



Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Molly King**  
Employee Benefits Director

**Nicole Fleck**  
Labor Negotiator

May 2, 2025

To the Honorable  
Finance and Personnel Committee  
Milwaukee Common Council

*Common Council File No 250082 - Communication from the Department of Employee Relations amending the Salary and/or Positions Ordinances relating to managerial titles under the Building Construction Inspection Division in the Department of Neighborhood Services.*

Dear Council Members:

This communication recommends a revision to the minimum rate for the title of Building Construction Inspection Division Manager in Pay Range 1QX. The recommendation is to reduce the current minimum rate for Building Construction Inspection Division Manager from \$168,669 to \$150,329 annually.

The DNS has indicated that they do not intend to hire for the title of Building Construction Inspection Operations Manager in Pay Range 10X. As a result, this minimum rate recommendation of \$150,329 is to ensure that pay compression does not occur between the Building Construction Inspection Division Manager and the Electrical Inspection Supervisor in Pay Range 1NX, which is a direct report.

**Action Required – Effective Pay Period 12, 2025 (May 25, 2025)**

In the Salary Ordinance:

Under Pay Range 10X:

- Delete the title 'Building Construction Inspection Operations Manager'.

Under Pay Range 1QX:

- Edit footnote (1) to read:

(1) Recruitment is at:

Biweekly	5,781.88
Annual	150,328.88

Respectfully submitted,

Harper Donahue, IV  
Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

<b>A</b>	<b>Date</b>	<u>5/7/2025</u>	<b>File Number</b>	<u>250082</u>	<input checked="" type="checkbox"/> <b>Original</b>	<input type="checkbox"/> <b>Substitute</b>
	<b>Subject</b>	Communication from the Department of Employee Relations amending the Salary and/or Positions Ordinances relating to managerial titles under the Building Construction Inspection Division in the Department of Neighborhood Services.				

<b>B</b>	<b>Submitted By (Name/Title/Dept./Ext.)</b>	<u>Sarah Wangerin/ Human Resources Representative / Employee Relations</u>
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<b>C</b>	<b>This File</b>	<input checked="" type="checkbox"/> Increases or decreases previously authorized expenditures.
	<input type="checkbox"/> Suspends expenditure authority.	
	<input type="checkbox"/> Increases or decreases city services.	
	<input type="checkbox"/> Authorizes a department to administer a program affecting the city's fiscal liability.	
	<input type="checkbox"/> Increases or decreases revenue.	
	<input type="checkbox"/> Requests an amendment to the salary or positions ordinance.	
	<input type="checkbox"/> Authorizes borrowing and related debt service.	
	<input type="checkbox"/> Authorizes contingent borrowing (authority only).	
<input type="checkbox"/> Authorizes the expenditure of funds not authorized in adopted City Budget.		

<b>D</b>	<b>Charge To</b>	<input checked="" type="checkbox"/> Department Account	<input type="checkbox"/> Contingent Fund
	<input type="checkbox"/> Capital Projects Fund	<input type="checkbox"/> Special Purpose Accounts	
	<input type="checkbox"/> Debt Service	<input type="checkbox"/> Grant & Aid Accounts	
	<input type="checkbox"/> Other (Specify) _____		

<b>E</b>	Purpose	Specify Type/Use	Expenditure	Revenue
	Salaries/Wages		\$0.00	\$0.00
			\$0.00	\$0.00
	Supplies/Materials		\$0.00	\$0.00
			\$0.00	\$0.00
	Equipment		\$0.00	\$0.00
			\$0.00	\$0.00
	Services		\$0.00	\$0.00
			\$0.00	\$0.00
	Other		\$0.00	\$0.00
			\$0.00	\$0.00
	TOTALS		\$ 0.00	\$ 0.00

**F****Assumptions used in arriving at fiscal estimate.**

The total savings for 2025 is (\$12,062). The total savings for a full year is (\$20,908). 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.

☐ 1-3 Years      ☐ 3-5 Years☐ 1-3 Years      ☐ 3-5 Years☐ 1-3 Years      ☐ 3-5 Years**H**

List any costs not included in Sections D and E above.

**I**

Additional information.

**J**

This Note      ☐ Was requested by committee chair.

NEW COSTS FOR 2025												
Pos.	Dept	From	PR	To	PR	CURRENT Annual	NEW Annual	EffPP	Multiplier	Costs	Rollup	Rollup+ Sal
1	DNS	Building Construction Inspection Division Manager	1QX	Building Construction Inspection Division Manager	1QX	\$168,669	\$150,329	12	15	(\$10,581)	(\$1,481)	(\$12,062)
1										-\$10,581	-\$1,481	(\$12,062)

Assume Effective Pay Period 12, 2025 (May 25, 2025) unless otherwise indicated.  
Note: Totals may not be to the exact dollar due to rounding.

NEW COSTS FOR FULL YEAR												
Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Multiplier	Costs	Rollup	Rollup+ Sal
1	DNS	Building Construction Inspection Division Manager	1QX	Building Construction Inspection Division Manager	1QX	\$168,669	\$150,329	1	26	(\$18,340)	(\$2,568)	(\$20,908)
1										-\$18,340	-\$2,568	(\$20,908)

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