

JOB EVALUATION REPORT

City Service Commission Meeting: March 22, 2016

Health Department

Current	Recommendation
Lead Microbiologist PR 2HN (\$61,356 - \$76,806)	Lead Microbiologist PR 2HN (\$61,356 - \$76,806) FN: Recruitment may be at any rate in the pay range with the approval of DER.
Chemist III Microbiologist III Virologist III PR 2FN (\$54,942 - \$67,616) FN: Recruitment up to \$66,761 with approval of DER	Chemist III Microbiologist III Virologist III PR 2FN (\$54,942 - \$67,616) FN: Recruitment may be at any rate in the pay range with the approval of DER.
Chemist II Microbiologist II Virologist II PR 2DN (\$47,588 - \$59,498) FN: Recruitment may be up to \$57,708 with approval of DER	Chemist II Microbiologist II Virologist II PR 2DN (\$47,588 - \$59,498) FN: Recruitment may be at any rate in the pay range with the approval of DER.
Chemist I Microbiologist I Virologist I PR 2AN (\$35,141 - \$49,193) FN: Recruitment up to \$45,993 with approval of DER (Underfill Titles)	Chemist I Microbiologist I Virologist I PR 2AN (\$35,141 - \$49,193) FN: Recruitment may be at any rate in the pay range with the approval of DER. (Underfill Titles)

DPW-Water Works

Current	Recommendation
Lead Water Chemist PR 2EN (\$54,980 - \$63,426) FN: Recruitment up to \$66,761 with approval of DER.	Lead Water Chemist PR 2EN (\$54,980 - \$63,426) FN: Recruitment may be at any rate in the pay range with the approval of DER.
Water Microbiologist II PR 2DN (\$47,588 - \$59,498)	Water Microbiologist II PR 2DN (\$47,588 - \$59,498) FN: Recruitment may be at any rate in the pay range with the approval of DER.
Water Chemist II PR 2CN (\$47,060 - \$55,825)	Water Chemist II PR 2CN (\$47,060 - \$55,825) FN: Recruitment may be at any rate in the pay range with the approval of DER.
Water Chemist I Water Microbiologist I PR 2AN (\$40,600 - \$49,193) (Underfill Titles)	Water Chemist I Water Microbiologist I PR 2AN (\$40,600 - \$49,193) FN: Recruitment may be at any rate in the pay range with the approval of DER. (Underfill titles)

Actions Required

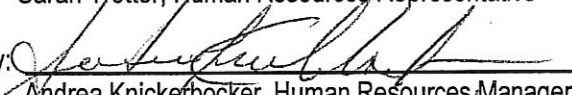
In the Salary Ordinance, under Pay Range 2AN, delete footnotes "1", "2", "4" and replace footnote "1" with the following: "(1) Minimum recruitment is at \$1,561.53 (\$40,599.78) and may be at any rate in the pay range with the approval of DER."; also under the title "Water Chemist I", remove the designations "2", "4" and add designation "1"; under the title "Water Microbiologist" remove designation "2"; under Pay Range 2CN, delete footnotes "5" and "8" and replace "8" with the following: "(8) Minimum recruitment is at \$1,810.00 (\$47,060.00) and may be at any rate in the pay range with the approval of DER."; also under the title "Water Chemist II" remove designation "5"; under Pay Range 2DN, replace footnote "6" with the following: "(6) Minimum recruitment is at \$1,830.32 (\$47,588.32) and may be at any rate in the pay range with the approval of DER."; also under the title "Water Microbiologist II", add designation "6", remove designations "3" and "16" and delete footnote "16" in its entirety.; under Pay Range 2EN, delete footnote "9" and replace with the following: "(9) Minimum recruitment is at \$2,114.60 (\$54,979.60) and may be at any rate in the pay range with the approval of DER."; under Pay Range 2FN, delete footnote "1" and replace with the following: "(1) Minimum recruitment is at \$2,113.16 (\$54,942.16) and may be at any rate in the pay range with the approval of DER."; and under Pay Range 2HN, add designation "14" to the title "Lead Microbiologist" with footnote "14" to read: "(14) Recruitment may be at any rate in the pay range with the approval of DER."

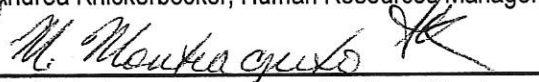
Background and Recommendations

The Department of Employee Relations has received requests to study the market rates of pay for Microbiologists, Chemists and Virologists in the Milwaukee Health Department as well as Microbiologists and Chemists in the DPW-Water Works. The Water Works is also in the process of creating a career ladder paradigm for Microbiologist and Chemists. While these studies have not yet been completed, there are current vacancies in the Water Works and a concern about the ability to attract potential candidates in both departments with current or future vacancies. A number of these positions do have a degree of flexibility in recruitment rates. However to increase the ability of the Health Department and Water Works to attract a higher caliber of candidates for vacancies in these positions, we recommend the ability to recruit at any rate in the pay range with the approval of Employee Relations.

Further recommendations to rates of pay for these positions will be provided in future job evaluation reports for the respective titles as warranted.

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