



CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS

Maria Monteagudo
Department of Employee Relations
City of Milwaukee
200 E Wells St, Room 706

December 5, 2018

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 181303 – Communication from the Department of Employee Relations relative to recruitment flexibility for the title of IT Support Services Supervisor

Dear Committee Members:

This communication requests an amendment to the 2019 Salary Ordinance to allow recruitment at any rate in the pay range for the position of IT Support Services Supervisor in Pay Range 1GX (\$66,435 - \$93,010). This classification can be found in the Municipal Court and the Department of Administration-Information Technology Management Division (DOA-ITMD). Responsibilities include maintaining strategic plans, assigning and directing work, providing mentorship, overseeing day-to-day maintenance, and coordinating interconnectivity with internal and external partners.

The Municipal Court has experienced difficulty in recruiting for this position. Since 2013, the department has conducted four recruitments; the most recent being earlier this year in which five candidates withdrew from the process due to the salary. It is believed that adding recruitment flexibility for this position will increase the number of applicants as well as reduce the number of withdrawals due to salary restrictions.

The position in DOA-ITMD has been filled by the same incumbent since 2012, however it is expected that when the position becomes vacant in the future, the same recruitment difficulty experienced by the Municipal Court may arise. We therefore recommend that the title of IT Support Services Supervisor in Pay Range 1GX (\$66,435 - \$93,010) be designated with a footnote that allows recruitment at any rate in the range with the approval of DER.

Action Required – Effective Pay Period 1, 2019 (December 30, 2018)

Under Pay Range 1GX

Add an (8) designation to the title of “IT Support Services Supervisor”.

Create the following footnote (8):

(8) Recruitment may be at any rate in the range with the approval of DER.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read 'M. Monteagudo'.

Maria Monteagudo
Employee Relations Director