Works Human Resources Administrator One Position - MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Worker’s Compensation and Safety Manager One Position - DER	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493

*Fire and Police Commission Report Only

Pay Ranges 1KX and 20X (\$91,006 - \$131,235)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager – City Development One Position - DCD	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Administrative Services Manager – Assessor One Position – ASSR	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Administrative Services Manager – Court One Position – Municipal Court	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant Accounting Manager One Position – Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant City Payroll Manager One Position - Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant Grant Fiscal Manager One Position - Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Benefits and Wellness Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

Budget and Fiscal Policy Manager Three Positions - DOA	2MX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	2OX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Business Operations Manager One Position – City Clerk Two Positions – DPW-Admin One Position – DPW-Infra	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Compensation Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Disability Specialist – Lead One Position - ERS	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
ERS Business Operations Analyst One Position - ERS	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Fire Health and Safety Manager* One Position - MFD	2MX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	2OX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Human Resources Supervisor One Position - MHD One Position – MPD*	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
MPD Safety Division Manager* One Position - MPD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Procurement and Compliance Manager One Position – DCD One Position - MPL	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Procurement Manager One Position – DOA	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Safety Manager One Position – DPW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Accounting Manager One Position – MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Business Operations Manager One Position - MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Workforce Planning and Certification Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

*Fire and Police Commission Report only

Pay Ranges 1IX and 2MX (\$80,098 - \$115,501)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Budget and Fiscal Policy Analyst IV Three Positions - DOA	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Compensation Analytics Specialist - Lead One Position - DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$85,305	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Customer Services Manager One Position – City Treasurer	1HX: \$75,162 - \$105,223 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Employee Assistance and Resource Coordinator One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Fire and Police Commission Compliance Auditor One Position - FPC	2MX: \$80,098 - \$115,501 Recruit Rate: \$80,098	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
HRIS Auditor – Lead One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$83,240	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Risk Management and Safety Officer One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Water Billing and Collections Manager One Position – MWW	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Water Customer Service Manager One Position – MWW	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793

Pay Ranges 1HX and 2LX (\$75,162 - \$108,380)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Senior Accountant	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Accounting and Grant Specialist Two Positions – MPD* Two Positions – DPW-Infra	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Accounting Supervisor One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Auditor – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Senior Auditor – Grant Accounting	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Budget and Fiscal Policy Analyst III Underfill Title	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Business Operations Specialist - Senior One Position - DER	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
City Payroll Specialist – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
DCD Accountant – Lead Two Positions - DCD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Disability Specialist – Senior Two Positions – ERS	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire and Police Commission Investigator Two Positions - FPC	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire and Police Commission Senior Auditor One Position - FPC	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire Compliance Officer* One Position - MFD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Grant Budget Specialist One Position – DCD Two Positions – MHD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Grant Compliance Manager Three Positions – DOA One Position – MPD*	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Health and Safety Officer* One Position - MPD	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Human Resources Representative Seven Positions – DER Three Positions – FPC Two Positions - MHD One Position – MPL Three Positions – MPD* Three Positions – DPW-Admin One Position – DPW-Infra Two Positions – DPW-Ops One Position – MWW	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Lead Pension Specialist One Position - ERS	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Leave Administration Coordinator One Position – DER One Position – DPW-Admin	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Pension Accounting Specialist Two Positions – ERS	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Pension Services Administrator	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Police Payroll Supervisor* One Position - MPD	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Procurement Specialist Five Positions – DOA One Position – MPL	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175

Safety Supervisor One Position – DPW-Admin	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Senior Auditor Four Positions - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Senior Financial Analyst One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Time Tracking Lead One Position - Comptroller	2KX: \$70,501 - \$101,665	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$78,325
Worker’s Compensation Specialist One Position – DER	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175

*Fire and Police Commission Report only

Pay Range 1GX, 2KN and 2KX (\$70,501 - \$101,664)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant III Two Positions – DPW-Admin Three Positions – MWW	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Accounting Specialist Eleven Positions – Comptroller One Position – MFD*	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Auditor Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Benefits Systems Analyst One Position - DER	2JX: \$66,154 - \$92,612 Recruit Rate: \$74,502	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Budget and Fiscal Policy Analyst II Underfill title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Business Analyst – Senior One Position – DOA Two Positions – DCE	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Business Inclusion Program Coordinator One Position – DCE	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Compensation Analytics Specialist One Position – DER	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Contract Compliance Officer One Position – DCE One Position – DPW Admin	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Customer Service Specialist Two Positions – City Treasurer	1FX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Deferred Compensation Plan Coordinator One Position – Deferred Comp	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Disability Specialist Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Diversity Recruiter One Position - DER	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Emergency Communications Human Resources Analyst – Senior* One Position - DEC	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	Human Resources Analyst - Senior	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Emergency Communications Records Analyst – Senior* One Position – DEC	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Emergency Communications Operations Analyst – Senior* One Position - DEC	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Financial Analyst Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Fire and Police Commission Auditor Two Positions - FPC	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859

Grant Monitor 13 Positions - DOA	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Health and Safety Specialist* One Position - MPD	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
HRIS Auditor Two Positions – DER One Position – FPC	2JN: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KN: \$70,501 - \$101,665 Recruit Rate: \$78,859
Human Resources Analyst -Senior Two Positions – DER One Position – MFD* One Position – DPW Infra	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Investments and Financial Services Coordinator One Position – City Treasurer	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Library Business Analyst One Position - MPL	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management Accountant – Senior One Position – DEC* One Position – ERS One Position – MHD One Position – MPL One Position – DPW Admin	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management Accountant – Senior Two Positions - ERS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	Pension Accounting Specialist	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management and Accounting Officer One Position – DPW Admin One Position – DPW Infra	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Pension Specialist – Senior Three Positions - ERS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Position Control Specialist One Position – FPC	2JN: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KN: \$70,501 - \$101,665 Recruit Rate: \$78,859
Purchasing Agent – Senior Two Positions – DOA One Position – DNS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Recruiter Two Positions - FPC	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Safety Specialist – Senior Two Positions – MPD* Three Positions – DPW Admin	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Tax Collection and Enforcement Coordinator One Position – City Treasurer	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Water Collections Supervisor One Position - MWW	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Water Customer Service Supervisor Three Positions - MWW	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Worker’s Compensation Analyst One Position - DER	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859

*Fire and Police Commission Report Only

Pay Ranges 1FX, 2JN, and 2JX (\$66,154 - \$95,390)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Associate Auditor Underfill Title – Comptroller	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Budget and Fiscal Policy Analyst I Underfill Title – DOA-Budget	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Business Analyst Underfill Title – DOA-Purchasing	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768

Business Finance Officer One Position – DOA-ECO	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
City Payroll Specialist Three Positions - Comptroller	2IN: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Finance Specialist One Position – Port Milwaukee	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Housing Programs Specialist Three Positions - DCD	2EN: \$48,079 - \$69,328 Recruit Rate: \$61,960	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Human Resources Analyst One Position – DCD Two Positions – DNS Two Positions – DER	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Investigator/Adjuster Two Positions – City Attorney	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Investments and Financial Services Specialist One Position – City Treasurer	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Management Services Analyst One Position – ERS	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Pension Specialist Underfill Title - ERS	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Purchasing Agent Underfill Title	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Revenue Collection Manager One Position – City Treasurer	1EX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	1FX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Safety Specialist Underfill Title	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Test Administration Specialist One Position - DER	2IX: \$62,041 - \$89,460 Recruit Rate: \$70,672	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Time Tracking Specialist Underfill Title	2IN: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Water Claims Specialist One Position – MWW	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Water Payroll Specialist One Position – MWW	2IN: \$62,041 - \$89,460 Recruit Rate: \$65,137	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768

Pay Range 2IN (\$62,041 - \$89,760)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Benefit Services Coordinator Three Positions - ERS	2GN: \$54,619 - \$78,768 Recruit Rate: \$66,304	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672
Revenue Collection Specialist One Position – City Treasurer	2GN: \$54,619 - \$78,768 Recruit Rate: \$64,264	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672
Test Administration Coordinator One Position - FPC	2GN: \$54,619 - \$78,768 Recruit Rate: \$66,304	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672

Reclassifications:

DCD

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Human Resources Analyst One Position	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	Human Resources Analyst - Senior	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859

This position provides confidential professional duties related to personnel and payroll within the DCD’s Finance and Administration Section. Over time this position has taken on the duties such as performing employee records maintenance/ processing; entering and maintaining employee information in HRMS; paudit personnel and payroll

databases and reporting; processing and monitoring certifications, employee probationary periods, FMLA usage an employee performance reviews; preparing and correcting employee time entry transactions including but not limited to verification of calculations, special pays, retroactive payments and payroll adjustments, and leave balances; assists with recruitment activities; and respond to payroll requests for information. This position is also heavily involved in the Earn and Learn Summer Youth Internship Program (SYIP) and is responsible for processing online applications, applying established criteria to identify eligible candidates, sending disposition notices, screening candidates and promoting SYIP through social media and community outreach such as job fairs and school visits.

Based off the duties and responsibilities, this position is now performing work comparable to other Human Resources Analyst – Seniors classified city-wide. This report recommends reclassifying one position of Human Resources Analyst in Pay Range 2IX as a Human Resources Analyst – Senior in Pay Range 2KX (\$70,501 - \$101,665) with a recruitment rate of \$78,859.

Municipal Court

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Court Business Manager One Position	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Court Financial Operations Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987

The department has indicated that the duties and responsibilities have increased since that last time this position was studied. A job description was provided and conversations were had with Charles Hughes, Deputy Court Administrator.

This position serves as the Court’s chief financial officer, providing direct oversight to accounting staff, leadership level administration and budgetary insight and oversight, and handles the required reporting to the City, county, state related to all financial matters for the Municipal Court.

Based off the duties and responsibilities in comparison to comparable titles within the City, this report recommends reclassifying one position of Court Business Manager in Pay Range 1HX (\$75,162 - \$108,380) as a Court Financial Operations Manager and placing it in Pay Range 1MX (\$103,384 - \$149,086) with a recruitment rate of \$124,987.

MHD

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Accounting Coordinator II Three Positions	2FN: \$51,250 - \$73,907 Recruit Rate: \$62,529	Finance Specialist	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Human Resources Assistant One Position	5JN: \$60,036 - \$77,296 Recruit Rate: \$62,229	Human Resources Representative	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Human Resources Assistant One Position	5JN: \$60,036 - \$77,296 Recruit Rate: \$62,229	Health Payroll Specialist	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768

Accounting Coordinator II:

These positions handle the full range of daily financial and business transactions for the Health Department, including:

- Accounts payable & invoice processing
- Daily deposit of receipts (cash, checks, electronic)
- Travel request and reimbursement processing
- City ProCard statements and payment processing
- Requisition entry and procurement processing/documentation
- Maintaining rosters of suppliers, contracts, grants, and other key business information
- Designing, creating, and publishing reports and analyses of MHD business and financial activity
- Interdepartmental (IRI) charge processing
- Cost allocation calculation and allocation of shared costs
- Adjustments and journal entries for accounts as required
- Manage MHD accounts for suppliers, utilities, cell phones, and other business activities
- Maintain and retrieve records of all MHD business transactions for audits and other purposes
- Assuring financial controls and appropriate documentation are in place for all financial transactions

Accounting Coordinators initiate, log, and process transactions in several enterprise wide and online systems, and are responsible for creating the appropriate records and documentation for all transactions.

Previously, Accounting Coordinator II's have been responsible for two accounting functional areas and now will these Financial Specialists will be responsible for the full scope of accounting functions.

A fourth Accounting Coordinator II had previously been repurposed to manage the revenue cycle associated with the Health Department's new EHR system. The Health Department's increased focus on building community partnerships and diversifying revenue streams has led to the increased need for reporting, analysis and cost allocations. This reduction of Accounting Coordinator II FTE's means the three remaining positions will now have responsibility for the full scope of accounting functions.

These changes to responsibilities and knowledge mean that these positions have become comparable to the Finance Specialist position at the Port of Milwaukee. The Port of Milwaukee Finance Specialist is responsible for processing, generating, and maintaining financial and personnel records. Responsibilities include accounts receivable, accounts payable, payroll, general accounting duties, and purchasing.

Based upon this comparison this report recommends these three positions of Accounting Coordinator II be reclassified to Finance Specialist in pay range 2JX (\$66,154 - \$95,390) with a minimum rate of \$72,768.

Human Resources Assistant:

This position has the added responsibility to work on the full scope of MHD's recruitment strategy and initiatives. The incumbent will work with DER on creation and review of job postings, as well as reviewing applicants for meeting minimum qualifications for internal, temporary, and exempt postings. As this position will now be performing the full recruitment and hiring process with limited oversight and increased autonomy and decision-making responsibility, it is now comparable to similarly classified Human Resources Representatives city wide.

Based off the comparison of duties and responsibilities, this report recommends reclassifying one position of Human Resources Assistant in Pay Range 5JN (\$60,036 - \$77,296) as a Human Resources Representative in Pay Range 2LX (\$75,162 - \$108,380) with a recruitment rate of \$86,175.

Human Resources Assistant:

This position has taken on the added duties of handling Unemployment Claims, verifying and determining FLMA eligibility and usage, and completing required OSHA Reports for the Health Department. This position will also take ownership of the full payroll cycle. The incumbent would be the subject matter expert for MHD on all payroll practices, as well as on HRMS and MHD Sharepoint site, and they will consult with and provide guidance to MHD managers and supervisors on payroll practices and topics.

Based off the enhanced duties and responsibilities, this position is comparable to the Water Payroll Specialist in Milwaukee Water Works. The Water Payroll Specialist ensures the timely and accurate processing of payroll for all sections within MWW and processes information related to absences associated with various types of leave, including FLMA and Paid Parental Leave (PPL).

This report recommends reclassifying one position of Human Resources Assistant in Pay Range 5JN (\$60,036 - \$77,296) as a Health Payroll Specialist and placing it in Pay Range 2JN (\$66,154 - \$95,390) with a recruitment rate of \$72,768.

DPW - OPS

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Transportation Financial Analyst One Position	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Financial Manager	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

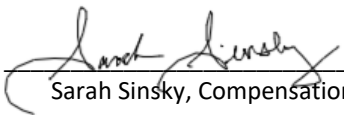
This position has evolved in not only duties and responsibilities, but the complexities of duties performed. The Parking Operations Unit, in which this position resides, is an enterprise fund with great financial/funding

responsibility to the overall city budget. This position also provides financial analysis for the Street Car Unit, which is necessary as the Streetcar is a highly politicized entity that requires constant financial oversight and grant management. Beyond that, the incumbent is responsible for writing and bidding out contracts, overseeing parking leases, and working with the Parking Services Manager on various projects. This position will develop the annual budget and provide financial management and administration that totals over \$45 million, investigate methods to increase productivity to reduce percentage of increase in annual expenditures through the use of technology, and develop and monitor expenditures of parking capital improvement budget.

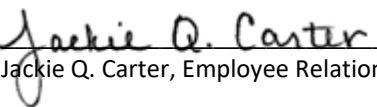
Based off the duties and responsibilities, this position would now be comparable to the Budget Manager – City Development in DCD, the Water Accounting Manager in MWW, and the Business Finance Manager classification across the city. As such, this report recommends reclassifying one position of Transportation Financial Analyst in 1HX (\$75,162 - \$108,380) as a Financial Manager and placing it in 1KX (\$91,006 - \$131,235) with a recruitment rate of \$108,967.

Action Required - Effective Pay Period 15, 2026 (July 5, 2026)

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

Prepared By: 
Sarah Sinsky, Compensation Supervisor

Reviewed By: 
Andrea Knickerbocker, Human Resources Manager

Approved By: 
Jackie Q. Carter, Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A **Date** 7/8/2026 **File Number** 260330 **Original** **Substitute**

Subject Communication from the Department of Employee Relations regarding the costs of classification reports approved at the City Service Commission on July 7, 2026.

B **Submitted By (Name/Title/Dept./Ext.)** Sarah Wangerin/ Human Resources Representative / Employee Relations

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
E	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 2026 for the HR/Business Ops report is \$651,126. The total savings for 2026 for the remainder of reports is (\$7,359). Total cost for full year for the HR/Business Ops report is \$1,410,772. The total savings for the remainder of reports is (\$15,945). 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.

<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 3-5 Years	_____
<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 3-5 Years	_____
<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 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.

Department of Employee Relations
Fiscal Note Spreadsheet

City Service Commission Meeting of July 7, 2026
Finance and Personnel Committee Meeting of July 8, 2026

Pos.	Dept	From	PR	NEW COSTS FOR 2026		PR	Current Annual	Proposed Annual	EffPP	Costs	Rollup	Rollup+ Sal	% Inc
				To	To								
1	ASSESSOR'S OFFICE	Administrative Services Manager - Assessor	1HX	Administrative Services Manager - Assessor	1KX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047	16%	
1	CCCC	Business Operations Manager	1HX	Business Operations Manager	1JX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047	16%	
1	CITY ATTORNEY	Business Finance Manager	1IX	Business Finance Manager	1LX	\$111,342	\$116,493	15	\$2,377	\$333	\$2,710	5%	
1	CITY ATTORNEY	City Attorney Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$115,360	\$116,493	15	\$523	\$73	\$596	1%	
1	CITY ATTORNEY	Investigator/Adjustor	2IX	Investigator/Adjustor	2JX	\$70,292	\$72,768	15	\$1,143	\$160	\$1,303	4%	
1	CITY ATTORNEY	Investigator/Adjustor	2IX	Investigator/Adjustor	2JX	\$73,103	\$72,768	15	N/A	Above Recruitment Rate			
1	CITY TREASURER	Customer Service Specialist	1FX	Customer Services Supervisor	1GX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204	8%	
1	CITY TREASURER	Customer Service Specialist	1FX	Customer Services Supervisor	1GX	\$80,948	\$78,859	15	N/A	Above Recruitment Rate			
1	CITY TREASURER	Customer Services Manager	1HX	Customer Services Manager	1IX	\$93,674	\$94,793	15	\$516	\$72	\$589	1%	
1	CITY TREASURER	Investments and Financial Services Coordinator	2JX	Investments and Financial Services Coordinator	2KX	\$82,733	\$78,859	15	N/A	Above Recruitment Rate			
1	CITY TREASURER	Investments and Financial Services Director	1LX	Investments and Financial Services Director	1OX	\$139,868	\$137,485	15	N/A	Above Recruitment Rate			
1	CITY TREASURER	Investments and Financial Services Specialist	2IX	Investments and Financial Services Specialist	2JX	\$75,594	\$72,768	15	N/A	Above Recruitment Rate			
1	CITY TREASURER	Revenue Collection Manager	1EX	Revenue Collection Manager	1FX	\$77,321	\$72,768	15	N/A	Above Recruitment Rate			
1	CITY TREASURER	Revenue Collection Specialist	2GN	Revenue Collection Specialist	2IN	\$70,163	\$70,672	15	\$235	\$48	\$283	1%	
1	CITY TREASURER	Tax Billing and Collection Manager	1IX	Tax Billing and Collection Manager	1LX	\$101,220	\$116,493	15	\$7,049	\$987	\$8,036	15%	
1	CITY TREASURER	Tax Collection and Enforcement Coordinator	1FX	Tax Collection and Enforcement Coordinator	1GX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056	5%	
1	COMPTRROLLER	Accountant - Lead	2KX	Senior Accountant	2LX	\$84,208	\$86,175	15	\$908	\$127	\$1,035	2%	
1	COMPTRROLLER	Accounting Manager	1JX	Accounting Manager	1MX	\$109,374	\$124,987	15	\$7,206	\$1,009	\$8,215	14%	
1	COMPTRROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$78,287	\$78,859	15	\$264	\$37	\$301	1%	
2	COMPTRROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$77,949	\$78,859	15	\$839	\$117	\$957	1%	
4	COMPTRROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$74,951	\$78,859	15	\$7,213	\$1,010	\$8,223	5%	
1	COMPTRROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204	8%	
Vacant	1	COMPTRROLLER	Accounting Specialist	Accounting Specialist	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204	8%	
1	COMPTRROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$82,447	\$78,859	15	N/A	Above Recruitment Rate			
1	COMPTRROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$82,447	\$78,859	15	N/A	Above Recruitment Rate			
1	COMPTRROLLER	Accounting Supervisor	2KX	Accounting Supervisor	2LX	\$84,208	\$86,175	15	\$908	\$127	\$1,035	2%	
1	COMPTRROLLER	Accounts Director	1LX	Accounts Director	1OX	\$139,868	\$137,485	15	N/A	Above Recruitment Rate			
1	COMPTRROLLER	Assistant Accounting Manager	1HX	Assistant Accounting Manager	1KX	\$88,217	\$108,967	15	\$9,577	\$1,341	\$10,917	24%	
1	COMPTRROLLER	Assistant City Payroll Manager	1HX	Assistant City Payroll Manager	1KX	\$99,431	\$108,967	15	\$4,401	\$616	\$5,018	10%	
1	COMPTRROLLER	Assistant Grant Fiscal Manager	1HX	Assistant Grant Fiscal Manager	1KX	\$99,431	\$108,967	15	\$4,401	\$616	\$5,018	10%	
2	COMPTRROLLER	Associate Auditor	2IX	Associate Auditor	2JX	\$70,292	\$72,768	15	\$2,286	\$320	\$2,606	4%	
1	COMPTRROLLER	Associate Auditor	2IX	Associate Auditor	2JX	\$68,244	\$72,768	15	\$2,088	\$292	\$2,380	7%	
1	COMPTRROLLER	Audit Manager	1JX	Audit Manager	1MX	\$108,147	\$124,987	15	\$7,772	\$1,088	\$8,860	16%	
1	COMPTRROLLER	Auditor - Lead	2KX	Senior Auditor - Grant Accounting	2LX	\$84,208	\$86,175	15	\$908	\$127	\$1,035	2%	
1	COMPTRROLLER	City Payroll Manager	1JX	City Payroll Manager	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170	5%	
1	COMPTRROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$76,491	\$72,768	15	N/A	Above Recruitment Rate			
1	COMPTRROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$77,321	\$72,768	15	N/A	Above Recruitment Rate			
1	COMPTRROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$77,321	\$72,768	15	N/A	Above Recruitment Rate			
1	COMPTRROLLER	CITY PAYROLL SPECIALIST LEAD	2KX	City Payroll Specialist Lead	2LX	\$82,733	\$86,175	15	\$1,589	\$222	\$1,811	4%	
1	COMPTRROLLER	Financial Services Director	1LX	Financial Services Director	1OX	\$139,868	\$137,485	15	N/A	Above Recruitment Rate			
1	COMPTRROLLER	Grants Fiscal Manager	1JX	Grants Fiscal Manager	1MX	\$108,147	\$124,987	15	\$7,772	\$1,088	\$8,860	16%	
1	COMPTRROLLER	Revenue and Financial Services Manager	1JX	Revenue and Financial Services Manager	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170	5%	
1	COMPTRROLLER	Senior Auditor	2KX	Senior Auditor	2LX	\$81,000	\$86,175	15	\$2,389	\$334	\$2,723	6%	
1	COMPTRROLLER	Senior Financial Analyst	2KX	Senior Financial Analyst	2LX	\$84,208	\$86,175	15	\$908	\$127	\$1,035	2%	
1	COMPTRROLLER	Time Tracking Lead	2KX	Time Tracking Lead	2LX	\$72,616	\$78,859	15	\$2,881	\$403	\$3,284	9%	
1	DCD	Accounting Manager - City Development	1HX	Accounting Manager - City Development	1KX	\$93,674	\$108,967	15	\$7,058	\$988	\$8,047	16%	
1	DCD	Budget Manager - City Development	1IX	Budget Manager - City Development	1LX	\$111,342	\$116,493	15	\$2,377	\$333	\$2,710	5%	
1	DCD	DCD Accountant - Lead	2KX	DCD Accountant - Lead	2LX	\$84,670	\$86,175	15	\$695	\$97	\$792	2%	
1	DCD	DCD Accountant - Lead	2KX	DCD Accountant - Lead	2LX	\$83,232	\$86,175	15	\$1,358	\$190	\$1,548	4%	
1	DCD	DCD Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$111,342	\$116,493	15	\$2,377	\$333	\$2,710	5%	
1	DCD	Finance and Administration Manager	1JX	Finance and Administration Manager	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170	5%	
1	DCD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$86,268	\$86,175	15	N/A	Above Recruitment Rate			
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$69,328	\$72,768	15	\$1,588	\$325	\$1,913	5%	
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$65,095	\$72,768	15	\$3,541	\$724	\$4,266	12%	
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$64,457	\$72,768	15	\$3,836	\$784	\$4,621	13%	
Vacant	1	DCD	Housing Programs Specialist	Housing Programs Specialist	2JN	\$61,960	\$72,768	15	\$4,988	\$1,020	\$6,009	17%	
Reclass	1	DCD	Human Resources Analyst	Human Resources Analyst - Senior	2KX	\$77,321	\$78,859	15	\$710	\$99	\$809	2%	
1	DCD	Procurement and Compliance Manager	1HX	Procurement and Compliance Manager	1KX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047	16%	
1	DCD	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$81,697	\$78,859	15	N/A	Above Recruitment Rate			
Vacant	1	DCE	Business Analyst - Senior	Business Analyst - Senior	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204	8%	
1	DCE	Business Inclusion Program Coordinator	2JX	Business Inclusion Program Coordinator	2KX	\$82,447	\$78,859	15	N/A	Above Recruitment Rate			
1	DCE	Business Operations Manager	1HX	Business Operations Manager	1JX	\$82,677	\$108,967	15	\$12,134	\$1,699	\$13,832	32%	
Vacant	1	DCE	Contract Compliance Officer	Contract Compliance Officer	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204	8%	
1	DEF COMP	Deferred Compensation Plan Coordinator	2JX	Deferred Compensation Plan Coordinator	2KX	\$79,725	\$78,859	15	N/A	Above Recruitment Rate			

	1	DER	Benefit Systems Analyst	2JX	Benefit Systems Analyst	2KX	\$82,109	\$78,859	15	N/A Above Recruitment Rate			
	1	DER	Benefits and Wellness Supervisor	1HX	Benefits and Wellness Supervisor	1KX	\$88,564	\$108,967	15	\$9,417	\$1,318	\$10,735	23%
	1	DER	Business Finance Manager	11X	Business Finance Manager	11X	\$101,220	\$116,493	15	\$7,049	\$987	\$8,036	15%
	1	DER	Business Operations Specialist - Senior	2KX	Business Operations Specialist - Senior	2LX	\$86,009	\$86,175	15	\$76	\$11	\$87	0%
	1	DER	Compensation Analytics Specialist	2JX	Compensation Analytics Specialist	2KX	\$78,509	\$78,859	15	\$161	\$23	\$184	0%
	1	DER	Compensation Analytics Specialist - Lead	2LX	Compensation Analytics Specialist - Lead	2MX	\$95,773	\$94,793	15	N/A Above Recruitment Rate			
	1	DER	Compensation Supervisor	1HX	Compensation Supervisor	1KX	\$93,137	\$108,967	15	\$7,306	\$1,023	\$8,329	17%
	1	DER	Diversity Recruiter	2JX	Diversity Recruiter	2KX	\$88,500	\$78,859	15	N/A Above Recruitment Rate			
	1	DER	Employee Assistance and Resource Coordinator	2LX	Employee Assistance and Resource Coordinator	2MX	\$93,674	\$94,793	15	\$516	\$72	\$589	1%
	1	DER	HRIS Auditor	2JN	HRIS Auditor	2KN	\$78,509	\$78,859	15	\$161	\$33	\$194	0%
	1	DER	HRIS Auditor	2JN	HRIS Auditor	2KN	\$84,920	\$78,859	15	N/A Above Recruitment Rate			
	1	DER	HRIS Auditor - Lead	2LX	HRIS Auditor - Lead	2MX	\$92,405	\$94,793	15	\$1,102	\$154	\$1,256	3%
	1	DER	Human Resources Analyst	2JX	Human Resources Analyst	2JX	\$70,292	\$72,768	15	\$1,143	\$160	\$1,303	4%
	1	DER	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$76,450	\$78,859	15	\$1,112	\$156	\$1,267	3%
	2	DER	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$75,212	\$78,859	15	\$3,366	\$471	\$3,837	5%
	1	DER	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$80,948	\$78,859	15	N/A Above Recruitment Rate			
Vacant	2	DER	Human Resources Analyst (ERP)	2JX	Human Resources Analyst (ERP)	2JX	\$68,244	\$72,768	15	\$4,176	\$585	\$4,761	7%
	1	DER	Human Resources Manager	1JX	Compensation Administration Director	1MX	\$120,006	\$124,987	15	\$2,299	\$322	\$2,621	4%
	1	DER	Human Resources Manager	1JX	Staffing Administration Director	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170	5%
	1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,871	\$86,175	15	\$1,063	\$149	\$1,212	3%
	1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,097	\$86,175	15	\$1,421	\$199	\$1,620	4%
	1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$80,198	\$86,175	15	\$2,759	\$386	\$3,145	7%
	1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$101,665	\$86,175	15	N/A Above Recruitment Rate			
	1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$87,865	\$86,175	15	N/A Above Recruitment Rate			
	1	DER	Leave Administration Coordinator	2KX	Leave Administration Coordinator	2LX	\$83,073	\$86,175	15	\$1,432	\$200	\$1,632	4%
	1	DER	Risk Management and Safety Officer	2LX	Risk Management and Safety Officer	2MX	\$88,564	\$94,793	15	\$2,875	\$402	\$3,277	7%
	1	DER	Test Administration Specialist	2JX	Test Administration Specialist	2JX	\$75,441	\$72,768	15	N/A Above Recruitment Rate			
	1	DER	Worker's Compensation Analyst	2JX	Worker's Compensation Analyst	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate			
Reclass	1	DER	Worker's Compensation and Safety Manager	1JX	Worker's Compensation and Safety Manager	1LX	\$108,147	\$116,493	15	\$3,852	\$539	\$4,391	8%
	1	DER	Worker's Compensation Specialist	1GX	Worker's Compensation Specialist	1HX	\$80,527	\$86,175	15	\$2,607	\$365	\$2,971	7%
	1	DER	Workforce Planning and Certification Supervisor	1HX	Workforce Planning and Certification Supervisor	1KX	\$89,416	\$108,967	15	\$9,024	\$1,263	\$10,287	22%
	1	DNS	DNS Human Resources Administrator	11X	Human Resources Administration Manager	11X	\$111,342	\$116,493	15	\$2,377	\$333	\$2,710	5%
	1	DNS	Finance and Administration Manager	1JX	Finance and Administration Manager	1MX	\$111,392	\$124,987	15	\$6,275	\$878	\$7,153	12%
	1	DNS	Human Resources Analyst	2JX	Human Resources Analyst	2JX	\$73,806	\$72,768	15	N/A Above Recruitment Rate			
	1	DNS	Human Resources Analyst	2JX	Human Resources Analyst	2JX	\$73,103	\$72,768	15	N/A Above Recruitment Rate			
	1	DOA	Administrative Services Manager	11X	Administrative Services Manager	11X	\$115,501	\$116,493	15	\$458	\$64	\$522	1%
	1	DOA	Budget and Fiscal Policy Analyst III	2KX	Budget and Fiscal Policy Analyst III	2LX	\$80,477	\$86,175	15	\$2,630	\$368	\$2,998	7%
	1	DOA	Budget and Fiscal Policy Analyst III	2KX	Budget and Fiscal Policy Analyst III	2LX	\$101,665	\$86,175	15	N/A Above Recruitment Rate			
Vacant	1	DOA	Budget and Fiscal Policy Analyst IV	2LX	Budget and Fiscal Policy Analyst IV	2MX	\$82,677	\$94,793	15	\$5,592	\$783	\$6,374	15%
	1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$101,220	\$108,967	15	\$3,575	\$501	\$4,076	8%
	1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$98,584	\$108,967	15	\$4,792	\$671	\$5,463	11%
	1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$109,318	\$108,967	15	N/A Above Recruitment Rate			
Vacant	1	DOA	Business Analyst - Senior	2KX	Business Analyst - Senior	2KX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056	5%
	1	DOA	Business Finance Officer	2JX	Business Finance Officer	2JX	\$68,244	\$72,768	15	\$2,088	\$292	\$2,380	7%
	1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$90,705	\$86,175	15	N/A Above Recruitment Rate			
	1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$101,665	\$86,175	15	N/A Above Recruitment Rate			
	1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$90,501	\$86,175	15	N/A Above Recruitment Rate			
	1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$88,218	\$86,175	15	N/A Above Recruitment Rate			
	1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$77,200	\$78,859	15	\$765	\$107	\$873	2%
	1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$76,716	\$78,859	15	\$989	\$138	\$1,127	3%
	1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$75,701	\$78,859	15	\$1,457	\$204	\$1,661	4%
Vacant	3	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$74,951	\$78,859	15	\$5,410	\$757	\$6,167	5%
	3	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$72,768	\$78,859	15	\$8,433	\$1,181	\$9,613	8%
	2	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate			
	1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$80,948	\$78,859	15	N/A Above Recruitment Rate			
	1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$79,448	\$78,859	15	N/A Above Recruitment Rate			
	1	DOA	Procurement Manager	1HX	Procurement Manager	1KX	\$90,267	\$108,967	15	\$8,631	\$1,208	\$9,839	21%
	1	DOA	Procurement Specialist	1GX	Procurement Specialist	1HX	\$88,218	\$86,175	15	N/A Above Recruitment Rate			
	2	DOA	Purchasing Agent	2JX	Purchasing Agent	2JX	\$70,292	\$72,768	15	\$2,286	\$320	\$2,606	4%
	2	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$75,212	\$78,859	15	\$3,366	\$471	\$3,837	5%
	1	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056	5%
Vacant	1	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204	8%
	1	DPW-ADMIN	Administrative Services Manager	11X	Administrative Services Manager	11X	\$110,330	\$116,493	15	\$2,844	\$398	\$3,243	6%
	1	DPW-ADMIN	Business Operations Manager	1HX	Business Operations Manager	1JX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047	16%
	1	DPW-ADMIN	Business Operations Manager	1HX	Business Operations Manager	1JX	\$85,158	\$108,967	15	\$10,989	\$1,538	\$12,527	28%
	1	DPW-ADMIN	Contract Compliance Officer	2JX	Contract Compliance Officer	2KX	\$80,948	\$78,859	15	N/A Above Recruitment Rate			
	1	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$82,979	\$86,175	15	\$1,475	\$206	\$1,681	4%
	2	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$80,477	\$86,175	15	\$5,260	\$736	\$5,996	7%
	2	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$79,877	\$86,175	15	\$5,813	\$814	\$6,627	8%
	1	DPW-ADMIN	Leave Administration Coordinator	2KX	Leave Administration Coordinator	2LX	\$80,198	\$86,175	15	\$2,759	\$386	\$3,145	7%
	1	DPW-ADMIN	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$86,172	\$78,859	15	N/A Above Recruitment Rate			

1	DPW-ADMIN	Management and Accounting Officer	2JX	Management and Accounting Officer	2KX	\$75,212	\$78,859	15	\$1,683	\$236	\$1,919	5%	
1	DPW-ADMIN	Operations Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$107,294	\$116,493	15	\$4,246	\$594	\$4,840	9%	
1	DPW-ADMIN	Safety Specialist - Senior	2IX	Safety Specialist - Senior	2KX	\$75,212	\$78,859	15	\$1,683	\$236	\$1,919	5%	
1	DPW-ADMIN	Safety Specialist - Senior	2IX	Safety Specialist - Senior	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204	8%	
1	DPW-ADMIN	Safety Specialist - Senior	2IX	Safety Specialist - Senior	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate				
1	DPW-ADMIN	Safety Supervisor	1GX	Safety Supervisor	1HX	\$87,303	\$86,175	15	N/A Above Recruitment Rate				
1	DPW-INFRA	Accountant III	2IX	Accountant III	2KX	\$76,450	\$78,859	15	\$1,111	\$156	\$1,267	3%	
1	DPW-INFRA	Accountant III	2IX	Accountant III	2KX	\$75,212	\$78,859	15	\$1,683	\$236	\$1,919	5%	
1	DPW-INFRA	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$87,865	\$86,175	15	N/A Above Recruitment Rate				
1	DPW-INFRA	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$87,865	\$86,175	15	N/A Above Recruitment Rate				
1	DPW-INFRA	Business Operations Manager	1HX	Business Operations Manager	1JX	\$85,158	\$108,967	15	\$10,989	\$1,538	\$12,527	28%	
1	DPW-INFRA	Human Resources Analyst - Senior	2IX	Human Resources Analyst - Senior	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate				
Vacant	1	DPW-INFRA	Human Resources Representative	2KX	Human Resources Representative	2LX	\$77,551	\$86,175	15	\$3,980	\$557	\$4,538	11%
1	DPW-INFRA	Infrastructure Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$110,330	\$116,493	15	\$2,844	\$398	\$3,243	6%	
Vacant	1	DPW-INFRA	Management and Accounting Officer	2IX	Management and Accounting Officer	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204	8%
1	DPW-PARK	Accountant III	2IX	Accountant III	2KX	\$79,877	\$78,859	15	N/A Above Recruitment Rate				
Reclass	1	DPW-PARK	Transportation Financial Analyst	1HX	Financial Manager	1KX	\$90,691	\$108,967	15	\$8,435	\$1,181	\$9,616	20%
1	DPW-STREETCAR	Safety Manager	1IX	Safety Manager	1KX	\$111,342	\$108,967	15	N/A Above Recruitment Rate				
1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$69,954	\$70,672	15	\$332	\$68	\$399	1%	
1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$68,293	\$70,672	15	\$1,098	\$225	\$1,323	3%	
1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$73,756	\$70,672	15	N/A Above Recruitment Rate				
1	ERS	Disability Specialist - Lead	1HX	Disability Specialist - Lead	1KX	\$96,652	\$108,967	15	\$5,684	\$796	\$6,480	13%	
1	ERS	Disability Specialist - Senior	2KX	Disability Specialist - Senior	2LX	\$83,871	\$86,175	15	\$1,063	\$149	\$1,212	3%	
1	ERS	Disability Specialist - Senior	2KX	Disability Specialist - Senior	2LX	\$79,877	\$86,175	15	\$2,907	\$407	\$3,314	8%	
1	ERS	ERS Business Operations Analyst	1HX	ERS Business Operations Analyst	1KX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047	16%	
Vacant	1	ERS	ERS Chief Financial Officer	1LX	ERS Chief Financial Officer	1OX	\$124,987	\$137,486	15	\$5,769	\$808	\$6,576	10%
1	ERS	ERS Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$103,041	\$116,493	15	\$6,209	\$869	\$7,078	13%	
1	ERS	Lead Pension Specialist	1GX	Lead Pension Specialist	1HX	\$87,865	\$86,175	15	N/A Above Recruitment Rate				
1	ERS	Management Accountant - Senior	2IX	Pension Accounting Specialist	2KX	\$78,699	\$78,859	15	\$74	\$10	\$84	0%	
1	ERS	Management Accountant - Senior	2IX	Pension Accounting Specialist	2KX	\$77,949	\$78,859	15	\$420	\$59	\$478	1%	
1	ERS	Management Accountant - Senior	2IX	Pension Accounting Specialist	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate				
2	ERS	Pension Accounting Manager	1IX	Pension Accounting Manager	1LX	\$111,342	\$116,493	15	\$4,754	\$666	\$5,420	5%	
1	ERS	Pension Accounting Manager	1IX	Pension Accounting Manager	1LX	\$105,269	\$116,493	15	\$5,180	\$725	\$5,906	11%	
1	ERS	Pension Accounting Specialist	2KX	Pension Services Administrator	2LX	\$95,325	\$86,175	15	N/A Above Recruitment Rate				
1	ERS	Pension Accounting Specialist	2KX	Pension Services Administrator	2LX	\$87,066	\$86,175	15	N/A Above Recruitment Rate				
1	ERS	Pension Specialist - Senior	2IX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate				
1	ERS	Pension Specialist - Senior	2IX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate				
1	ERS	Pension Specialist - Senior	2IX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate				
1	ERS	Retirement Plan Manager	1IX	Retirement Plan Manager	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170	5%	
1	FPC	Fire and Police Commission Audit Manager	1IX	Fire and Police Commission Audit Manager	1MX	\$108,147	\$124,988	15	\$7,773	\$1,088	\$8,861	16%	
1	FPC	Fire and Police Commission Auditor	2IX	Fire and Police Commission Auditor	2KX	\$79,310	\$78,859	15	N/A Above Recruitment Rate				
1	FPC	Fire and Police Commission Auditor	2IX	Fire and Police Commission Auditor	2KX	\$79,310	\$78,859	15	N/A Above Recruitment Rate				
1	FPC	Fire and Police Commission Compliance Auditor	2MX	Fire and Police Commission Compliance Auditor	2MX	\$89,101	\$94,793	15	\$2,627	\$368	\$2,995	6%	
1	FPC	Fire and Police Commission Investigator	2KX	Fire and Police Commission Investigator	2LX	\$81,475	\$86,175	15	\$2,169	\$304	\$2,473	6%	
Vacant	1	FPC	Fire and Police Commission Investigator	2KX	Fire and Police Commission Investigator	2LX	\$77,551	\$86,175	15	\$3,980	\$557	\$4,538	11%
1	FPC	Fire and Police Commission Senior Auditor	2KX	Fire and Police Commission Senior Auditor	2LX	\$85,468	\$86,175	15	\$326	\$46	\$372	1%	
1	FPC	Fire and Police Commission Staffing Services Manager	1IX	Fire and Police Commission Staffing Services Manager	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170	5%	
1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$85,922	\$86,175	15	\$117	\$16	\$133	0%	
1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$88,218	\$86,175	15	N/A Above Recruitment Rate				
1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$88,218	\$86,175	15	N/A Above Recruitment Rate				
1	FPC	Position Control Specialist	2IN	Position Control Specialist	2KN	\$78,509	\$78,859	15	\$161	\$33	\$194	0%	
1	FPC	Recruiter	2IX	Recruiter	2KX	\$76,450	\$78,859	15	\$1,111	\$156	\$1,267	3%	
1	FPC	Recruiter	2IX	Recruiter	2KX	\$75,701	\$78,859	15	\$1,457	\$204	\$1,661	4%	
1	FPC	Test Administration Coordinator	2GN	Test Administration Coordinator	2IN	\$68,293	\$70,672	15	\$1,098	\$225	\$1,323	3%	
Reclass	1	MHD	Accounting Coordinator II	2EN	Finance Specialist	2IX	\$62,529	\$72,768	15	\$4,726	\$662	\$5,387	16%
Repurp	2	MHD	Accounting Coordinator II	2EN	Finance Specialist	2IX	\$58,438	\$72,768	15	\$13,228	\$1,852	\$15,080	25%
1	MHD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$80,764	\$86,175	15	\$2,497	\$350	\$2,847	7%	
1	MHD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$79,877	\$86,175	15	\$2,907	\$407	\$3,314	8%	
1	MHD	Health Budget and Administration Manager	1IX	Finance and Administration Manager	1MX	\$111,342	\$124,987	15	\$6,297	\$882	\$7,179	12%	
1	MHD	Health Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$111,342	\$116,493	15	\$2,377	\$333	\$2,710	5%	
Reclass	1	MHD	Human Resources Assistant	5JN	Health Payroll Specialist	2JN	\$64,096	\$72,769	15	\$4,003	\$819	\$4,822	14%
Reclass	1	MHD	Human Resources Assistant	2IX	Human Resources Representative	2JN	\$67,941	\$86,175	15	\$8,416	\$1,721	\$10,136	27%
1	MHD	Human Resources Representative	2KX	Human Resources Representative	2LX	\$87,865	\$86,175	15	N/A Above Recruitment Rate				
1	MHD	Human Resources Supervisor	1HX	Human Resources Supervisor	1KX	\$92,700	\$108,967	15	\$7,508	\$1,051	\$8,559	18%	
1	MHD	Management Accountant - Senior	2IX	Management Accountant - Senior	2KX	\$79,448	\$78,859	15	N/A Above Recruitment Rate				
1	MPL	Business Finance Manager	1IX	Business Finance Manager	1LX	\$111,342	\$116,493	15	\$2,377	\$333	\$2,710	5%	
1	MPL	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,871	\$86,175	15	\$1,063	\$149	\$1,212	3%	
1	MPL	Library Business Analyst	2IX	Library Business Analyst	2KX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056	5%	
1	MPL	Library Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$106,000	\$116,493	15	\$4,843	\$678	\$5,521	10%	
1	MPL	Management Accountant - Senior	2IX	Management Accountant - Senior	2KX	\$83,000	\$78,859	15	N/A Above Recruitment Rate				
1	MPL	Procurement and Compliance Manager	1HX	Procurement and Compliance Manager	1KX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047	16%	

1	MPL	Procurement Specialist	1GX	Procurement Specialist	1HX	\$87,066	\$86,175	15	N/A	Above Recruitment Rate			
1	MUNICIPAL COURT	Court Business Manager	1HX	Court Financial Operations Manager	1MX	\$104,997	\$124,988	15	\$9,227	\$1,292	\$10,518	19%	
2	MWW	Accountant III	2JX	Accountant III	2KX	\$72,768	\$78,859	15	\$5,622	\$787	\$6,409	8%	
1	MWW	Accountant III	2JX	Accountant III	2KX	\$82,447	\$78,859	15	N/A	Above Recruitment Rate			
1	MWW	Human Resources Representative	2KX	Human Resources Representative	2LX	\$77,551	\$86,175	15	\$3,980	\$557	\$4,538	11%	
1	MWW	Water Accounting Manager	1IX	Water Accounting Manager	1KX	\$101,220	\$108,967	15	\$3,576	\$501	\$4,076	8%	
1	MWW	Water Billing and Collections Manager	1HX	Water Billing and Collections Manager	1IX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047	16%	
1	MWW	Water Business Operations Manager	1IX	Water Business Operations Manager	1KX	\$101,220	\$108,967	15	\$3,575	\$501	\$4,076	8%	
1	MWW	Water Claims Specialist	2IX	Water Claims Specialist	2JX	\$70,994	\$72,768	15	\$819	\$115	\$933	2%	
1	MWW	Water Customer Service Manager	1HX	Water Customer Service Manager	1IX	\$90,691	\$94,793	15	\$1,893	\$265	\$2,158	5%	
1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056	5%	
1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$82,447	\$78,859	15	N/A	Above Recruitment Rate			
1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$82,447	\$78,859	15	N/A	Above Recruitment Rate			
1	MWW	Water Financial Manager	1JX	Water Financial Manager	1MX	\$112,473	\$124,987	15	\$5,776	\$809	\$6,584	11%	
1	MWW	Water Payroll Specialist	2IN	Water Payroll Specialist	2JN	\$67,091	\$72,768	15	\$2,620	\$536	\$3,156	8%	
1	MWW	Water Works Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$101,220	\$116,493	15	\$7,049	\$987	\$8,036	15%	
1	PORT	Finance Specialist	2IX	Finance Specialist	2JX	\$74,951	\$72,768	15	N/A	Above Recruitment Rate			
1	PORT	Port Finance and Administration Officer	1IX	Port Finance and Administration Officer	1LX	\$98,272	\$116,493	15	\$8,410	\$1,177	\$9,587	19%	
Underfill	Underfill	Associate Auditor	2IX	Associate Auditor	2JX	\$68,244	\$72,768	15	N/A	Underfill Title		7%	
Underfill	Underfill	Business Analyst	2IX	Business Analyst	2JX	\$68,244	\$72,768	15	N/A	Underfill Title		7%	
Underfill	Underfill	Safety Specialist	2IX	Safety Specialist	2JX	\$68,244	\$72,768	15	N/A	Underfill Title		7%	
243									569,348	81,778	\$651,126		

Assume effective date is Pay Period 15, 2026 (July 5, 2026) unless otherwise indicated.
Note: Totals may not be to the exact dollar due to rounding.

Pos.	Dept	From	PR	NEW COSTS FOR FULL YEAR		PR	Current Annual	Proposed Annual	EffPP	Costs	Rollup	Rollup+ Sal
				To	PR							
1	ASSESSOR'S OFFICE	Administrative Services Manager - Assessor	1HX	Administrative Services Manager - Assessor	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434	
1	CCCC	Business Operations Manager	1HX	Business Operations Manager	1IX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434	
1	CITY ATTORNEY	Business Finance Manager	1IX	Business Finance Manager	1LX	\$111,342	\$116,493	1	\$5,151	\$721	\$5,872	
1	CITY ATTORNEY	City Attorney Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$115,360	\$116,493	1	\$1,133	\$159	\$1,291	
1	CITY ATTORNEY	Investigator/Adjustor	2IX	Investigator/Adjustor	2JX	\$70,292	\$72,768	1	\$2,477	\$347	\$2,824	
1	CITY ATTORNEY	Investigator/Adjustor	2IX	Investigator/Adjustor	2JX	\$73,103	\$72,768	1	N/A	Above Recruitment Rate		
1	CITY TREASURER	Customer Service Specialist	1FX	Customer Services Supervisor	1GX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943	
1	CITY TREASURER	Customer Service Specialist	1FX	Customer Services Supervisor	1GX	\$80,948	\$78,859	1	N/A	Above Recruitment Rate		
1	CITY TREASURER	Customer Services Manager	1HX	Customer Services Manager	1IX	\$93,674	\$94,793	1	\$1,119	\$157	\$1,276	
1	CITY TREASURER	Investments and Financial Services Coordinator	2KX	Investments and Financial Services Coordinator	2KX	\$82,733	\$78,859	1	N/A	Above Recruitment Rate		
1	CITY TREASURER	Investments and Financial Services Director	1LX	Investments and Financial Services Director	1OX	\$139,868	\$137,485	1	N/A	Above Recruitment Rate		
1	CITY TREASURER	Investments and Financial Services Specialist	2JX	Investments and Financial Services Specialist	2JX	\$75,594	\$72,768	1	N/A	Above Recruitment Rate		
1	CITY TREASURER	Revenue Collection Manager	1EX	Revenue Collection Manager	1FX	\$77,321	\$72,768	1	N/A	Above Recruitment Rate		
1	CITY TREASURER	Revenue Collection Specialist	2GN	Revenue Collection Specialist	2IN	\$70,163	\$70,672	1	\$509	\$104	\$613	
1	CITY TREASURER	Tax Billing and Collection Manager	1IX	Tax Billing and Collection Manager	1LX	\$101,220	\$116,493	1	\$15,273	\$2,138	\$17,411	
1	CITY TREASURER	Tax Collection and Enforcement Coordinator	1FX	Tax Collection and Enforcement Coordinator	1GX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454	
1	COMPTROLLER	Accountant - Lead	2KX	Senior Accountant	2LX	\$84,208	\$86,175	1	\$1,967	\$275	\$2,243	
1	COMPTROLLER	Accounting Manager	1MX	Accounting Manager	1MX	\$109,374	\$124,987	1	\$15,613	\$2,186	\$17,799	
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$78,287	\$78,859	1	\$572	\$80	\$652	
2	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$77,949	\$78,859	1	\$1,818	\$255	\$2,073	
4	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$74,951	\$78,859	1	\$15,629	\$2,188	\$17,817	
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943	
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943	
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$82,447	\$78,859	1	N/A	Above Recruitment Rate		
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$82,447	\$78,859	1	N/A	Above Recruitment Rate		
1	COMPTROLLER	Accounting Supervisor	2KX	Accounting Supervisor	2LX	\$84,208	\$86,175	1	\$1,967	\$275	\$2,243	
1	COMPTROLLER	Accounts Director	1LX	Accounts Director	1OX	\$139,868	\$137,485	1	N/A	Above Recruitment Rate		
1	COMPTROLLER	Assistant Accounting Manager	1HX	Assistant Accounting Manager	1KX	\$88,217	\$108,967	1	\$20,750	\$2,905	\$23,654	
1	COMPTROLLER	Assistant City Payroll Manager	1HX	Assistant City Payroll Manager	1KX	\$99,431	\$108,967	1	\$9,536	\$1,335	\$10,871	
1	COMPTROLLER	Assistant Grant Fiscal Manager	1HX	Assistant Grant Fiscal Manager	1KX	\$99,431	\$108,967	1	\$9,536	\$1,335	\$10,871	
2	COMPTROLLER	Associate Auditor	2IX	Associate Auditor	2JX	\$70,292	\$72,768	1	\$4,954	\$693	\$5,647	
1	COMPTROLLER	Associate Auditor	2IX	Associate Auditor	2JX	\$68,244	\$72,768	1	\$4,524	\$633	\$5,157	
1	COMPTROLLER	Audit Manager	1JX	Audit Manager	1MX	\$108,147	\$124,987	1	\$16,840	\$2,358	\$19,198	
1	COMPTROLLER	Auditor - Lead	2KX	Senior Auditor - Grant Accounting	2LX	\$84,208	\$86,175	1	\$1,967	\$275	\$2,243	
1	COMPTROLLER	City Payroll Manager	1JX	City Payroll Manager	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868	
1	COMPTROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$76,491	\$72,768	1	N/A	Above Recruitment Rate		
1	COMPTROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$77,321	\$72,768	1	N/A	Above Recruitment Rate		
1	COMPTROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$77,321	\$72,768	1	N/A	Above Recruitment Rate		
1	COMPTROLLER	CITY PAYROLL SPECIALIST LEAD	2KX	City Payroll Specialist Lead	2LX	\$82,733	\$86,175	1	\$3,442	\$482	\$3,924	
1	COMPTROLLER	Financial Services Director	1LX	Financial Services Director	1OX	\$139,868	\$137,485	1	N/A	Above Recruitment Rate		
1	COMPTROLLER	Grants Fiscal Manager	1JX	Grants Fiscal Manager	1MX	\$108,147	\$124,987	1	\$16,840	\$2,358	\$19,198	
1	COMPTROLLER	Revenue and Financial Services Manager	1JX	Revenue and Financial Services Manager	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868	
1	COMPTROLLER	Senior Auditor	2KX	Senior Auditor	2LX	\$81,000	\$86,175	1	\$5,175	\$725	\$5,900	
1	COMPTROLLER	Senior Financial Analyst	2KX	Senior Financial Analyst	2LX	\$84,208	\$86,175	1	\$1,967	\$275	\$2,243	

1	COMPTROLLER	Time Tracking Lead	2KX	Time Tracking Lead	2LX	\$72,616	\$78,859	1	\$6,242	\$874	\$7,116
1	DCD	Accounting Manager - City Development	1HX	Accounting Manager - City Development	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	DCD	Budget Manager - City Development	11X	Budget Manager - City Development	11X	\$111,342	\$116,493	1	\$5,151	\$721	\$5,872
1	DCD	DCD Accountant - Lead	2KX	DCD Accountant - Lead	2LX	\$84,670	\$86,175	1	\$1,505	\$211	\$1,716
1	DCD	DCD Accountant - Lead	2KX	DCD Accountant - Lead	2LX	\$83,232	\$86,175	1	\$2,943	\$412	\$3,355
1	DCD	DCD Human Resources Administrator	11X	Human Resources Administration Manager	11X	\$111,342	\$116,493	1	\$5,151	\$721	\$5,872
1	DCD	Finance and Administration Manager	11X	Finance and Administration Manager	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868
1	DCD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$86,268	\$86,175	1	N/A	Above Recruitment Rate	
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$69,328	\$72,768	1	\$3,440	\$704	\$4,144
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$65,095	\$72,768	1	\$7,673	\$1,569	\$9,242
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$64,457	\$72,768	1	\$8,311	\$1,700	\$10,011
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$61,960	\$72,768	1	\$10,808	\$2,210	\$13,018
1	DCD	Human Resources Analyst	21X	Human Resources Analyst - Senior	2KX	\$77,321	\$78,859	1	\$1,538	\$215	\$1,753
1	DCD	Procurement and Compliance Manager	1HX	Procurement and Compliance Manager	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	DCD	Purchasing Agent - Senior	21X	Purchasing Agent - Senior	2KX	\$81,697	\$78,859	1	N/A	Above Recruitment Rate	
1	DCE	Business Analyst - Senior	21X	Business Analyst - Senior	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DCE	Business Inclusion Program Coordinator	21X	Business Inclusion Program Coordinator	2KX	\$82,447	\$78,859	1	N/A	Above Recruitment Rate	
1	DCE	Business Operations Manager	1HX	Business Operations Manager	1JX	\$82,677	\$108,967	1	\$26,290	\$3,681	\$29,970
1	DCE	Contract Compliance Officer	21X	Contract Compliance Officer	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DEF COMP	Deferred Compensation Plan Coordinator	21X	Deferred Compensation Plan Coordinator	2KX	\$79,725	\$78,859	1	N/A	Above Recruitment Rate	
1	DER	Benefit Systems Analyst	21X	Benefit Systems Analyst	2KX	\$82,109	\$78,859	1	N/A	Above Recruitment Rate	
1	DER	Benefits and Wellness Supervisor	1HX	Benefits and Wellness Supervisor	1KX	\$88,564	\$108,967	1	\$20,403	\$2,856	\$23,259
1	DER	Business Finance Manager	11X	Business Finance Manager	11X	\$101,220	\$116,493	1	\$15,273	\$2,138	\$17,411
1	DER	Business Operations Specialist - Senior	2KX	Business Operations Specialist - Senior	2LX	\$86,009	\$86,175	1	\$166	\$23	\$189
1	DER	Compensation Analytics Specialist	21X	Compensation Analytics Specialist	2KX	\$78,509	\$78,859	1	\$349	\$49	\$398
1	DER	Compensation Analytics Specialist - Lead	21X	Compensation Analytics Specialist - Lead	2MX	\$95,773	\$94,793	1	N/A	Above Recruitment Rate	
1	DER	Compensation Supervisor	1HX	Compensation Supervisor	1KX	\$93,137	\$108,967	1	\$15,830	\$2,216	\$18,046
1	DER	Diversity Recruiter	21X	Diversity Recruiter	2KX	\$88,500	\$78,859	1	N/A	Above Recruitment Rate	
1	DER	Employee Assistance and Resource Coordinator	21X	Employee Assistance and Resource Coordinator	2MX	\$93,674	\$94,793	1	\$1,119	\$157	\$1,276
1	DER	HRIS Auditor	21N	HRIS Auditor	2KN	\$78,509	\$78,859	1	\$349	\$71	\$421
1	DER	HRIS Auditor	21N	HRIS Auditor	2KN	\$84,920	\$78,859	1	N/A	Above Recruitment Rate	
1	DER	HRIS Auditor - Lead	21X	HRIS Auditor - Lead	2MX	\$92,405	\$94,793	1	\$2,387	\$334	\$2,722
1	DER	Human Resources Analyst	21X	Human Resources Analyst	21X	\$70,292	\$72,768	1	\$2,477	\$347	\$2,824
1	DER	Human Resources Analyst - Senior	21X	Human Resources Analyst - Senior	2KX	\$76,450	\$78,859	1	\$2,408	\$337	\$2,746
2	DER	Human Resources Analyst - Senior	21X	Human Resources Analyst - Senior	2KX	\$75,212	\$78,859	1	\$7,293	\$1,021	\$8,314
1	DER	Human Resources Analyst - Senior	21X	Human Resources Analyst - Senior	2KX	\$80,948	\$78,859	1	N/A	Above Recruitment Rate	
2	DER	Human Resources Analyst (ERP)	21X	Human Resources Analyst (ERP)	21X	\$68,244	\$72,768	1	\$9,048	\$1,267	\$10,315
1	DER	Human Resources Manager	11X	Compensation Administration Director	1MX	\$120,006	\$124,987	1	\$4,981	\$697	\$5,678
1	DER	Human Resources Manager	11X	Staffing Administration Director	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868
1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,871	\$86,175	1	\$2,304	\$323	\$2,626
1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,097	\$86,175	1	\$3,078	\$431	\$3,509
1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$80,198	\$86,175	1	\$5,977	\$837	\$6,814
1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$101,665	\$86,175	1	N/A	Above Recruitment Rate	
1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$87,865	\$86,175	1	N/A	Above Recruitment Rate	
1	DER	Leave Administration Coordinator	2KX	Leave Administration Coordinator	2LX	\$83,073	\$86,175	1	\$3,102	\$434	\$3,537
1	DER	Risk Management and Safety Officer	21X	Risk Management and Safety Officer	2MX	\$88,564	\$94,793	1	\$6,228	\$872	\$7,100
1	DER	Test Administration Specialist	21X	Test Administration Specialist	21X	\$75,441	\$72,768	1	N/A	Above Recruitment Rate	
1	DER	Worker's Compensation Analyst	21X	Worker's Compensation Analyst	2KX	\$82,447	\$78,859	1	N/A	Above Recruitment Rate	
1	DER	Worker's Compensation and Safety Manager	11X	Worker's Compensation and Safety Manager	1LX	\$108,147	\$116,493	1	\$8,346	\$1,168	\$9,514
1	DER	Worker's Compensation Specialist	1GX	Worker's Compensation Specialist	1HX	\$80,527	\$86,175	1	\$5,648	\$791	\$6,438
1	DER	Workforce Planning and Certification Supervisor	1HX	Workforce Planning and Certification Supervisor	1KX	\$89,416	\$108,967	1	\$19,551	\$2,737	\$22,289
1	DNS	DNS Human Resources Administrator	11X	Human Resources Administration Manager	11X	\$111,342	\$116,493	1	\$5,151	\$721	\$5,872
1	DNS	Finance and Administration Manager	11X	Finance and Administration Manager	1MX	\$111,392	\$124,987	1	\$13,595	\$1,903	\$15,498
1	DNS	Human Resources Analyst	21X	Human Resources Analyst	21X	\$73,806	\$72,768	1	N/A	Above Recruitment Rate	
1	DNS	Human Resources Analyst	21X	Human Resources Analyst	21X	\$73,103	\$72,768	1	N/A	Above Recruitment Rate	
1	DOA	Administrative Services Manager	11X	Administrative Services Manager	11X	\$115,501	\$116,493	1	\$992	\$139	\$1,131
1	DOA	Budget and Fiscal Policy Analyst III	2KX	Budget and Fiscal Policy Analyst III	2LX	\$80,477	\$86,175	1	\$5,698	\$798	\$6,496
1	DOA	Budget and Fiscal Policy Analyst III	2KX	Budget and Fiscal Policy Analyst III	2LX	\$101,665	\$86,175	1	N/A	Above Recruitment Rate	
1	DOA	Budget and Fiscal Policy Analyst IV	21X	Budget and Fiscal Policy Analyst IV	2MX	\$82,677	\$94,793	1	\$12,115	\$1,696	\$13,811
1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$101,220	\$108,967	1	\$7,747	\$1,085	\$8,831
1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$98,584	\$108,967	1	\$10,383	\$1,454	\$11,836
1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$109,318	\$108,967	1	N/A	Above Recruitment Rate	
1	DOA	Business Analyst - Senior	21X	Business Analyst - Senior	2KX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454
1	DOA	Business Finance Officer	21X	Business Finance Officer	21X	\$68,244	\$72,768	1	\$4,524	\$633	\$5,157
1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$90,705	\$86,175	1	N/A	Above Recruitment Rate	
1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$101,665	\$86,175	1	N/A	Above Recruitment Rate	
1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$90,501	\$86,175	1	N/A	Above Recruitment Rate	
1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$88,218	\$86,175	1	N/A	Above Recruitment Rate	
1	DOA	Grant Monitor	21X	Grant Monitor	2KX	\$77,200	\$78,859	1	\$1,659	\$232	\$1,891
1	DOA	Grant Monitor	21X	Grant Monitor	2KX	\$76,716	\$78,859	1	\$2,142	\$300	\$2,442
1	DOA	Grant Monitor	21X	Grant Monitor	2KX	\$75,701	\$78,859	1	\$3,158	\$442	\$3,600

3	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$74,951	\$78,859	1	\$11,722	\$1,641	\$13,363
3	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$72,768	\$78,859	1	\$18,271	\$2,558	\$20,829
2	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$80,948	\$78,859	1	N/A Above Recruitment Rate		
1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$79,448	\$78,859	1	N/A Above Recruitment Rate		
1	DOA	Procurement Manager	1HX	Procurement Manager	1KX	\$90,267	\$108,967	1	\$18,700	\$2,618	\$21,318
1	DOA	Procurement Specialist	1GX	Procurement Specialist	1HX	\$88,218	\$86,175	1	N/A Above Recruitment Rate		
2	DOA	Purchasing Agent	2JX	Purchasing Agent	2JX	\$70,292	\$72,768	1	\$4,954	\$693	\$5,647
2	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$75,212	\$78,859	1	\$7,293	\$1,021	\$8,314
1	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454
1	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DPW-ADMIN	Administrative Services Manager	1IX	Administrative Services Manager	1LX	\$110,330	\$116,493	1	\$6,163	\$863	\$7,026
1	DPW-ADMIN	Business Operations Manager	1HX	Business Operations Manager	1JX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	DPW-ADMIN	Business Operations Manager	1HX	Business Operations Manager	1JX	\$85,158	\$108,967	1	\$23,809	\$3,333	\$27,142
1	DPW-ADMIN	Contract Compliance Officer	2JX	Contract Compliance Officer	2KX	\$80,948	\$78,859	1	N/A Above Recruitment Rate		
1	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$82,979	\$86,175	1	\$3,196	\$447	\$3,643
2	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$80,477	\$86,175	1	\$11,396	\$1,596	\$12,992
2	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$79,877	\$86,175	1	\$12,596	\$1,763	\$14,359
1	DPW-ADMIN	Leave Administration Coordinator	2KX	Leave Administration Coordinator	2LX	\$80,198	\$86,175	1	\$5,977	\$837	\$6,814
1	DPW-ADMIN	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$86,172	\$78,859	1	N/A Above Recruitment Rate		
1	DPW-ADMIN	Management and Accounting Officer	2JX	Management and Accounting Officer	2KX	\$75,212	\$78,859	1	\$3,646	\$511	\$4,157
1	DPW-ADMIN	Operations Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$107,294	\$116,493	1	\$9,199	\$1,288	\$10,487
1	DPW-ADMIN	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$75,212	\$78,859	1	\$3,646	\$511	\$4,157
1	DPW-ADMIN	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DPW-ADMIN	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	DPW-ADMIN	Safety Supervisor	1GX	Safety Supervisor	1HX	\$87,303	\$86,175	1	N/A Above Recruitment Rate		
1	DPW-INFRA	Accountant III	2JX	Accountant III	2KX	\$76,450	\$78,859	1	\$2,408	\$337	\$2,745
1	DPW-INFRA	Accountant III	2JX	Accountant III	2KX	\$75,212	\$78,859	1	\$3,646	\$511	\$4,157
1	DPW-INFRA	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	DPW-INFRA	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	DPW-INFRA	Business Operations Manager	1HX	Business Operations Manager	1JX	\$85,158	\$108,967	1	\$23,809	\$3,333	\$27,142
1	DPW-INFRA	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	DPW-INFRA	Human Resources Representative	2KX	Human Resources Representative	2LX	\$77,551	\$86,175	1	\$8,624	\$1,207	\$9,832
1	DPW-INFRA	Infrastructure Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$110,330	\$116,493	1	\$6,163	\$863	\$7,026
1	DPW-INFRA	Management and Accounting Officer	2JX	Management and Accounting Officer	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DPW-PARK	Accountant III	2JX	Accountant III	2KX	\$79,877	\$78,859	1	N/A Above Recruitment Rate		
1	DPW-PARK	Transportation Financial Analyst	1HX	Financial Manager	1KX	\$90,691	\$108,967	1	\$18,276	\$2,559	\$20,835
1	DPW-STREETCAR	Safety Manager	1IX	Safety Manager	1KX	\$111,342	\$108,967	1	N/A Above Recruitment Rate		
1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$69,954	\$70,672	1	\$718	\$147	\$865
1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$68,293	\$70,672	1	\$2,380	\$487	\$2,866
1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$73,756	\$70,672	1	N/A Above Recruitment Rate		
1	ERS	Disability Specialist - Lead	1HX	Disability Specialist - Lead	1KX	\$96,652	\$108,967	1	\$12,315	\$1,724	\$14,040
1	ERS	Disability Specialist - Senior	2KX	Disability Specialist - Senior	2LX	\$83,871	\$86,175	1	\$2,304	\$323	\$2,626
1	ERS	Disability Specialist - Senior	2KX	Disability Specialist - Senior	2LX	\$79,877	\$86,175	1	\$6,298	\$882	\$7,179
1	ERS	ERS Business Operations Analyst	1HX	ERS Business Operations Analyst	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	ERS	ERS Chief Financial Officer	1LX	ERS Chief Financial Officer	1OX	\$124,987	\$137,486	1	\$12,499	\$1,750	\$14,248
1	ERS	ERS Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$103,041	\$116,493	1	\$13,452	\$1,883	\$15,335
1	ERS	Lead Pension Specialist	1GX	Lead Pension Specialist	1HX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	ERS	Management Accountant - Senior	2JX	Pension Accounting Specialist	2KX	\$78,699	\$78,859	1	\$160	\$22	\$182
1	ERS	Management Accountant - Senior	2JX	Pension Accounting Specialist	2KX	\$77,949	\$78,859	1	\$909	\$127	\$1,036
1	ERS	Management Accountant - Senior	2JX	Pension Accounting Specialist	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
2	ERS	Pension Accounting Manager	1IX	Pension Accounting Manager	1LX	\$111,342	\$116,493	1	\$10,301	\$1,442	\$11,743
1	ERS	Pension Accounting Manager	1IX	Pension Accounting Manager	1LX	\$105,269	\$116,493	1	\$11,224	\$1,571	\$12,795
1	ERS	Pension Accounting Specialist	2KX	Pension Services Administrator	2LX	\$95,325	\$86,175	1	N/A Above Recruitment Rate		
1	ERS	Pension Accounting Specialist	2KX	Pension Services Administrator	2LX	\$87,066	\$86,175	1	N/A Above Recruitment Rate		
1	ERS	Pension Specialist - Senior	2JX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	ERS	Pension Specialist - Senior	2JX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	ERS	Pension Specialist - Senior	2JX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	ERS	Retirement Plan Manager	1JX	Retirement Plan Manager	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868
1	FPC	Fire and Police Commission Audit Manager	1JX	Fire and Police Commission Audit Manager	1MX	\$108,147	\$124,988	1	\$16,841	\$2,358	\$19,198
1	FPC	Fire and Police Commission Auditor	2JX	Fire and Police Commission Auditor	2KX	\$79,310	\$78,859	1	N/A Above Recruitment Rate		
1	FPC	Fire and Police Commission Auditor	2JX	Fire and Police Commission Auditor	2KX	\$79,310	\$78,859	1	N/A Above Recruitment Rate		
1	FPC	Fire and Police Commission Compliance Auditor	2MX	Fire and Police Commission Compliance Auditor	2MX	\$89,101	\$94,793	1	\$5,692	\$797	\$6,489
1	FPC	Fire and Police Commission Investigator	2KX	Fire and Police Commission Investigator	2LX	\$81,475	\$86,175	1	\$4,700	\$658	\$5,358
1	FPC	Fire and Police Commission Investigator	2KX	Fire and Police Commission Investigator	2LX	\$77,551	\$86,175	1	\$8,624	\$1,207	\$9,832
1	FPC	Fire and Police Commission Senior Auditor	2KX	Fire and Police Commission Senior Auditor	2LX	\$85,468	\$86,175	1	\$707	\$99	\$806
1	FPC	Fire and Police Commission Staffing Services Manager	1JX	Fire and Police Commission Staffing Services Manager	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868
1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$85,922	\$86,175	1	\$253	\$35	\$288
1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$88,218	\$86,175	1	N/A Above Recruitment Rate		
1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$88,218	\$86,175	1	N/A Above Recruitment Rate		
1	FPC	Position Control Specialist	2JN	Position Control Specialist	2KN	\$78,509	\$78,859	1	\$349	\$71	\$421

1	FPC	Recruiter	2JX	Recruiter	2KX	\$76,450	\$78,859	1	\$2,408	\$337	\$2,745
1	FPC	Recruiter	2JX	Recruiter	2KX	\$75,701	\$78,859	1	\$3,158	\$442	\$3,600
1	FPC	Test Administration Coordinator	2GN	Test Administration Coordinator	2IN	\$68,293	\$70,672	1	\$2,380	\$487	\$2,866
1	MHD	Accounting Coordinator II	2EN	Finance Specialist	2JX	\$62,529	\$72,768	1	\$10,239	\$1,434	\$11,673
2	MHD	Accounting Coordinator II	2EN	Finance Specialist	2JX	\$58,438	\$72,768	1	\$28,661	\$4,012	\$32,673
1	MHD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$80,764	\$86,175	1	\$5,411	\$758	\$6,169
1	MHD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$79,877	\$86,175	1	\$6,298	\$882	\$7,179
1	MHD	Health Budget and Administration Manager	1IX	Finance and Administration Manager	1MX	\$111,342	\$124,987	1	\$13,645	\$1,910	\$15,555
1	MHD	Health Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$111,342	\$116,493	1	\$5,151	\$721	\$5,872
1	MHD	Human Resources Assistant	5JN	Health Payroll Specialist	2JN	\$64,096	\$72,769	1	\$8,674	\$1,774	\$10,447
1	MHD	Human Resources Assistant	2IX	Human Resources Representative	2JN	\$67,941	\$86,175	1	\$18,234	\$3,729	\$21,962
1	MHD	Human Resources Representative	2KX	Human Resources Representative	2LX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	MHD	Human Resources Supervisor	1HX	Human Resources Supervisor	1KX	\$92,700	\$108,967	1	\$16,267	\$2,277	\$18,544
1	MHD	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$79,448	\$78,859	1	N/A Above Recruitment Rate		
1	MPL	Business Finance Manager	1IX	Business Finance Manager	1LX	\$111,342	\$116,493	1	\$5,151	\$721	\$5,872
1	MPL	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,871	\$86,175	1	\$2,304	\$323	\$2,626
1	MPL	Library Business Analyst	2JX	Library Business Analyst	2KX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454
1	MPL	Library Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$106,000	\$116,493	1	\$10,493	\$1,469	\$11,962
1	MPL	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$83,000	\$78,859	1	N/A Above Recruitment Rate		
1	MPL	Procurement and Compliance Manager	1HX	Procurement and Compliance Manager	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	MPL	Procurement Specialist	1GX	Procurement Specialist	1HX	\$87,066	\$86,175	1	N/A Above Recruitment Rate		
1	MUNICIPAL COURT	Court Business Manager	1HX	Court Financial Operations Manager	1MX	\$104,997	\$124,988	1	\$19,991	\$2,799	\$22,790
2	MWW	Accountant III	2JX	Accountant III	2KX	\$72,768	\$78,859	1	\$12,180	\$1,705	\$13,886
1	MWW	Accountant III	2JX	Accountant III	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	MWW	Human Resources Representative	2KX	Human Resources Representative	2LX	\$77,551	\$86,175	1	\$8,624	\$1,207	\$9,832
1	MWW	Water Accounting Manager	1IX	Water Accounting Manager	1KX	\$101,220	\$108,967	1	\$7,747	\$1,085	\$8,831
1	MWW	Water Billing and Collections Manager	1HX	Water Billing and Collections Manager	1IX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	MWW	Water Business Operations Manager	1IX	Water Business Operations Manager	1KX	\$101,220	\$108,967	1	\$7,747	\$1,085	\$8,831
1	MWW	Water Claims Specialist	2JX	Water Claims Specialist	2JX	\$70,994	\$72,768	1	\$1,774	\$248	\$2,022
1	MWW	Water Customer Service Manager	1HX	Water Customer Service Manager	1IX	\$90,691	\$94,793	1	\$4,101	\$574	\$4,676
1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454
1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	MWW	Water Financial Manager	1JX	Water Financial Manager	1MX	\$112,473	\$124,987	1	\$12,514	\$1,752	\$14,266
1	MWW	Water Payroll Specialist	2IN	Water Payroll Specialist	2JN	\$67,091	\$72,768	1	\$5,677	\$1,161	\$6,838
1	MWW	Water Works Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$101,220	\$116,493	1	\$15,273	\$2,138	\$17,411
1	PORT	Finance Specialist	2JX	Finance Specialist	2JX	\$74,951	\$72,768	1	N/A Above Recruitment Rate		
1	PORT	Port Finance and Administration Officer	1IX	Port Finance and Administration Officer	1LX	\$98,272	\$116,493	1	\$18,221	\$2,551	\$20,772
	Underfill	Associate Auditor	2IX	Associate Auditor	2JX	\$68,244	\$72,768	1	N/A Underfill Title		
	Underfill	Business Analyst	2IX	Business Analyst	2JX	\$68,244	\$72,768	1	N/A Underfill Title		
	Underfill	Safety Specialist	2IX	Safety Specialist	2JX	\$68,244	\$72,768	1	N/A Underfill Title		
243									\$1,233,587	\$177,185	\$1,410,772

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

**Department of Employee Relations
Fiscal Note Spreadsheet**

City Service Commission Meeting of July 7, 2026
Finance and Personnel Committee Meeting of July 8, 2026

Vacant	Pos.	Dept	From	PR	NEW COSTS FOR 2026		Current Annual	Proposed Annual	EffPP	Costs	Rollup	Rollup+ Sal	% Inc
					To	PR							
	1	DPW - Infra	Management Civil Engineer - Senior	1KX	Civil Engineer IV	2NX	\$116,493	\$102,506	15	(\$6,456)	(\$904)	(\$7,359)	
	1	DPW - Infra	New Position	N/A	Senior Transportation Analyst Planner	2MN	N/A	\$94,758	15	N/A Included in 2026 budget			
	1	MHD	Emergency Response Planning Director	1IX	Public Health Emergency Preparedness Director	1IX	\$95,932	\$95,932	15	N/A Title change only			
	1	DPW - OPS	Self Help Yard Supervisor	1EX	Drop Off Center Supervisor	1EX	\$72,768	\$72,768	15	N/A Title change only			
	4									(6,456)	(904)	(\$7,359)	

Assume effective date is Pay Period 15, 2026 (July 5, 2026) unless otherwise indicated.
Note: Totals may not be to the exact dollar due to rounding.

Vacant	Pos.	Dept	From	PR	NEW COSTS FOR FULL YEAR		Current Annual	Proposed Annual	EffPP	Costs	Rollup	Rollup+ Sal	% Inc
					To	PR							
	1	DPW - Infra	Management Civil Engineer - Senior	1KX	Civil Engineer IV	2NX	\$116,493	\$102,506	1	(\$13,987)	(\$1,958)	(\$15,945)	
	1	DPW - Infra	New Position	N/A	Senior Transportation Analyst Planner	2MN	\$0	\$94,758	1	N/A Included in 2026 budget			
	1	MHD	Emergency Response Planning Director	1IX	Public Health Emergency Preparedness Director	1IX	\$95,932	\$95,932	1	N/A Title change only			
	1	DPW - OPS	Self Help Yard Supervisor	1EX	Drop Off Center Supervisor	1EX	\$72,768	\$72,768	1	N/A Title change only			
	4									(13,987)	(1,958)	(\$15,945)	

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