



Department of Administration
Community Development Grants Administration

Cavalier Johnson
Mayor

Preston Cole
Director of Administration

Mario Higgins
Community Development Grants Director

October 16, 2025

City Service Commission
City Hall – Room 706
200 East Wells Street
Milwaukee, WI 53202

Dear Commissioners:

The Department of Administration, Community Development Grants Administration (CDGA) requests the exempt status for the following positions:

1 – Grant Compliance Manager

The Reason for the Request: This position has been exempt since the inception of Community Development Block Grant funds for the City of Milwaukee. This position is funded by federal funds. The long-term continuation of funding at this level is uncertain due to potential changing federal priorities. By retaining these positions as exempt, we communicate the tenuousness of the position to the prospective employee.

The Procedures to be used for Recruitment and Selection are as follows: CDGA needs to fill this vacancy to continue its mandatory grant compliance function for several grants received by the City and administered by CDGA. CDGA will request resumes from new applicants and review any resumes that may be on hand from previous rounds of hiring.

Selection: The Community Development Grant Administration Director and Associate Director will screen all applications and resumes according to the attached job description and conduct job interviews. Equal Opportunity guidelines will be followed in making the selection.

If you have any questions regarding this request, please feel free to contact me at 414-286-3844.

Sincerely,

Mario Higgins
Director

Attachment

cc: Preston Cole, DOA

Ref: 33-Exemption 6-18-25.doc



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

FTO: Board of City Civil Service Commissioners

FROM: Kristin Hennessy Urban
Human Resources Manager

DATE: October 17, 2025

RE: Request from the Community Development Block Grant Associate
Director to **re-exempt** the position of Grant Compliance Manager

<u>Position Title</u>	<u># of Positions</u>	<u>Pay Range</u>
Grant Compliance Manager	1	2 KX: (\$77,551-\$98,704)

Please find attached a request from Community Block Grant Associate Director Vanessa Carmona-Lewis to **re-exempt** the position of Grant Compliance Manager, as well as a job description and other documentation.

The Grant Compliance Manager ensures accurate and timely reporting and completion of deliverables relative to all grants under the purview of the Department of Administration, Community Development Block Grants Division (CBDG).

The Grant Compliance Manager positions in the CBDG, of which there are three, have historically been exempt from Civil Service, as the amount and nature of the associated grant funding may fluctuate based upon competing priorities at the federal level.

Based upon the above factors, I recommend that the position of Grant Compliance Manager be re-exempted.

Please contact me at 414.286.8643 should you have additional questions.

JOB DESCRIPTION

FOR DER USE ONLY

Vacancy No. _____

City Service _____

Commission: _____

Fire & Police _____

Commission: _____

Finance _____

Committee: _____

Common _____

Council: _____

Instructions: Complete all sections. Refer to the *Guidelines for Preparing Job Descriptions* for instructions on completing specific items.

1. Date Prepared/ Revised: 10/17/25		2. Present Incumbent: Vacant		Is incumbent underfilling position?	
3. Date Filled:		4. Previous Incumbent: Joanna Bohdziewica-Borowiec		YES ☐ NO ☒	
				If YES, indicate Underfill Title in box 10.	
5. Department: Administration, Dept. of			Bureau: Community Develop Division: Grants Administration		Unit: 151 Section: 11
6. Work Location: City Hall, Room 606			Telephone: 414-286-3647 Email:		Work Schedule: Hours: 8:00 a.m.-4:45 p.m. / Days: Monday-Friday
7. Represented by a Union? ☐ Yes ☒ No		8. Bargaining Unit: Management, General City If in District Council 48, which local?			9. FLSA Status (check one): ☒ Exempt ☐ Non-Exempt
10.	Official Title: Grant Compliance Manager			Pay Range	Job Code
				2KX	5018
	Underfill Title (if applicable): n/a				
	Requested Title (if applicable): n/a				
Recommended Title (DER Use Only):				Approved by: _____	
				Date: _____	

11. BASIC FUNCTION OF POSITION:

The Grant Compliance position provides direct assistance to the Director to assure compliance with the City's Grant Development and Grant Reporting under all of its federal Community Development grant programs. The Grant Compliance position acquires and maintains knowledge of all funded programs and procedures, grant regulations and computer related programs necessary to: (1) train and supervise the Grant Monitoring staff, and (2) comply with Federal, State and city reporting requirement and produce reports.

12. DESCRIPTION OF JOB (Check if description applies to **Official Title** ☒ or **Underfill Title** ☐):

A. ESSENTIAL FUNCTIONS/Duties and Responsibilities: (Refer to the "Guidelines for Preparing Job Descriptions" for instructions on determining Essential Functions.)

% of Time	ESSENTIAL FUNCTION
70%	- Assist in Grant Development, Grant Compliance and Grant Reporting - Coordinates or assist in coordinating the development and completion of required grant applications and required grant annual reports. - Prepares (or assist in preparing) various programmatic reports that provides the Director and funding sources with detail analysis of grant programs and community effectiveness. - Properly and competently supervise the program monitoring staff in the proper and competent management, monitoring and evaluating of various funded programs, including providing technical assistance to funded organizations, follow up and resolution of issues. - Coordinates public announcement and public hearings involving the review of all proposed grant programs. - Assist City Departments to identify grant opportunities and apply for grants and ensure compliance with grant requirements. - Oversees the use of the eCivis grants locator system for coordinating grant-based initiatives with non-profits organizations and other units of government. - Performs other duties as assigned by the Director of Community Development Grants Administration.

B. PERIPHERAL DUTIES:

The above statements are intended to summarize the nature and level of work and typical responsibilities and duties being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities, duties, and tasks required of the position.

% of Time	PERIPHERAL DUTY
15	The Grant Compliance position along with the Associate Director's position coordinates the proper and competent management of the day-to-day activities of the office, including proper maintenance and preserving programs records.
15	The Grant Compliance position regularly and continuously measure and evaluates specific particular operational activities against broad policy positions of the Mayor and Common Council and other policy making bodies. This requires a knowledge and understanding of these policies and the ability to extract, translate and develop, from these broad general policies, specific guidelines for the analysis of the specific particular programs. This is a critical and integral part of all the duties and analytic responsibilities of this position.

C. NAME AND TITLE OF IMMEDIATE SUPERVISOR:

Steve Mahan, Director

D. SUPERVISION RECEIVED: (Describe the extent to which work assignments and methods are outlined, reviewed, and approved by this position's supervisor.)

The Director establishes and review general policies which are to be followed, and ensure that all required deadlines are met.

E. SUPERVISION EXERCISED:

Total number of employees for whom responsible, either directly or indirectly = 0.

Direct Supervision: List the number and titles of personnel directly supervised. Specify the kind and extent of supervision exercised by indicating one or more of the following:

of supervision exercised by indicating one or more of the following:			
a.	Assign duties	e.	Sign or approve work
b.	Outline methods	f.	Make hiring recommendations
c.	Direct work in progress	g.	Prepare performance appraisals
d.	Check or inspect completed work	h.	Take disciplinary action or effectively recommend such
Number Supervised	Job Title	Extent of Supervision Exercised (Select those that apply from list above, a - h)	

F. MINIMUM QUALIFICATIONS REQUIRED: (Indicate the MINIMUM qualifications required to enter the job.)

i. **Education and Experience:**

Graduation from an accredited college or university with an emphasis in Business Administration or related field; Two years of experience in related grant activities. Valid driver's license and availability of properly insured personal vehicle for use on the job at time of appointment and throughout employment.

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- ii. Knowledge, Skills and Abilities:
A broad knowledge of grant funding and reporting. The individual should be enthusiastic, energetic and resourceful. Demonstrates leadership and decision making skills.
- iii. Certifications, Licenses, Registrations:
- iv. Other Requirements:
Proficiency in various software programs and ability to stay current with evolving technology changes necessary to perform web-based duties.

13. PHYSICAL AND ENVIRONMENTAL DEMANDS: TOOLS AND EQUIPMENT USED

The Americans with Disabilities Act of 1993 requires job descriptions to provide detailed information regarding the physical demands required to perform the essential functions of a job; the conditions under which the job is performed; and the tools and equipment the employee will be required to use on the job. Reasonable accommodations may be made to enable qualified individuals to perform the essential duties and responsibilities of the job for each of the categories listed below.

G. **PHYSICAL ACTIVITY OF THE POSITION:** (List the physical activities that are representative of those that must be met to successfully perform the essential functions of the job).

CHECK ALL THAT APPLY:

☐	Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles, and the like; using feet and legs and/or hands and arms. Body agility is emphasized. Check only if the amount and kind of climbing required exceeds that required for ordinary locomotion.
☐	Balancing: Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. Check only if the amount and kind of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.
☐	Stooping: Bending body downward and forward by bending spine at the waist. Check only if it occurs to a considerable degree and requires full use of the lower extremities and back muscles.
☐	Kneeling: Bending legs at knee to come to a rest on knee or knees.
☐	Crouching: Bending the body downward and forward by bending leg and spine.
☐	Crawling: Moving about on hands and knees or hands and feet.
☐	Reaching: Extending Hand(s) and arm(s) in any direction.
☐	Standing: Particularly for sustained periods of time.
☐	Walking: Moving about on foot to accomplish tasks, particularly for long distances.
☐	Pushing: Using upper extremities to exert force in order to draw, press against something with steady force in order to thrust forward, downward or outward.
☐	Pulling: Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
☐	Lifting: Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. Check only if it occurs to a considerable degree and requires substantial use of the upper extremities and back muscles.
☐	Fingering: Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm, as in handling.
☐	Grasping: Applying pressure to an object with fingers and palm.
☐	Feeling: Perceiving attributes of objects such as size, shape, temperature or texture by touching with the skin, particularly that of the fingertips.
☒	Talking: Expressing or exchanging ideas by means of the spoken word. Those activities which demand detailed or important instructions spoken to other workers accurately, loudly or quickly.
☐	Hearing: Perceiving the nature of sounds with no less than a 40 db loss. Ability to receive oral communication and make fine discriminations in sound.
☐	Repetitive Motions: Substantial movements (motions) of the wrist, hands, and/or fingers.
☒	Driving: Minimum standards required by State Law (including license).

H. **PHYSICAL REQUIREMENTS OF THE POSITION:** (List the physical requirements that are essential functions of the job.)

CHECK ONE:

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☐	Sedentary Work: Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
☐	Light Work: Exerting up to 10 pounds of force occasionally and/or negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated for Light Work.
☐	Medium Work: Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
☐	Heavy Work: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
☐	Very Heavy Work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

I. VISUAL ACUITY REQUIREMENTS: (List the visual acuity requirements that are essential functions of the job.)

CHECK ONE:

☒	Operators (Electronic Equipment), Inspection, Close Assembly, Clerical, Administrative: This is a minimum standard for use with those whose job requires work done at close visual range (i.e. preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small parts, operation of machines, using measurement devices, assembly or fabrication of parts).
☐	Machine Operators, Mechanics, Skilled Tradespeople: This is a minimum standard for use with those whose work deals with machines where the seeing job is at or within arm's reach. This also includes mechanics and skilled tradespeople and those who do work of a non-repetitive nature such as carpenters, technicians, service people, plumbers, painters, mechanics, etc. (If the machine operator also inspects, check the "Operators" box.)
☐	Mobile Equipment Operators: This is a minimum standard for use with those who operate cars, trucks, forklifts, cranes, and high lift equipment.
☐	Other: This is a minimum standard based on the criteria of accuracy and neatness of work for janitors, sweepers, etc.

J. THE CONDITIONS THE WORKER WILL BE SUBJECT TO IN THIS POSITION:

List the environmental/working conditions to which the employee may be exposed while performing the essential functions of the job. Include scheduling considerations such as on-call for emergencies, rotating shift, etc. **Approximate Percentage of time performing field work:** _____%

CHECK ALL THAT APPLY:

☒	None: The worker is not substantially exposed to adverse environmental conditions (<i>such as typical office or administrative work</i>).
☐	The worker is subject to inside environmental conditions: Protection from weather conditions but not necessarily from temperature changes (<i>i.e. warehouses, covered loading docks, garages, etc.</i>)
☐	The worker is subject to outside environmental conditions: No effective protection from weather.
☐	The worker is subject to extreme cold: Temperatures below 32 degrees for period of more than one hour.
☐	The worker is subject to extreme heat: Temperatures above 100 degrees for periods of more than one hour.
☐	The worker is subject to noise: There is sufficient noise to cause the worker to shout in order to be heard above the surrounding noise level.
☐	The worker is subject to vibration: Exposure to oscillating movements of the extremities or whole body.
☐	The worker is subject to hazards: Includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places or exposure to chemicals.
☐	The worker is subject to atmospheric conditions: One or more of the following conditions that affect the respiratory system or the skin: Fumes, odors, dust, mists, gases or poor ventilation.
☐	The worker is subject to oil: There is air and/or skin exposure to oils and other cutting fluids.
☐	The worker is required to wear a respirator.

K. MACHINE, TOOLS, EQUIPMENT, ELECTRONIC DEVICES, SOFTWARE, ETC. USED BY POSITION:

List equipment needed to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.)

CHECK ALL THAT APPLY:

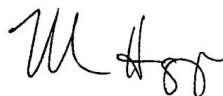
☐	Camera and photographic equipment	☒	Office Equipment (desk, chair, telephone, etc.)
☐	Cleaning supplies	☒	Office supplies (pens, staplers, pencils, etc.)
☐	Commercial vehicle	☐	Packing materials (boxes, shrink wrap, etc.)

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☐ Data processing equipment	☒ PC equipment (monitor, keyboard, printer, etc.)
☐ Handcart	☒ PC software
☐ Hand tools (please list):	
☒ Office Machines (check all that apply): ☒ Copier ☒ Facsimile ☒ Calculator ☐ Cash register	
☐ Other (please list):	

L. SUPPLEMENTARY INFORMATION: (Indicate any other information which further explains the importance, difficulty, or uniqueness of the position, such as its scope of responsibility related to finances, equipment, people, information, etc. Also indicate success factors such a personal characteristics that contribute to an individual's ability to perform well in the job, and any other special considerations.)

M. I believe that the statements made above in describing this job are complete and accurate.



Signature of Department Head or Designated Representative

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