



**Milwaukee Police Department**  
Police Administration Building  
749 West State Street  
Milwaukee, Wisconsin 53233  
<http://www.milwaukee.gov/police>

**Jeffrey B. Norman**  
Chief of Police

(414) 933-4444

January 8, 2025

The Board of  
Fire and Police Commissioners  
200 East Wells Street, Room 706  
Milwaukee, WI 53202

RE: Reclassification Request – (Facilities Manager to Facilities Director)

As a result of subsequent market studies provided by the Department of Employee Relations since January 2022, traditional lower level positions are now equal or above this civilian leadership position. I therefore request that the Facilities Manager position (Pay Range 1KX), be retitled to Facilities Director and be compensated appropriately with placement in the same pay range as the Police Records Director position (Pay Range 1PX), based on the level of responsibility and organizational structure.

The Facilities Director is responsible for the repairs, remodeling, and the maintenance of 14 police occupied, or used buildings. Further responsibilities include handling personnel issues, participating in safety and training, overseeing the development of equipment specifications, service contracts, and working with internal and external groups to develop projects. This position is also responsible for submitting budget requests, monitoring productivity regarding reactive, predictive, and preventative building maintenance.

The uniqueness and complexities of the Milwaukee Police Department coupled with the quasi-military structure of the organization, chain of command; specialized units/divisions within the organization and the number of employees both sworn and civilian requires a specific set of skills, fortitude, and tenacity along with subject matter experience to be successful within the organization.

I respectfully request that this matter be referred to the Department of Employee Relations (DER) for classification. Department representatives are prepared to assist DER staff with this process.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. B. Norman', written over a large, stylized flourish that extends to the left and right.

JEFFREY B. NORMAN  
CHIEF OF POLICE

JBN:an  
Attachments

# JOB DESCRIPTION

## FOR DER USE ONLY

Vacancy No. _____	
City Service Commission: _____	Finance Committee: _____
Fire & Police Commission: _____	Common Council: _____

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

<b>1. Date Prepared/ Revised:</b> 6/15/10 / 1/7/25		<b>2. Present Incumbent:</b> Mario S. Pipia		<b>Is incumbent underfilling position?</b>	
<b>3. Date Filled:</b> 10/31/21		<b>4. Previous Incumbent:</b> Ryan Hayes		YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If YES, indicate Underfill Title in box 10.	
<b>5. Department:</b> POLICE DEPARTMENT			<b>Bureau:</b> Administration <b>Division:</b> Facilities Services Div		<b>Unit:</b> <b>Section:</b>
<b>6. Work Location:</b> 749 West State Street			<b>Telephone:</b> (414) 935-7494 <b>Email:</b>		<b>Work Schedule:</b> Hours: 8 a.m. to 4 p.m./Days: M-F
<b>7. Represented by a Union?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		<b>Bargaining Unit:</b> Management, General City <b>If in District Council 48, which local?</b>			<b>8. FLSA Status (check one):</b> <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Non-Exempt
<b>10.</b>	<b>Official Title:</b> Facilities Manager			<b>Pay Range</b>	<b>Job Code</b>
	<b>Underfill Title (if applicable):</b>			1KX	5467
	<b>Requested Title (if applicable):</b> Facilities Director			1PX	
<b>Recommended Title (DER Use Only):</b>				Approved by: _____	<b>EEO Code</b> 103
				Date: _____	

### 11. BASIC FUNCTION OF POSITION:

The Facilities Director is responsible for the repairs, remodeling, and the maintenance of 14 police occupied, or used buildings. Further responsibilities include handling personnel issues, participating in safety and training, overseeing the development of equipment specifications, service contracts, and working with internal and external groups to develop projects. Responsible for submitting budget requests, monitoring productivity regarding reactive, predictive, and preventative building maintenance.

### 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
100%	Regular and consistent attendance. Manage Facilities Renovations: Regular and consistent attendance. Supervise and oversee capital projects regarding architectural, environmental and mechanical upgrades. Prepare RFP's to initiate projects involving other city departments, and contractors, i.e., new construction, renovations to existing facilities, and equipment replacements. Establishing service contracts and /or business agreements. Attend all construction and planning meetings.
	Manage and prepare the annual Operating and Capital budgets needed to maintain the Facilities Services Division. Prepare written correspondence to the Commissioner of Public Works expressing the needs of the Chief of Police regarding the administration of capital and operating budgets.
	Manage Facilities: Accountable for maintenance and operations of all Police Department buildings and equipment. Direct and review all schedules for the most efficient 24-hour daily operations.
	Manage Printing and Stores Section: Oversees this section, which includes printing, graphic design studio, and the procurement and distribution of all operating supplies used by the Police Department.
	Other duties and activities as assigned.

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.

**B. PERIPHERAL DUTIES:**

% of Time	PERIPHERAL DUTY
	•
	•
	•
	•
	•
	•
	•
	•
	•
	•
	•

**C. NAME AND TITLE OF IMMEDIATE SUPERVISOR:**

Assistant Chief of Police – Administration Bureau.

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

Minimum supervision consisting mostly of consultation. The incumbent is expected to advise the Assistant Chief, Chief of Staff, or the Chief of Police, regarding all initiated projects within the Milwaukee Police Department. The incumbent is expected to complete and fully implement all directives and report back through the appropriate chain of command. Because of the specific expertise required, this position requires the ability to think independently within a police environment, and work with minimal supervision.

**E. SUPERVISION EXERCISED:**

Total number of employees for whom responsible, either directly or indirectly = 8.

**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:

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 <i>(Select those that apply from list above, a - h)</i>
1	Police Facilities Assistant Manager	a,b,c,d,e,f,g
1	Fleet Repair Manager	a,b,c,d,e,f,g
4	Fleet Repair Supervisor	a,b,c,d,e,f,g
1	Office Assistant II	a,b,c,d,e,f,g
1	Office Assistant III	a,b,c,d,e,f,g

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

i. Education and Experience:

Bachelor's degree in Engineering or closely related field with an emphasis in mechanical disciplines, or other equivalent work experience, i.e. Minimum of 10 years experience in the fields of heating and air conditioning, refrigeration, and building controls.

*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.*

- ii. Knowledge, Skills and Abilities:  
Knowledge of building construction including the ability to prepare, interpret, and work from plans, drawings, and specifications. Knowledge of large office buildings and mechanical equipment. Knowledge of housekeeping and / or custodial procedures in large office settings. A good understanding of human resources, and labor negotiations. A complete understanding of electrical, plumbing, steam, and mechanical equipment.
- iii. Certifications, Licenses, Registrations:  
Certified in lead or asbestos abatement, Certified in refrigeration, Certified in refrigeration recovery, Valid Wisconsin drivers license.
- iv. Other Requirements:

**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:**

<input type="checkbox"/>	<b>Climbing:</b> 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.
<input type="checkbox"/>	<b>Balancing:</b> 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.
<input type="checkbox"/>	<b>Stooping:</b> 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.
<input checked="" type="checkbox"/>	<b>Kneeling:</b> Bending legs at knee to come to a rest on knee or knees.
<input type="checkbox"/>	<b>Crouching:</b> Bending the body downward and forward by bending leg and spine.
<input type="checkbox"/>	<b>Crawling:</b> Moving about on hands and knees or hands and feet.
<input checked="" type="checkbox"/>	<b>Reaching:</b> Extending Hand(s) and arm(s) in any direction.
<input type="checkbox"/>	<b>Standing:</b> Particularly for sustained periods of time.
<input type="checkbox"/>	<b>Walking:</b> Moving about on foot to accomplish tasks, particularly for long distances.
<input checked="" type="checkbox"/>	<b>Pushing:</b> Using upper extremities to exert force in order to draw, press against something with steady force in order to thrust forward, downward or outward.
<input type="checkbox"/>	<b>Pulling:</b> Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
<input type="checkbox"/>	<b>Lifting:</b> 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.
<input type="checkbox"/>	<b>Fingering:</b> Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm, as in handling.
<input type="checkbox"/>	<b>Grasping:</b> Applying pressure to an object with fingers and palm.
<input type="checkbox"/>	<b>Feeling:</b> Perceiving attributes of objects such as size, shape, temperature or texture by touching with the skin, particularly that of the fingertips.
<input type="checkbox"/>	<b>Talking:</b> 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.
<input type="checkbox"/>	<b>Hearing:</b> Perceiving the nature of sounds with no less than a 40 db loss. Ability to receive oral communication and make fine discriminations in sound.
<input type="checkbox"/>	<b>Repetitive Motions:</b> Substantial movements (motions) of the wrist, hands, and/or fingers.
<input checked="" type="checkbox"/>	<b>Driving:</b> Minimum standards required by State Law (including license).

*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.*

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

**CHECK ONE:**

<input checked="" type="checkbox"/>	<b>Sedentary Work:</b> 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.
<input type="checkbox"/>	<b>Light Work:</b> 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.
<input type="checkbox"/>	<b>Medium Work:</b> 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.
<input type="checkbox"/>	<b>Heavy Work:</b> 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.
<input type="checkbox"/>	<b>Very Heavy Work:</b> 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:**

<input type="checkbox"/>	<b>Operators (Electronic Equipment), Inspection, Close Assembly, Clerical, Administrative:</b> 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).
<input type="checkbox"/>	<b>Machine Operators, Mechanics, Skilled Tradespeople:</b> 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.)
<input type="checkbox"/>	<b>Mobile Equipment Operators:</b> This is a minimum standard for use with those who operate cars, trucks, forklifts, cranes, and high lift equipment.
<input type="checkbox"/>	<b>Other:</b> 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: 10%**

**CHECK ALL THAT APPLY:**

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

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.

**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:**

<input type="checkbox"/> Camera and photographic equipment	<input checked="" type="checkbox"/> Office Equipment (desk, chair, telephone, etc.)
<input type="checkbox"/> Cleaning supplies	<input checked="" type="checkbox"/> Office supplies (pens, staplers, pencils, etc.)
<input checked="" type="checkbox"/> Commercial vehicle	<input type="checkbox"/> Packing materials (boxes, shrink wrap, etc.)
<input checked="" type="checkbox"/> Data processing equipment	<input checked="" type="checkbox"/> PC equipment (monitor, keyboard, printer, etc.)
<input type="checkbox"/> Handcart	<input type="checkbox"/> PC software
<input type="checkbox"/> Hand tools <i>(please list):</i>	
<input type="checkbox"/> Office Machines <i>(check all that apply):</i> <input checked="" type="checkbox"/> Copier <input checked="" type="checkbox"/> Facsimile <input checked="" type="checkbox"/> Calculator <input type="checkbox"/> Cash register	
<input type="checkbox"/> Other <i>(please list):</i>	

**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.)

The Facilities Services Division is responsible for the administration of a annual \$2.5 million dollar operating budget, and a multimillion dollar capital equipment and improvement budget. The Police Facilities OManager is responsible for the maintenance of 13 buildings and properties, a total of 877,170 square feet. The division is comprised of all civilians, belonging to two different unions and 11 different job titles. The uniqueness is that this is a 24-7 operation dealing with law enforcement personnel issues, prisoners, communicable deseases, security, confidentiality, mobility, and multiple remote facilities. There is a factor of built in redundancy designed to keep all police facilities operational. The Facilities Services Division has provided a plan, that will be carried out in the event of any major catastrophe, and will assure a Continence of Operations. The manager must have good organizational skills, and the ability to carry out the directives of this department in order to be successful.

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

---

*Signature of Department Head or Designated Representative*

*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.*

**City of Milwaukee – Department of Employee Relations  
JOB CLASSIFICATION REQUEST FORM**

Please fill out all form fields when applicable with a completed job description that is signed and dated (include a job analysis questionnaire, if applicable) and email to [sasinsk@milwaukee.gov](mailto:sasinsk@milwaukee.gov).

Department	Police
Department Head	Chief of Police Jeffrey B. Norman

**Job Study Contact Information:**

HR Contact	Pamela K. Roberts
Phone Number	414-935-7191
Email Address	<a href="mailto:prober@milwaukee.gov">prober@milwaukee.gov</a>
Supv/Mgr of Incumbent	Craig D. Sarnow
Phone Number	414-935-7802
Email Address	<a href="mailto:csarno@milwaukee.gov">csarno@milwaukee.gov</a>

**Request Type (Check All That Apply):**

<input type="checkbox"/>	Classification	To classify a new position authority as a result of the budget or grant funding
<input checked="" type="checkbox"/>	Reclassification	To modify a current position's title and pay
<input type="checkbox"/>	Repurpose	To use a vacant position's funding to a create a new position
<input type="checkbox"/>	Title Change	To modify a position's title only
<input type="checkbox"/>	Reallocation	To modify a position's pay range only
<input type="checkbox"/>	Market Study	To study the market rate of pay of a position
<input type="checkbox"/>	Designation	For example – bilingual, recruitment flexibility, task rate

**Title/Position Information As It Is Listed In the Salary/Positions Ordinance:**

Current Title	Facilities Manager
Current Pay Range	1KX (\$91,006.41 - \$127,412.74); Recruitment at \$116,493.00
Proposed Title	Facilities Director
Proposed Pay Range	1PX (\$125,200.92 - \$175,274.84)
Division	Facilities Services Division
Section	-
Number of Positions	1
Incumbent(s)	1

**Changes to duties and responsibilities:**

No change in duties and responsibilities. However, this request is a result of subsequent city-wide market studies changing several positions' classifications that led to traditional lower level positions being equal or above this civilian leadership position.

Changes in the level of work as defined by knowledge, skill, mental or physical effort requirements, responsibility level, or working conditions:

None; however, it should be noted that the uniqueness and complexities of the Milwaukee Police Department coupled with the quasi-military structure of the organization, chain of command; specialized units/divisions with the organization and the number of employees both sworn and civilian requires a specific set of skills, fortitude, and tenacity along with subject matter experience to be successful within the organization. This position should be compensated appropriately based on the level of responsibility and organizational structure.

Program, policy, or organizational changes that have impacted the position and its responsibility level:

Subsequent city-wide market studies have changed several positions' classifications that has affected the Milwaukee Police Department. As a result, traditional lower level positions within the department are now equal or above this civilian leadership position.

Documented recruitment or retention difficulties:

Position is currently filled. No recruitment or retention difficulties.

Titles of other positions within the city that may be comparable to the position(s) to be studied:

Administrative Services Director, Chief Assessor, Chief Court Administrator, Deputy City Treasurer, Deputy Commissioner of Clinical Services, Deputy Commissioner of Community Health, Deputy Commissioner of Environmental Health, Deputy Commissioner of Policy, Innovation and Equity, Deputy Comptroller, Emergency Communications Deputy Director, Employee Benefits Director, ERS Applications Development Manager, Executive Director – Deferred Compensation Board, ITMD Policy and Administration Manager, Labor Negotiator, Police information Systems Director, Police Records Director

The impact of this change on other positions in the department:

Approval of this reclassification request will help alleviate pay compression and equity issues related to this position.



Any other relevant information:

None

Prepared by:

\_\_\_\_\_

Approved by:

\_\_\_\_\_

<u>Name</u>	<u>Title</u>	<u>Previous Salary Range</u>	<u>New Salary Range</u>
Larson	Police Info Systems Dir	1MX(\$101,356-\$141,906) Recruit at \$113,521	1PX(\$125,200-\$175,274) Recruit at \$130,969
Engan	Police Budget & Admin Mgr	1HX (\$72,244-\$101,137)	1JX(\$85,365-\$119,520) Recruit at \$104,997
Roberts	Human Resources Admin	1HX (\$72,244-\$101,137)	1JX(\$80,098-\$112,136) Recruit at \$98,271
Pipia	Facilities Manger	1HX (\$72,244-\$101,137)	1KX(\$91,006-\$127,412) Recruit at \$116,493
Orlovsky	Police Forensic Serv. Mgr	New Position	1X(\$80,098-\$112,136) Recruit at \$89,488
Patterson	Comm. Rel., Eng & Recr Dir	2IX(\$66,154-\$92,612) Recruit at \$72,768	1JX(\$85,365-\$119,520) Recruit at \$109,221
Menzel	Property Control Manager	1FX(\$56,154-\$92,612) Recruit at \$84,209	1JX(\$85,365-\$119,520) Recruit at \$104,997
Patterson	MPD Safety Div Manager	1EX(\$59,632-\$83,481)	1IX(\$80,098-\$112,136)
Timmons	Police Records Manager	1EX(\$59,632-\$83,481)	1HX(\$75,162-\$105,223) Recruit at \$87,973
Schemehorn	Facilities Asst Manager	1EX(\$59,632-\$83,481)	1JX(\$85,365-\$119,520) Recruit at \$104,997
Marco	Fleet Repair Mgr	1DX(\$57,081-\$79,909)	1IX(\$80,098-\$112,136) Recruit at \$98,271
Przyczkowski	Fleet Repair Supervisor	1BX(\$50,636-\$70,347)	1GX(\$70,501-\$98,703) Recruit at \$79,362
Various	Building Maint Supv	1BX(\$50,636-\$70,347)	1IX(\$80,098-\$112,136) Recruit at \$98,271
Nwandu	Human Resources Supv	1EX(\$59,631-\$83,481) Recruit at \$77,182	1HX(\$75,162-\$105,223) Recruit at \$82,677
Santiago	Payroll Supervisor	1DX(\$57,081-\$79,909)	1GX(\$70,501-\$98,703) Recruit at \$77,550
NEW	HR Representative	2HX(\$55,962-\$78,342) Recruit at \$72,383	Reclassified & Mkt Study
VACANT	Health & Safety Officer	1CX(\$52,498-\$73,504)	Reclassified & Mkt Study
Dorsey	Media Producer	2EN(\$48,079-\$67,309)	Reclassified & Mkt Study
VACANT	Police Records Director	1MX(\$97,420-\$136,395)	1PX(\$125,200-\$175,274)

The recruitment rate was changed after Ms. Patterson rec'd it.

9