



**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

**Department of Employee Relations**

REVISED 1/10/2024 PER F&P ACTION

**Job Evaluation Report**

City Service Commission Meeting: January 9, 2024

Fire and Police Commission Meeting: January 5, 2024

**City Leadership Positions**

Current	Recommended
Employes' Retirement System Executive Director PR 1WX: \$184,565 - \$258,381 (One Position)	Employes' Retirement System Executive Director PR 1WX: \$184,565 - \$258,381 (One Position)
Chief of Police PR 4SX: \$115,161 - \$161,221 (One Position)	Chief of Police PR 4ZX: \$174,117 - \$243,756 Minimum Recruitment Rate: \$191,527 (One Position)
Fire Chief PR 4SX: \$115,161 - \$161,221 (One Position)	Fire Chief PR 4ZX: \$174,117 - \$243,756 Minimum Recruitment Rate: \$191,527 (One Position)
Commissioner-Public Works PR 1PX: \$122,746 - \$171,838 (One Position)	Commissioner-Public Works PR 1UX: \$164,261 - \$229,958 Minimum Recruitment Rate: \$200,088 (One Position)
Commissioner-Building Inspection PR 1OX: \$115,161 - \$161,221 (One Position)	Commissioner-Building Inspection PR 1UX: \$164,261 - \$229,958 Minimum Recruitment Rate: \$200,088 (One Position)
Commissioner-City Development PR 1OX: \$115,161 - \$161,221 (One Position)	Commissioner-City Development PR 1UX: \$164,261 - \$229,958 Minimum Recruitment Rate: \$200,088 (One Position)
Commissioner-Health PR 1PX: \$122,746 - \$171,838 (One Position)	Commissioner-Health PR 1UX: \$164,261 - \$229,958 Minimum Recruitment Rate: \$180,686 (One Position)
Administration Director PR 1OX: \$115,161 - \$161,221 FN: Preston Cole to be paid at \$97,088 (One Position)	Administration Director PR 1UX: \$164,261 - \$229,958 Minimum Recruitment Rate: \$180,686 (One Position)

Assistant Chief of Police PR 4RX: \$101,356 - \$141,906 (Three Positions)	Assistant Chief of Police PR 4XX: \$154,964 - \$216,942 Minimum Recruitment Rate: \$172,067 (Three Positions)
Assistant Fire Chief PR 4RX: \$101,356 - \$141,906 (Three Positions)	Assistant Fire Chief PR 4XX: \$154,964 - \$216,942 Minimum Recruitment Rate: \$172,067 (Three Positions)
City Engineer PR 10X: \$115,161 - \$161,221 (One Position)	City Engineer PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$181,898 (One Position)
Operations Division Director PR 10X: \$115,161 - \$161,221 (One Position)	Operations Division Director PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$181,898 (One Position)
Water Works Superintendent PR 10X: \$115,161 - \$161,221 (One Position)	Water Works Superintendent PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$181,898 (One Position)
Employees' Retirement System - Deputy Director PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$153,530 (Two Positions)	Employees' Retirement System - Deputy Director PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (Two Positions)
Commissioner of Assessments PR 10X: \$115,161 - \$161,221 (One Position)	Commissioner of Assessments PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Deputy City Attorney PR 10X: \$115,161 - \$161,221 Minimum Recruitment Rate: \$134,692 (Four Positions)	Deputy City Attorney PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (Four Positions)
Employee Relations Director PR 10X: \$115,161 - \$161,221 (One Position)	Employee Relations Director PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Budget and Management Director PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,841 (One Position)	Budget and Management Director PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Chief Information Officer PR 1NX: \$108,037 - \$151,255 (One Position)	Chief Information Officer PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Legislative Liaison Director PR 1NX: \$108,037 - \$151,255 (One Position)	Legislative Liaison Director PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)

Milwaukee Public Library Director PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,529 (One Position)	Milwaukee Public Library Director PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Chief of Staff PR 1MX: \$101,356 - \$141,906 (One Position)	Chief of Staff PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131 (Two Positions)	Neighborhood Services Operations Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$181,898 (Two Positions)
Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)	Deputy Commissioner-City Development PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)
Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)	Emergency Communications Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$151,708 (One Position)
Fire and Police Commission Executive Director PR 1NX: \$108,037 - \$151,255 (One Position)	Fire and Police Commission Executive Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)
Municipal Port Director PR 1NX: \$108,037 - \$151,255 (One Position)	Municipal Port Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)
Chief of Staff Police PR 1JX: \$83,692 - \$117,177 (One Position)	Chief of Staff Police PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$151,708 (One Position)
Infrastructure Administration Manager PR 1MX: \$101,356 - \$141,906 (One Position)	Infrastructure Administration Manager PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$152,012 (One Position)
Water Works Administration Manager PR 1MX: \$101,356 - \$141,906 (One Position)	Water Works Administration Manager PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$152,012 (One Position)
Deputy Library Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$103,800 (One Position)	Deputy Library Director PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$143,120 (One Position)
Administration Deputy Director PR 1OX: \$115,161 - \$161,221 (One Position)	Administration Deputy Director PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$143,120 (One Position)

Block Grant Director PR 1LX: \$95,097 - \$133,131 (One Position)	Block Grant Director PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$143,120 (One Position)
City Purchasing Director PR 1LX: \$95,097 - \$133,131 (One Position)	City Purchasing Director PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$143,120 (One Position)
Special Deputy City Attorney PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$122,447 (One Position)	Special Deputy City Attorney PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$143,120 (One Position)
Emergency Communications Deputy Director PR 1MX: \$101,356 - \$141,906 Minimum Recruitment Rate: \$125,629 (One Position)	Emergency Communications Deputy Director PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Executive Director - Deferred Compensation Board PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$139,573 (One Position)	Executive Director - Deferred Compensation Board PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$139,573 (One Position)
Administrative Services Director PR 1MX: \$101,356 - \$141,906 (One Position)	Administrative Services Director PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Chief Assessor PR 1LX: \$95,097 - \$133,131 (One Position)	Chief Assessor PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Chief Court Administrator: PR 1KX: \$89,222 - \$124,914 (One Position)	Chief Court Administrator PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Deputy City Treasurer PR 1LX: \$95,097 - \$133,131 (One Position)	Deputy City Treasurer PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Deputy Commissioner of Community Health PR 1MX: \$101,356 - \$141,906 Minimum Recruitment Rate: \$113,641 (One Position)	Deputy Commissioner of Community Health PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Deputy Commissioner of Environmental Health PR 1MX: \$101,356 - \$141,906 Minimum Recruitment Rate: \$113,641 (One Position)	Deputy Commissioner of Environmental Health PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Deputy Commissioner of Medical Services PR 1OX: \$115,161 - \$161,221 (One Position)	Deputy Commissioner of Clinical Services PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)

Deputy Commissioner of Policy, Innovation and Engagement PR 1MX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$113,641 (One Position)	Deputy Commissioner of Policy, Innovation and Engagement PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Deputy Comptroller PR 1LX: \$95,097 - \$133,131 (One Position)	Deputy Comptroller PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Employee Benefits Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$122,537 (One Position)	Employee Benefits Director PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
ITMD Policy and Administration Manager PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$128,401 (One Position)	ITMD Policy and Administration Manager PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Labor Negotiator PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$122,537 (One Position)	Labor Negotiator PR 1PX: \$122,746 - \$171,838 Minimum Recruitment Rate: \$135,019 (One Position)
Associate Director PR 1IX: \$78,528 - \$109,938 Minimum Recruitment Rate: \$96,345 (One Position)	Associate Director PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$128,401 (One Position)
Budget and Fiscal Policy Operations Manager PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$122,537 (One Position)	Budget and Fiscal Policy Operations Manager PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$128,401 (One Position)
Fire and Police Commission Deputy Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$122,537 (One Position)	Fire and Police Commission Deputy Director PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$122,537 (One Position)
City Clerk PR 1MX: \$101,356 - \$141,906 Minimum Recruitment Rate: \$113,521 (One Position)	City Clerk PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,841 (One Position)
Deputy Court Administrator PR 1IX: \$78,528 - \$109,938 (One Position)	Deputy Court Administrator PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,841 (One Position)
Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$104,605 (One Position)	Election Commission-Executive Director PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,841 (One Position)
Environmental Sustainability Director PR 1IX: \$78,528 - \$109,938 (One Position)	Environmental Sustainability Director PR 1MX: \$101,357 - \$141,906 Minimum Recruitment Rate: \$111,494 (One Position)

Innovation Director PR 1MX: \$101,357 - \$141,906 (One Position)	Innovation Director PR 1MX: \$101,357 - \$141,906 Minimum Recruitment Rate: \$111,494 (One Position)
Deputy City Clerk PR 1JX: \$83,692 - \$117,177 (One Position)	Deputy City Clerk PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$104,605 (One Position)
Election Commission-Deputy Director PR 1IX: \$78,528 - \$109,938 Minimum Recruit Rate: \$86,815 (One Position)	Election Commission-Deputy Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$104,605 (One Position)
Emergency Management Director PR 2NX: \$83,692 - \$117,177 (One Position)	Emergency Management Director PR 2OX: \$89,222 - \$124,914 Minimum Recruitment Rate: \$98,145 (One Position)
Chief Equity Officer PR 1IX: \$78,528 - \$109,938 Minimum Recruitment Rate: \$95,163 (One Position)	Chief Equity Officer PR 1JX: \$83,692 - \$117,177 Minimum Recruitment Rate: \$95,163 (One Position)
Violence Reduction and Prevention Program Director PR 1IX: \$78,528 - \$109,938 Minimum Recruitment Rate: \$95,163 (One Position)	Community Wellness and Safety Director PR 1JX: \$83,692 - \$117,177 Minimum Recruitment Rate: \$95,163 (One Position)
Director of African American Affairs (One New Position)	Director of African American Affairs PR 1JX: \$83,692 - \$117,177 Minimum Recruitment Rate: \$95,163 (One Position)
BOZA Administrative Manager PR 1IX: \$78,528 - \$109,938 Minimum Recruitment Rate: \$93,989 (One Position)	BOZA Administrative Manager PR 1IX: \$78,528 - \$109,938 Minimum Recruitment Rate: \$93,989 (One Position)
Staff Assistant-Common Council President PR 2HX: \$57,081 - \$79,909 (One Position)	Staff Assistant-Common Council President PR 2IX: \$64,857 - \$90,796 Minimum Recruitment Rate: \$66,906 (One Position)

Note: Residents receive a rate that is 3% higher. The rates in this report are as of Pay Period 1, 2024 (December 24, 2023), and will change in Pay Period 2, 2024 (January 7, 2024) due to the 2% across the board increase. Classification recommendations highlighted in grey above have been approved by the Fire & Police Commission.

## Background

Throughout 2021, 2022, 2023, and 2024 Employee Relations produced numerous cost-of-labor and classification job evaluation studies to improve the city's ability to recruit and retain talent across all city departments.

Recommendations have been presented for titles in the following areas:

- Parking Operations and Enforcement
- Accounting/Budget/Finance/Pension Investment
- Human Resources, Safety, and Payroll
- Emergency Communications
- Property Appraisal
- Social Workers and Fatherhood Involvement Specialists
- Health Strategists and Project Coordinators
- Nurses, Doulas, and Disease Intervention Specialists
- Consumer Environmental and Home Environmental Inspectors
- Code Enforcement and Trades Inspectors
- Legal Assistants, Paralegals and Attorneys
- Living Wage recommendations
- Call Center
- Laboratory
- Information Technology
- Election Workers
- Marketing and Communications
- Architects, Engineers, Technicians, and Planners
- Librarians, Library Technicians, and Library Circulation

The most extensive studies to date -- the Labor, Trades, and Inspection job evaluation reports -- were approved by policy makers in July of 2023. These reports addressed the pay for all laboring, trades, inspection and related supervisor positions in the Public Works, Port Milwaukee, Neighborhood Services, Library, Fire, and Police departments. The analysis and recommendation process included a review of a position's responsibilities and requirements; and also compared classifications' pay rates to the cost of labor in southeastern Wisconsin. Another job evaluation report for consideration by policy makers at this Finance and Personnel Committee includes market pay recommendations for information technology positions throughout all City departments. These recommendations are meant to ensure that we pay the industry standard in order to successfully recruit and retain employees.

As a next step, Employee Relations is putting forth this job evaluation study to address the market rates of pay and classification level of leadership positions across city government. These recommendations have been proposed for consideration by the City Service Commission and the Fire and Police Commission for the departments under their purview.

## Analysis Process, Recommendations and Implementation

The job evaluation analysis and recommendation process included a review of a position's duties and responsibilities, impact and accountability, relationship responsibilities, working conditions, as well as minimum education and experience required. This process also compared a classification's pay rate to the cost of labor in southeastern Wisconsin, including a recent 'Executive Wage Study Report from Wisconsin's second largest municipality, Madison. In addition, market data was collected by DER staff and Legislative Reference Bureau staff; sourced from ERI, a salary survey to which Employee Relations subscribes; the Bureau of Labor Statistics, and MRA. The recommendations for leadership positions are presented in the chart at the beginning of this report. As with all job evaluation studies, these recommendations are meant to ensure that we pay the industry standard in order to successfully recruit and retain employees.


This job evaluation report addresses the rates of pay for leadership positions in general city departments; and also for the Police department, Fire department and the Department of Emergency Communications. As these positions have not been fully studied for classification for many years, their duties and responsibilities have evolved over the years. As such, these recommendations will be considered as reallocations into their appropriate pay range due to


the evolved duties. Per the Salary Ordinance, Part II, Section 5: Promotions and Special Pay Practices—the pay for incumbents of these positions shall be at the rate of pay 10% above the rate of pay prior to the promotion, or the new minimum rate for the title, whichever is greatest.

**Action Required - Effective Pay Period 4, 2024 (February 4th, 2024)**

**EFFECTIVE DATE CHANGED PER F&P ACTION – EFFECTIVE PAY PERIOD 10, 2024 (APRIL 28, 2024)**

\* See addendum included in CCFN for Salary and Position Ordinance changes. Note: Rates of pay reflect Salary Ordinance rates effective Pay Period 1, 2024. The addendum reflects rates 2% higher with the Across the Board Increase Effective Pay Period 2, 2024.

Reviewed by:   
Andrea Knickerbocker, Human Resources Manager

Reviewed by:   
Harper Donahue IV, Employee Relations Director