



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

January 8, 2015 (Revised 1/12/15)

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

Dear Committee Members:

Re: Common Council File Number 141482

This communication requests a recruitment footnote for the position of Civil Engineer III (CEIII), PR 2IN (\$66,324-\$81,844). Historically the Department of Public Works has recruited from within the ranks for positions at this level. Civil Engineer's III work throughout the City in the following areas:

Department of Public Works - Infrastructure Services Division:

- Transportation Infrastructure – Estimates, Major Projects, Construction Management, Traffic & Lighting Design, Structural Design
- Environmental Services – Sewer Design, Research Planning & Storm Water Management

Department of Public Works – Water Works:

- Engineering Infrastructure – Engineering Design

Port of Milwaukee:

- Engineering Division – Engineering Design

In an effort to expand the pool of qualified candidates for this position an outside recruitment and examination process was conducted. A total of 10 applications were received and 9 candidates were placed on the eligible list. This position is responsible for providing professional engineering services to the Wisconsin Department of Transportation (WISDOT), in accord with WISDOT's rules and regulations, for major bridge and street designs that are (federal/state) grant funded. The position requires two years of WISDOT project delivery experience and two years of professional municipal engineering experience with roads and bridges.

In conducting the interviews for this position, DPW determined that in order to attract the most highly qualified and experienced candidates greater recruitment flexibility would be needed. The current minimum for this position is \$66,324 and the highest special appointment rate available with approval from the Chair of Finance and the Director of Employee Relations is \$71,773. DER recommends additional recruitment flexibility, contingent upon agreement of both the Employee Relations Director and the Chair of Finance and Personnel, at a rate up to \$74,620 annual (\$2,870 biweekly). This recommendation is a rate



approximately 1% lower than the minimum recruitment rate of a Civil Engineer IV, PR 2KX (\$75,408-\$93,009.80).

Changes to the Salary Ordinance to provide this recommended recruitment flexibility are as follows:

In the Salary Ordinance, under Pay Range 2IN, Civil Engineer III, delete footnote designation "2" and add footnote designation "3" with footnote to read as follows:

- "(3) Recruitment is at \$2,550.94 (\$66,324.44) and may be up to \$2,870.00 biweekly (\$74,620.00 annual) with the approval of DER and the Chair of the Committee on Finance and Personnel."

Sincerely,



Maria Monteagudo
Employee Relations Director