



Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Department of Employee Relations

JOB EVALUATION REPORT

Revised 1/3/2024

Fire and Police Commission Meeting: January 4th, 2023

This city-wide job study aligns approximately 100 Information Technology titles and related classifications across 17 City departments. These recommendations have been sent in separate reports to the City Service Commission and the Fire and Police Commission as titles are often specific to a department. **Titles highlighted in grey are specific to the Fire and Police Commission report.**

The recommendations reallocate the rates of pay for classifications based upon a comparison to market rates of pay. These reallocations are not reclassifications. Employees in these titles will receive a rate increase only if their current base pay rate falls below the new minimum recruitment rate for their title.

In order to address internal equity issues, this report recommends that departments be allowed to request equity adjustments with the approval of DER. These may be requested when an eligible non-probationary employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience in the same classification or performing similar work within the same department. Further, this report recommends that departments be allowed to request 3% transfer adjustments with the approval of DER. A transfer is defined as the appointment to a position within the same pay range or to a pay range with the same rates of pay.

The 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 requirements.

This process also compared a classification's rate of pay to the cost of labor in Southeastern Wisconsin. Market data was sourced from ERI, a salary survey to which the Department of Employee Relations subscribes, and the CBIZ 2022 Public Pension Compensation Survey results.

This series covers only those positions for which the paramount requirement is knowledge of IT principles, concepts, and methods; e.g., data storage, software applications, networking. Information technology refers to systems and services used in the automated acquisition, storage, manipulation, management, movement, control, display, switching, interchange, transmission, assurance, or reception of information. Information technology includes computers, network components, peripheral equipment, software, firmware, services, and related resources.

Note: rates of pay reflect Salary Ordinance rates effective pay period 1, 2024. The report will go into effect pay period 3, 2024 after the General Wage Increase Effective Pay Period 2, 2024. Rates will be implemented 2% higher.

Background

Information Technology positions cover a wide range of specialized roles and work closely with other occupations that focus on data analysis and its functional applications throughout the City. Generally, these positions can be broken down into a few sub-groups. It should be noted that these sub-groups areas aren't always clear-cut when a position's full range of duties and responsibilities is considered, and many roles in IT may have significant overlap within multiple sub-groups. For example, the programming skills used in software development can be applied to data analysis roles and knowledge of cyber security best practices is a key consideration for IT infrastructure planning.

Job duties, responsibilities, and competencies in IT positions can change very quickly as technology changes. One key factor in classification and reclassification is the 'Increasing Complexity in the World of Work'. Citywide IT staff has

seen the City through major HR, Financial, and pension system updates and changes, Y2K in 1999-2000, and considerable departmental IT consolidation into ITMD in 2013. A number of reclassifications of IT positions over the past several years have been recommended for individuals who regularly apply advanced computer skills as part of their job. These responsibilities were generated by and emerged with the technology required by individual positions, City departments, and Citywide applications. This year IT staff will once again lead the City through a major HR and Financial system change, as well as taking on the additional duties and responsibilities of an additional pension system.

IT Support Series

Citywide, IT Support positions provide advanced IT support of computer help desk operations. Specializes in the support of computer operations and IT Helpdesk functions, including Identifying, troubleshooting and resolving complex computer problems. Prepares new servers, desktop computers and software applications for deployment.

Market Data - IT User Support Analyst

ERI defines an IT User Support Analyst as a position which installs, changes, and repairs minor problems of personal computer hardware and software systems, and gives technical assistance and training to system users. Answers client's inquiries concerning systems operation; diagnoses system hardware, software, and operator problems; and recommends or performs remedial actions to correct problems based on knowledge of system operation. Requires excellent working knowledge of personal computers and peripherals.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
IT User Support Analyst	Milwaukee, Wisconsin	Level 1	\$49,691	\$54,986	\$60,003
IT User Support Analyst	Milwaukee, Wisconsin	Level 2	\$57,242	\$63,277	\$69,041
IT User Support Analyst	Milwaukee, Wisconsin	Level 3	\$67,154	\$74,141	\$80,873

ERI as of August 14th, 2023

Business Systems Series

Citywide, Business Systems positions oversee department network environments, provide application maintenance and support, user support, website administration, perform information systems projects and research, and perform upgrades for the most efficient, real-time data streams for users to meet mission critical goals. Develops an understanding of new technologies as they are introduced into the marketplace and determines how (if at all) those technologies might be applied to improve departmental business processes. Requires superior interpersonal and organizational skills and problem-solving abilities in order to develop and implement effective short- and long-term solutions.

Market Data – Business Systems Specialist

ERI defines a Business Systems Specialist as a position which provides specialized applications and systems expertise and assistance within an organization's Information Technology systems portfolio to improve the business systems processes and support business strategies. Analyzes new and existing technologies; and designs, implements, and supports critical business functions. Aids in process improvement activities and in development of procedures and policies.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Business Systems Specialist	Milwaukee, Wisconsin	Level 1	\$66,167	\$73,041	\$79,664
Business Systems Specialist	Milwaukee, Wisconsin	Level 2	\$74,541	\$82,177	\$89,608
Business Systems Specialist	Milwaukee, Wisconsin	Level 3	\$85,503	\$94,155	\$102,674

ERI as of August 14th, 2023

Functional Applications Series

Citywide, Functional Applications positions coordinate and manage application projects related to departmental application modules and interfaces. Includes performing or directing others to perform: Configuration of the software and maintenance of system tables including tree structure. Data review to ensure data integrity. Performs analysis, design, testing, maintenance and operation of applications.

Market Data - Applications Analyst

ERI defines an Applications Analyst as a position that administers and maintains software infrastructures and applications. Collaborates with Application Developers and Software Engineers in the design and development new applications and improvement of existing applications. Runs application testing on designed programs, and provides accurate, quality analyses of new program applications.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Applications Analyst	Milwaukee, Wisconsin	Level 1	\$67,894	\$74,728	\$81,313
Applications Analyst	Milwaukee, Wisconsin	Level 2	\$78,908	\$86,702	\$94,350
Applications Analyst	Milwaukee, Wisconsin	Level 3	\$92,769	\$101,843	\$110,923

ERI as of August 14th, 2023

Systems Analyst Series

Citywide, Systems Analyst positions are responsible for managing City technology systems by supporting, maintaining, and upgrading technical systems, including servers, desktop and laptop computers, smartphones, and software applications. Defines system and application architecture and provides vision, problem anticipation, and problem-solving ability to the organization. Analyze needs, desires, problems, and application requirements and determine appropriate solution within the application. Work with user in identifying source of problem and determining proper solution. Performs application programming, adhering to industry best practice; Improves code when possible; executes unit and system testing prior to implementation; integrates components with inhouse and third-party systems; troubleshoots and resolves problems that occur.

Market Data - Systems Analyst

ERI defines a Systems Analyst as a position that analyzes and solves computer problems, and assures technology meets the needs of the organization. Implements system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes. Plans and designs new computer systems or devises ways to apply existing systems resources to additional operations. Analyzes user requirements, procedures, and problems to automate processing or to improve existing computer system.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Systems Analyst	Milwaukee, Wisconsin	Level 1	\$78,716	\$86,510	\$94,161
Systems Analyst	Milwaukee, Wisconsin	Level 2	\$91,309	\$100,367	\$109,460
Systems Analyst	Milwaukee, Wisconsin	Level 3	\$107,791	\$118,600	\$129,642

ERI as of August 14th, 2023

Information Security Series

Citywide, Information Security positions analyze security-related vulnerabilities and provide remediation; ensure proper security protocols, systems and procedures are implemented and followed. Protect the network from attack and security vulnerabilities; respond to and resolve problems found via alert and notification systems. Responsible for providing vision and leadership for developing and

supporting information technology security initiatives and for serving as the main contact in the division for IT audit activities. Directs the planning and implementation of IT systems, business operations, and facility defenses against security breaches and vulnerability issues. This position is also responsible for auditing existing systems, while directing the administration of security policies, activities, and standards. Responsible for planning, organizing and leading activities pertaining to the security, operations and maintenance of all structures, building and facilities.

Market Data - Information Security Engineer

ERI defines an Information Security Engineer as a position that plans, develops, and communicates organizational security policies, standards, and best practices to protect sensitive information and safeguard the computer networks, systems, and data. Researches emerging threats and recommends software and hardware solutions and procedures and security enhancements that neutralize those threats. Analyzes and enhances security controls throughout the company, its products, and its data stores.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Information Security Engineer	Milwaukee, Wisconsin	Level 1	\$89,588	\$99,275	\$109,018
Information Security Engineer	Milwaukee, Wisconsin	Level 2	\$106,831	\$118,426	\$130,232
Information Security Engineer	Milwaukee, Wisconsin	Level 3	\$128,322	\$142,285	\$156,604

ERI as of August 14th, 2023

Management Series

Citywide, IT Management positions provide leadership or assistance in the planning, specification, and evaluation of technology-based solutions to meet the needs of the end user or department, ensuring that needs are met and supported by an optimal technology solution. Manages teams, oversees current and future information technology and telecommunications systems, administers contracts, and supplies reports. Researches, analyzes, and makes policy recommendations on information technology initiatives. Identifies major information and technology issues and trends that currently affect or will affect the department, preparing annual operating and capital budget requests, providing support and information to division managers on personnel-related, management, and other administrative issues. Plans and budgets for the modernization and upgrade of current systems in. May serve as liaison with Federal, State, and other municipal public safety agencies regarding technology collaboration and cooperation.

Market Data - Information Technology Manager

ERI defines an Information Technology Manager as a position that designs, develops, implements and manages an organization's information technology infrastructure, including computer application systems, computer and communication systems, network and related systems. Establishes and maintains information technology policies, procedures and standards.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Information Technology Manager	Milwaukee, Wisconsin	Level 1	\$95,898	\$106,501	\$117,091
Information Technology Manager	Milwaukee, Wisconsin	Level 2	\$109,760	\$121,698	\$133,658
Information Technology Manager	Milwaukee, Wisconsin	Level 3	\$129,285	\$143,083	\$156,992

ERI as of August 14th, 2023

Market Data – Business Systems Manager

ERI defines a Business Systems Manager as a position which manages the business systems team. Develops and implements processes that insure reduced production time and improve efficiency. Defines business requirements to set scope and objectives for projects. Assures that projects are completed by the deadline.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Business Systems Manager	Milwaukee, Wisconsin	Level 1	\$104,182	\$116,978	\$130,122
Business Systems Manager	Milwaukee, Wisconsin	Level 2	\$120,859	\$135,415	\$150,429
Business Systems Manager	Milwaukee, Wisconsin	Level 3	\$143,345	\$160,311	\$177,989

ERI as of August 14th, 2023

Market Data – Application Development Manager

ERI defines an Applications Analyst as a position that manages and coordinates the development, creation, installation, and maintenance of computer programs to process data using business and scientific applications. Oversees and reviews work of programming personnel, and gives technical support and guidance. Analyzes workflow and assigns or schedules work to meet priorities and goals.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Application Development Manager	Milwaukee, Wisconsin	Level 1	\$125,134	\$139,336	\$153,894
Application Development Manager	Milwaukee, Wisconsin	Level 2	\$144,697	\$160,887	\$177,749
Application Development Manager	Milwaukee, Wisconsin	Level 3	\$171,526	\$190,580	\$210,627

ERI as of August 14th, 2023

Market Data - Systems Integration Manager

ERI defines a Systems Integration Manager as a position that manages and coordinates activities of systems integration staff. Oversees testing, matching, and integration operations of internal or client systems. Plans, establishes, and enforces procedures and protocol for systems integration staff.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Systems Integration Manager	Milwaukee, Wisconsin	Level 1	\$93,781	\$103,309	\$112,751
Systems Integration Manager	Milwaukee, Wisconsin	Level 2	\$114,638	\$126,353	\$138,089
Systems Integration Manager	Milwaukee, Wisconsin	Level 3	\$140,645	\$155,034	\$169,584

ERI as of August 14th, 2023

Market Data – Information Technology Manager – CBIZ 2022 Public Pension Compensation Survey

CBIZ defines an Information Technology Manager as a position that plans, organizes, and manages activities related to the design, development, support, and maintenance of the technology infrastructure of the organization. Directs staff in the maintenance and enhancement of networks and servers, software, data management, and telecommunications systems. 5+ years of relevant experience related to infrastructure services management and a bachelor’s degree in computer science, information systems, or related field required. Supervisory experience preferred.

	Organizations Surveyed	Total Cash Compensation Percentiles		
		25th	50th	75th
All Organizations	35	99.5	113.7	135.5
Fund Management: Internal	14	111.7	115.7	138.1
Assets Under Management \$2.5B - \$10B	7	82	101.6	127.5

Number of Members 20K - 75K	7	100.1	111.3	123.5
-----------------------------	---	-------	-------	-------

CBIZ as of June 13th, 2022

*Note: Insufficient Data

Market Data – Information Technology Director – CBIZ 2022 Public Pension Compensation Survey

CBIZ defines an Information Technology Director as a position that directs, plans, and organizes activities related to the design, development, support, and maintenance of the technology of the organization. 7+ years of relevant experience related to information technology management and a bachelor's degree in computer science, information systems, or related field required.

	Organizations Surveyed	Total Cash Compensation Percentiles		
		25th	50th	75th
All Organizations	12	118.6	142.1	192.7
Fund Management: Internal	7	121.2	145.7	192.9
Assets Under Management \$2.5B - \$10B	1	ISD*	ISD*	ISD*
Number of Members 20K - 75K	3	ISD*	ISD*	ISD*

CBIZ as of June 13th, 2022

*Note: Insufficient Data

Chief Technology Officer

ERI defines a Chief Technology Officer as a position that heads all aspects of the organization's technological development, and oversees all technical aspects and technological resources, working with Executive Management for the purpose of organizational growth. Directs the organization's strategic direction, design, development, acquisition, implementation, and future growth; and directs division employees to attain the goals established in the organization's strategic plan. Identifies opportunities and risks, and establishes technical vision.

Job Title	Level	25th Percentile	Survey Mean	75th Percentile
Chief Technology Officer	Revenue: 10,000,000	\$141,202	\$191,734	\$252,713
Chief Technology Officer	Revenue: 50,000,000	\$197,028	\$267,935	\$353,359
Chief Technology Officer	Revenue: 100,000,000	\$228,331	\$310,472	\$409,539
Chief Technology Officer	Revenue: 500,000,000	\$311,019	\$422,825	\$557,956
Chief Technology Officer	Revenue: 1,000,000,000	\$355,623	\$483,436	\$638,007

ERI as of August 14th, 2023**Market Data – Chief Technology Officer – CBIZ 2022 Public Pension Compensation Survey**

CBIZ defines a Chief Technology Officer as a position that provides overall direction for the information technology division with the major and highly technical program responsibilities of computer technology and telecommunications. Serves as primary IT program advisor to the Board and senior leadership. 15+ years of experience in computer programming, systems administration, or information technology and a bachelor's degree in computer science or a related field required.

	Organizations Surveyed	Total Cash Compensation Percentiles		
		25th	50th	75th
All Organizations	44	130	157.9	191
Fund Management: Internal	17	136.5	185.6	196.8
Assets Under Management \$2.5B - \$10B	8	125.5	141.4	185
Number of Members 20K - 75K	9	132.6	180.2	185.5

CBIZ as of June 13th, 2022

Recommendations

The recommendations that follow are organized by ‘Current Pay Range’ and indicate titles by Department. Please note that these recommendations are shown only as non-resident wage rates. City residents receive the 3% incentive. Furthermore, current and recommended rates reflect rates prior to the 2% across the board, effective Pay Period 2, 2024.

Pay Range 10X			
Current Title	Current Rate	Recommended Title	Recommended Rate
Chief Technology Officer One Position - ERS	10X: \$115,161-\$161,221 Recruit Rate: \$135,890	N/A	1QX: \$130,111-\$182,149 Recruit Rate: \$153,530

Pay Range 1NX			
Current Title	Current Rate	Recommended Title	Recommended Rate
Chief Information Officer DOA-ITMD - One Position	1NX: \$108,037-\$151,255	N/A	1SX: \$146,193-\$204,662 Recruit Rate: \$168,883

Pay Range 1MX			
Current Title	Current Rate	Recommended Title	Recommended Rate
Police Information Systems Director Police Dept - One Position	1MX: \$101,356-\$141,906 Recruit Rate: \$113,521	N/A	1PX: \$122,746-\$171,838 Recruit Rate: \$128,401

Pay Range 1JX			
Current Title	Current Rate	Recommended Title	Recommended Rate
Associate Library Director Library - One Position	1JX: \$83,692-\$117,177 Recruit Rate: \$94,363	N/A	1OX: \$115,161-\$161,221
Business Systems Manager Assessor - One Position	1JX: \$83,692-\$117,177 Recruit Rate: \$96,345	N/A	1LX: \$95,097-\$133,131 Recruit Rate: \$105,980
Functional Applications Manager Comptroller - One Position	1JX: \$83,692-\$117,177 Recruit Rate: \$102,938	N/A	1LX: \$95,097-\$133,131 Recruit Rate: \$105,980

Pay Range 1IX and 2MX			
Current Title	Current Rate	Recommended Title	Recommended Rate
Court IT Manager Muni Court - One Position	1IX: \$78,528-\$109,938	N/A	1LX: \$95,097-\$133,131 Recruit Rate: \$105,980
Emergency Communications Project Manager Dept Emer Comm - One Position	1IX: \$78,528-\$109,938 Recruit Rate: \$95,163	Business Systems Manager	1LX: \$95,097-\$133,131 Recruit Rate: \$105,980
ERS Applications Development Manager ERS - One Position	1IX: \$78,528-\$109,938	N/A	1PX: \$122,746-\$171,838 Recruit Rate: \$128,401
ERS Systems Manager ERS - One Position	1IX: \$78,528-\$109,938	N/A	1OX: \$115,161-\$161,221 Recruit Rate: \$122,537
Fire Information Technology Manager Fire Dept - One Position	1IX: \$78,528-\$109,938	N/A	1OX: \$115,161-\$161,221 Recruit Rate: \$122,537
Information Services Manager DOA-ITMD - One Position	1IX: \$78,528-\$109,938	N/A	1OX: \$115,161-\$161,221 Recruit Rate: \$126,353

Information Services Manager-MPD Police Dept - One Position	1IX: \$78,528-\$109,938	IT Support Services Manager	1LX: \$95,097-\$133,131 Recruit Rate: \$105,980
ITMD Policy and Administration Manager DOA-ITMD - One Position	1IX: \$78,528-\$109,938 Recruit Rate: \$96,345	N/A	1PX: \$122,746-\$171,838 Recruit Rate: \$134,790
Systems Integration Manager DOA-ITMD - One Position	1IX: \$78,528-\$109,938	N/A	10X: \$115,161-\$161,221 Recruit Rate: \$126,353
Water Information Technology Manager Water Works - One Position	1IX: \$78,528-\$109,938	N/A	10X: \$115,161-\$161,221 Recruit Rate: \$122,537
ERS Network Security Administrator ERS - One Position	2MX: \$78,528- \$109,938 Recruit Rate: \$86,380	N/A	2RX: \$108,037-\$151,255 FN: Recruit at any rate with DER approval.

Pay Range 1HX and 2LX/2LN			
Current Title	Current Rate	Recommended Title	Recommended Rate
Business Systems Administrator Assessor - One Position	1HX: \$73,688-\$103,160 Recruit Rate: \$81,056	N/A	1IX: \$78,528-\$109,938 Recruit Rate: \$93,542
Database Administrator DOA-ITMD - One Position	1HX: \$73,688-\$103,160	N/A	10X: \$115,161-\$161,221
Fire Information Systems Manager Fire Dept - One Position	1HX: \$73,688-\$103,160	N/A	1KX: \$89,222-\$124,914 Recruit Rate: \$104,677
IT Project Manager DOA-ITMD - Two Positions	1HX: \$73,688-\$103,160	N/A	1NX: \$108,037-\$151,255 Recruit Rate: \$114,209
Water Plant Automation Manager Water Works - One Position	1HX: \$73,688-\$103,160 Recruit Rate: \$86,854	N/A	1LX: \$95,097-\$133,131 Recruit Rate: \$105,160
Court Applications and Software Developer Muni Court - Three Positions	2LX: \$73,688-\$103,160 Recruit Rate: \$81,056	N/A	2MX: \$78,528-\$109,938 Recruit Rate: \$93,542
Emergency Communications System Administrator Dept Emer Comm - Two Positions	2LX: \$73,688-\$103,160 Recruit Rate: \$81,056	Business Systems Administrator	1IX: \$78,528-\$109,938 Recruit Rate: \$93,542
ERS Database Administrator ERS - One Position	2LX: \$73,688-\$103,160 Recruit Rate: \$81,056	N/A	2SX: \$115,161-\$161,221 FN: Recruit at any rate with DER approval.
ERS Server Administrator ERS - One Position	2LX: \$73,688-\$103,160 Recruit Rate: \$81,056	N/A	2MX: \$78,528-\$109,938 Recruit Rate: \$86,380
ERS Software Developer ERS - One Position	2LX: \$73,688-\$103,160 Recruit Rate: \$81,056	N/A	2SX: \$115,161-\$161,221 FN: Recruit at any rate with DER approval.
Public Safety Systems Administrator DOA-ITMD - Two Positions Police Dept - Two Positions	2LX: \$73,688-\$103,160 Recruit Rate: \$81,056	N/A	2MX: \$78,528-\$109,938 Recruit Rate: \$93,542
Systems Analyst-Project Leader DOA-ITMD - Two Positions Police Dept - One Position	2LX: \$73,688-\$103,160 Recruit Rate: \$81,056	N/A	20X: \$89,222-\$124,914 Recruit Rate: \$104,677 FN: Recruit at any rate with DER approval.
Telecommunications Analyst-Project Leader DOA-ITMD - One Position	2LX: \$73,688-\$103,160 Recruit Rate: \$81,056	N/A	20X: \$89,222-\$124,914 Recruit Rate: \$104,677 FN: Recruit at any rate with DER approval.

Pay Ranges 1GX and 2KX			
Current Title	Current Rate	Recommended Title	Recommended Rate
Data Services Manager Police Dept - One Position	1GX: \$69,119-\$96,768	Applications Support Manager	1LX: \$95,097-\$133,131 Recruit Rate: \$105,980
IT Support Services Supervisor DOA-ITMD - One Position	1GX: \$69,119-\$96,768	N/A	1LX: \$95,097-\$133,131 Recruit Rate: \$94,961
Network Manager DNS - One Position	1GX: \$69,119-\$96,768	Data Services Manager	1HX: \$73,688-\$103,160 Recruit Rate: \$84,813
Network Manager Library - One Position	1GX: \$69,119-\$96,768	Library Information Services Manager	1LX: \$95,097-\$133,131 Recruit Rate: \$96,345
Network Manager Police Dept - One Position	1GX: \$69,119-\$96,768	Network Infrastructure Manager	1LX: \$95,097-\$133,131 Recruit Rate: \$105,980
Functional Applications Analyst-Senior Comptroller - One Position Fire Dept - One Position	2KX: \$69,119-\$96,768 Recruit Rate: \$76,030	N/A	2LX: \$73,688-\$103,160 Recruit Rate: \$82,201
Telecommunications Engineer DOA-ITMD - One Position	2KX: \$69,119-\$96,768	N/A	2LX: \$73,688-\$103,160 Recruit Rate: \$88,989

Pay Range 1FX and 2JX/2JN			
Current Title	Current Rate	Recommended Title	Recommended Rate
Water Information Technology Supervisor Water Works - Two Positions	1FX: \$64,857-\$90,796	N/A	1IX: \$78,528-\$109,938 Recruit Rate: \$86,854
Water Plant Automation Systems Supervisor Water Works - One Position	1FX: \$64,857-\$90,796 Recruit Rate: \$69,003	Water Automation Network Administrator	2MX: \$78,528-\$109,938 Recruit Rate: \$96,345
Bioinformatician Health - One Position	2JN: \$64,857-\$90,796 Recruit Rate: \$75,439	N/A	2LN: \$73,688-\$103,160 Recruit Rate: \$81,056
Comptroller Network Administrator Comptroller - One Position	2JX: \$64,857-\$90,796 Recruit Rate: \$71,341	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$74,728
Database Analyst Police Dept - One Position	2JX: \$64,857-\$90,796	N/A	2KX: \$69,119-\$96,768 Recruit Rate: \$80,909
DPW Operations Business Analyst DPW- OPS - One Position	2JX: \$64,857-\$90,796 Recruit Rate: \$71,341	Business Systems Coordinator	2LX: \$73,688-\$103,160 Recruit Rate: \$84,813
Epidemiologist Health - Two Positions	2JX: \$64,857-\$90,796 Recruit Rate: \$68,230	N/A	2KX: \$69,119-\$96,768 Recruit Rate: \$79,082
Epidemiologist Health - One Position	2JX: \$64,857-\$90,796 Recruit Rate: \$68,230	Epidemiologist - Senior	2LX: \$73,688-\$103,160 Recruit Rate: \$86,990
Financial Systems Analyst Comptroller - One Position	2JX: \$64,857-\$90,796 Recruit Rate: \$71,341	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$74,728
Functional Applications Analyst Comptroller - Underfill title	2JX: \$64,857-\$90,796 Recruit Rate: \$71,341	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$74,728
Real Estate Modeler Assessor - One Position	2JX: \$64,857-\$90,796	N/A	2LX: \$73,688-\$103,160 Recruit Rate: \$86,637

Pay Range 1EX and 2IX/2IN			
Current Title	Current Rate	Recommended Title	Recommended Rate

Telecommunications Supervisor DOA-ITMD - One Position	1EX: \$60,824-\$85,151 Recruit Rate: \$73,834	N/A	1LX: \$95,097-\$133,131 Recruit Rate: \$97,899
Water Plant Automation Controls Engineer Water Works - Four Positions	2IN: \$60,824-\$85,151 Recruit Rate: \$65,681	N/A	2LN: \$73,688-\$103,160 Recruit Rate: \$85,038
Benefits Systems Analyst DER - One Position	2IX: \$60,824-\$85,151 Recruit Rate: \$66,906	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$73,041
Business Systems Coordinator ERS - One Position	2IX: \$60,824-\$85,151	Business Systems Analyst	2JX: \$64,857-\$90,796 Recruit Rate: \$73,041
Business Systems Coordinator Treasurer - One Position	2IX: \$60,824-\$85,151	N/A	2LX: \$73,688-\$103,160 Recruit Rate: \$84,813
GIS Developer-Senior Water Works - One Position	2IX: \$60,824-\$85,151	GIS Analyst - Senior	2JX: \$64,857-\$90,796 Recruit Rate: \$76,030
GIS Developer-Senior DOA-ITMD - One Position	2IX: \$60,824-\$85,151	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$76,030
HRIS Analyst DER - One Position	2IX: \$60,824-\$85,151 Recruit Rate: \$69,287	Functional Applications Administrator	2OX: \$89,222-\$124,914 Recruit Rate: \$104,677
IT Security and Audit Compliance Analyst DOA-ITMD - One Position	2IX: \$60,824-\$85,151	Information Security Manager	2OX: \$89,222-\$124,914 Recruit Rate: \$104,677 FN: Recruit at any rate with DER approval.
IT Security and Audit Compliance Analyst DOA-ITMD - One Position	2IX: \$60,824-\$85,151	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$71,341
Network Administrator ERS - One Position DOA-ITMD - One Position	2IX: \$60,824-\$85,151	N/A	2KX: \$69,119-\$96,768 Recruit Rate: \$76,030
Public Safety Geographic Information Analyst DOA-ITMD - One Position	2IX: \$60,824-\$85,151	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$71,341
Systems Analyst-Senior DOA-ITMD - Five Positions Police Dept - One Position	2IX: \$60,824-\$85,151	N/A	2MX: \$78,528-\$109,938 Recruit Rate: \$95,161
Systems Analyst-Senior Fire Dept - One Position	2IX: \$60,824-\$85,151	Fire Systems Analyst-Senior	2LX: \$73,688-\$103,160 Recruit Rate: \$86,510
Systems Security Administrator Police Dept - One Position	2IX: \$60,824-\$85,151	Systems Security Manager	1LX: \$95,097-\$133,131 Recruit Rate: \$105,980
Telecommunications Analyst-Senior DOA-ITMD - Two Positions	2IX: \$60,824-\$85,151	N/A	2LX: \$73,688-\$103,160 Recruit Rate: \$88,989
Water Systems Analyst-Senior Water Works - One Position	2IX: \$60,824-\$85,151	N/A	2KX: \$69,119-\$96,768 Recruit Rate: \$76,030

Pay Ranges 1DX AND 2HX/2HN

Current Title	Current Rate	Recommended Title	Recommended Rate
Water Systems and Project Manager Water Works - One Position	1DX: \$57,081-\$79,909	Water Project Manager	1HX: \$73,688-\$103,160 Recruit Rate: \$81,056
IT Support Specialist-Lead DOA-ITMD - Four Positions	2HN: \$57,081-\$79,909 Recruit Rate: \$66,137	N/A	2LN: \$73,688-\$103,160 Recruit Rate: \$86,328
Laboratory Information Systems Specialist Health - One Position	2HN: \$57,081-\$79,909 Recruit Rate: \$65,454	N/A	2KN: \$69,119-\$96,768 Recruit Rate: \$76,030

Network Analyst-Senior Library - One Position	2HN: \$57,081-\$79,909 Recruit Rate: \$66,137	Library Information Services Supervisor	1IX: \$78,528-\$109,938 Recruit Rate: \$86,328
Data and Evaluation Coordinator Health - Five Positions	2HX: \$57,081-\$79,909 Recruit Rate: \$59,912	N/A	2KX: \$69,119-\$96,768 Recruit Rate: \$76,030
Data Communications Specialist Police Dept - One Position	2HX: \$57,081-\$79,909	Applications Support Analyst	2JX: \$64,857-\$90,796 Recruit Rate: \$74,728
Technical Writer Police Dept - One Position	2HX: \$57,081-\$79,909 Recruit Rate: \$63,835	N/A	2KX: \$69,119-\$96,768 Recruit Rate: \$76,030
Water Security Manager Water Works - One Position	2HX: \$57,081-\$79,909	Water Emergency Response and Security Manager	1LX: \$95,097-\$133,131 Recruit Rate: \$105,160

Pay Ranges 2GX AND 2GN			
Current Title	Current Rate	Recommended Title	Recommended Rate
Database Associate DOA-ITMD - One Position Water Works - One Position	2GX: \$53,548-\$74,974	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$71,341
IT Project Coordinator DOA-ITMD - Two Positions Police Dept - One Position	2GX: \$53,548-\$74,974 Recruit Rate: \$59,061	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$71,341
Network Coordinator-Senior CCCC - One Position	2GX: \$53,548-\$74,974	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$71,341
Network Coordinator-Senior Water Works - Two Positions	2GX: \$53,548-\$74,974	IT Support Specialist- Senior	2JN: \$64,857-\$90,796 Recruit Rate: \$74,141
Systems Analyst-Assistant Fire Dept - Two Positions	2GX: \$53,548-\$74,974	Business Systems Analyst	2JX: \$64,857-\$90,796 Recruit Rate: \$73,041
GIS Analyst DOA-ITMD - Two Positions	2GN: \$53,548-\$74,974 Recruit Rate: \$59,060	N/A	2HN: \$57,081-\$79,909 Recruit Rate: \$65,454
HRIS Audit Coordinator DER - One Position	2GN: \$53,548-\$74,974 Recruit Rate: \$65,004	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$74,728
IT Support Specialist-Senior City Attorney - One Position	2GN: \$53,548-\$74,974 Recruit Rate: \$59,060	Business Systems Coordinator	2LX: \$73,688-\$103,160 Recruit Rate: \$84,813
IT Support Specialist-Senior Muni Court - Two Positions	2GN: \$53,548-\$74,974 Recruit Rate: \$59,060	Business Systems Coordinator	2LX: \$73,688-\$103,160 Recruit Rate: \$84,813
IT Support Specialist-Senior Fire Dept - Two Positions DOA-ITMD - Seven Positions Police Dept - Seven Positions	2GN: \$53,548-\$74,974 Recruit Rate: \$59,060	N/A	2JN: \$64,857-\$90,796 Recruit Rate: \$74,141
Lead Program Information Specialist Health - One Position	2GN: \$53,548-\$74,974 Recruit Rate: \$53,548	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$76,030
Programmer Analyst DOA-ITMD - Two Positions Police Dept - One Position	2GN: \$53,548-\$74,974 Recruit Rate: \$59,060	N/A	2LN: \$73,688-\$103,160 Recruit Rate: \$86,637

Pay Ranges 2EX AND 2EN			
Current Title	Current Rate	Recommended Title	Recommended Rate
Network Coordinator-Associate Water Works - Two Positions	2EX: \$50,636-\$65,989	IT Support Specialist	2HN: \$57,081-\$79,909 Recruit Rate: \$63,277

IT Support Specialist Treasurer - One Position	2EN: \$47,136-\$65,989 Recruit Rate: \$52,765	Business Systems Analyst	2JX: \$64,857-\$90,796 Recruit Rate: \$73,041
IT Support Specialist Library - One Position	2EN: \$47,136-\$65,989 Recruit Rate: \$52,765	IT Support Specialist-Senior	2JN: \$64,857-\$90,796 Recruit Rate: \$74,141
IT Support Specialist DOA-ITMD - Six Positions Library - Four Positions	2EN: \$47,136-\$65,989 Recruit Rate: \$52,765	N/A	2HN: \$57,081-\$79,909 Recruit Rate: \$63,277

TECHNICIANS			
Current Title	Current Rate	Recommended Title	Recommended Rate
Geographic Information Technician I DOA-ITMD - Underfill title	3BN: \$34,439-\$41,585	N/A	3PN: \$49,629-\$75,710 Recruit Rate: \$56,598
Geographic Information Technician II DOA-ITMD - One Position	3FN: \$40,064-\$49,076	N/A	3QN: \$52,606-\$81,767 Recruit Rate: \$59,428
Helpdesk Specialist I Police Dept - Underfill title	3FN: \$40,064-\$49,076 Recruit Rate: \$43,163	N/A	3QN: \$52,606-\$81,767 Recruit Rate: \$59,428
Information Technology Specialist DOA-ITMD - One Position	3GN: \$42,153-\$50,197	N/A	3QN: \$52,606-\$81,767 Recruit Rate: \$54,336
Helpdesk Specialist II Police Dept - Ten Positions	3IN: \$45,047-\$53,824 Recruit Rate: \$46,831	N/A	3RN: \$55,763-\$72,430 Recruit Rate: \$62,399
Water Plant Automation Technician Water Works - Three Positions	3MN: \$50,119-\$63,489	Water Plant Automation Technician Senior	3VN: \$79,475-\$92,191 Recruit Rate: \$79,475
		Water Plant Automation Technician	3TN: \$71,993-\$83,512 Recruit Rate: \$71,993
Programmer II DOA-ITMD - One Position	3NN: \$46,765-\$63,772 Recruit Rate: \$51,337	N/A	3QN: \$52,606-\$81,767 Recruit Rate: \$61,714
Communications Facilities Coordinator DOA-ITMD - Four Positions	3SN: \$64,567-\$83,101 Recruit Rate: \$69,004	N/A	3UN: \$75,690-\$87,801 Recruit Rate: \$75,690
Facilities Control Specialist Library - One Position	3SN: \$64,567-\$83,101 Recruit Rate: \$83,101	N/A	7KN: \$84,103-\$110,205 Recruit Rate: \$88,452

PARAPROFESSIONALS			
Current Title	Current Rate	Recommended Title	Recommended Rate
Internet Analyst DOA-ITMD - Underfill title	5DN: \$37,717-\$44,650 Recruit Rate: \$40,238	N/A	5JN: \$48,998-\$59,453 Recruit Rate: \$51,749
Internet Analyst-Senior DOA-ITMD - One Position	5FN: \$42,153-\$50,197	N/A	5KN: \$56,876-\$69,950 Recruit Rate: \$54,336
Program Assistant II Library - One Position	5FN: \$42,153-\$50,197 Recruit Rate: \$44,257	Facilities Program Assistant	5KN: \$56,876-\$69,950 Recruit Rate: \$57,620
IT Support Associate DOA-ITMD - Three Positions	5GN: \$43,291-\$51,964	N/A	5JN: \$48,998-\$59,453 Recruit Rate: \$56,876
Water Plant Maintenance Assistant Water Works - Two Positions	5IN: \$48,220-\$56,878 Recruit Rate: \$49,709	Water Program Assistant	5ON: \$58,456-\$70,929 Recruit Rate: \$60,569
Docketing Specialist City Attorney - One Position	5JN: \$48,998-\$59,453 Recruit Rate: \$55,728	N/A	5KN: \$56,876-\$69,950 Recruit Rate: \$62,355
Docketing Specialist-Senior City Attorney - One Position	5KN: \$56,876-\$69,950 Recruit Rate: \$58,514	N/A	2IN: \$60,824-\$85,151 Recruit Rate: \$66,585

ADMINISTRATIVE SUPPORT			
Current Title	Current Rate	Recommended Title	Recommended Rate
Administrative Assistant II DOA-ITMD - One Position	6HN: \$38,578-\$43,555 Recruit Rate: \$39,359	ITMD Administrative Assistant	6ON: \$51,337-\$58,617 Recruit Rate: \$49,399
Office Assistant IV Library - One Position	6HN: \$38,578-\$43,555 Recruit Rate: \$46,831	IT Support Associate	5KN: \$56,876-\$69,950 Recruit Rate: \$56,876

Retitled positions or other notes

Milwaukee Police Department

Current Title	Current Pay Range	New Title	Recommended Pay Range
Information Services Manager-MPD Police Dept - One Position	1IX: \$78,528-\$109,938	IT Support Services Manager	1JX: \$83,692-\$117,177 Recruit Rate: \$104,677
Data Services Manager Police Dept - One Position	1GX: \$69,119-\$96,768	Applications Support Manager	1LX: \$95,097-\$133,131 Recruit Rate: \$105,980
Data Communications Specialist Police Dept - One Position	2HX: \$57,081-\$79,909	Applications Support Analyst	2JX: \$64,857-\$90,796 Recruit Rate: \$74,728
Network Manager Police Dept - One Position	1GX: \$69,119-\$96,768	Network Infrastructure Manager	1JX: \$83,692-\$117,177 Recruit Rate: \$105,980
Systems Security Administrator Police Dept - One Position	2IX: \$60,824-\$85,151	Systems Security Manager	1JX: \$83,692-\$117,177 Recruit Rate: \$105,980

The Milwaukee Police Department requested that several positions be studied to reflect the appropriate salary rate and job title within the Information Technology field. The department has experienced extreme difficulty recruiting and retaining qualified members for these positions as a result of the current level of compensation. DER has evaluated all titles submitted and has included the title changes above, as requested by MPD, to better reflect the duties and responsibilities of the positions and to also aid in recruitment.

Milwaukee Fire Department

Current Title	Current Pay Range	New Title	Recommended Pay Range
Systems Analyst-Senior Fire Dept - One Position	2IX: \$60,824-\$85,151	Fire Systems Analyst-Senior	2LX: \$73,688-\$103,160 Recruit Rate: \$86,510
Systems Analyst-Assistant Fire Dept - Two Positions	2GX: \$53,548-\$74,974	Business Systems Analyst	2JX: \$64,857-\$90,796 Recruit Rate: \$73,041


The Department of Employee Relations recommends the above title changes to better reflect the duties and responsibilities of the positions.

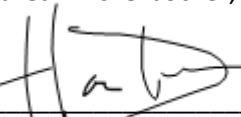
Action Required - Effective Pay Period 03, 2024 (February 4th, 2024)

* See addendum included in CCFN for Salary and Position Ordinance changes.

Note: rates of pay reflect Salary Ordinance rates effective pay period 1, 2024. Addendum reflects rates 2% higher with the Across the Board Increase Effective Pay Period 2, 2024.

Prepared by: Sarah Wangerin
Sarah Wangerin, Human Resources Representative

Reviewed by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Harper Donahue IV, Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A	Date	<u>1/10/2024</u>	File Number	<u>231317</u>	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Substitute
	Subject	<u>Communication from the Department of Employee Relations regarding the costs of classification reports heard at the Fire and Police Commission on January 4th, 2024.</u>				

B	Submitted By (Name/Title/Dept./Ext.)	<u>Sarah Wangerin/ Human Resources Representative / Employee Relations</u>
----------	---	--

C	This File	<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 checked="" 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.

D	Charge To	<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)	
		<u></u>	

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 cost for 2024 is \$762,312. 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.**

**Department of Employee Relations
Fiscal Note Spreadsheet**

Fire and Police Commission Meeting of January 4, 2024
Finance and Personnel Committee Meeting of January 10, 2024

NEW COSTS FOR 2024

Pos.	Dept	From	PR	To	PR	CURRENT	NEW	EffPP	Costs	Rollup	Rollup+ Sal
						Annual	Annual				
1	DEC	Emergency Communications System Administrator	2LX	Business Systems Administrator	1IX	\$105,223	\$98,294	3	N/A Above Recruitment Rate		
1	DEC	Emergency Communications System Administrator	2LX	Business Systems Administrator	1IX	\$108,380	\$100,240	3	N/A Above Recruitment Rate		
1	DEC	Emergency Communications Project Manager	1IX	Business Systems Manager	1LX	\$106,773	\$111,364	3	\$4,238	\$593	\$4,831
2	Fire Dept	Systems Analyst-Assistant	2GX	Business Systems Analyst	2JX	\$53,198	\$78,272	3	\$46,289	\$6,480	\$52,770
1	Fire Dept	Fire Information Systems Manager	1HX	Fire Information Systems Manager	1KX	\$77,417	\$113,295	3	\$33,118	\$4,636	\$37,754
1	Fire Dept	Fire Information Technology Manager	1IX	Fire Information Technology Manager	1OX	\$100,815	\$131,312	3	\$28,151	\$3,941	\$32,092
1	Fire Dept	Systems Analyst-Senior	2IX	Fire Systems Analyst-Senior	2LX	\$76,912	\$92,705	3	\$14,579	\$2,041	\$16,620
1	Fire Dept	Functional Applications Analyst-Senior	2KX	Functional Applications Analyst-Senior	2LX	\$78,788	\$85,522	3	\$6,216	\$870	\$7,087
1	Fire Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$64,260	\$77,136	3	\$11,886	\$2,431	\$14,316
1	Fire Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$66,188	\$79,450	3	\$12,242	\$2,504	\$14,746
1	Police Dept	Data Communications Specialist	2HX	Applications Support Analyst	2JX	\$67,837	\$80,880	3	\$12,040	\$1,686	\$13,725
1	Police Dept	Data Services Manager	1GX	Applications Support Manager	1LX	\$78,648	\$114,704	3	\$33,283	\$4,660	\$37,943
1	Police Dept	Database Analyst	2JX	Database Analyst	2KX	\$94,941	\$85,019	3	N/A Above Recruitment Rate		
Underfill	0	Police Dept	Helpdesk Specialist I	Helpdesk Specialist I	3QN	\$47,768	\$64,920	3	N/A Underfill Title		
1	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$53,701	\$67,537	3	\$12,771	\$2,612	\$15,383
1	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$60,242	\$74,224	3	\$12,906	\$2,639	\$15,546
1	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$52,904	\$67,537	3	\$13,507	\$2,762	\$16,269
1	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$49,201	\$67,537	3	\$16,926	\$3,461	\$20,387
Vacant	2	Police Dept	Helpdesk Specialist II	Helpdesk Specialist II	3RN	\$47,768	\$63,647	3	\$29,316	\$5,995	\$35,311
4	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$47,768	\$64,920	3	\$63,332	\$12,951	\$76,284
Vacant	1	Police Dept	IT Project Coordinator	IT Project Coordinator	2JX	\$60,242	\$72,768	3	\$11,563	\$1,619	\$13,182
1	Police Dept	Information Services Manager-MPD	1IX	IT Support Services Manager	1LX	\$97,060	\$113,569	3	\$15,239	\$2,133	\$17,372
1	Police Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$64,749	\$80,245	3	\$14,304	\$2,925	\$17,229
Vacant	2	Police Dept	IT Support Specialist-Senior	IT Support Specialist-Senior	2JN	\$60,241	\$75,624	3	\$28,398	\$5,807	\$34,206
2	Police Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$60,241	\$77,136	3	\$31,190	\$6,378	\$37,569
2	Police Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$62,049	\$80,245	3	\$33,593	\$6,870	\$40,463
1	Police Dept	Network Manager	1GX	Network Manager	1LX	\$100,420	\$114,704	3	\$13,186	\$1,846	\$15,032
1	Police Dept	Police Information Systems Director	1MX	Police Information Systems Director	1PX	\$128,199	\$133,589	3	\$4,975	\$696	\$5,671
Vacant	1	Police Dept	Programmer Analyst	Programmer Analyst	2LN	\$60,241	\$88,370	3	\$25,964	\$5,310	\$31,274
Vacant	2	Police Dept	Public Safety Systems Administrator	Public Safety Systems Administrator	2MX	\$82,677	\$95,413	3	\$23,511	\$3,292	\$26,803
Vacant	1	Police Dept	Systems Analyst-Project Leader	Systems Analyst-Project Leader	2OX	\$82,677	\$106,771	3	\$22,240	\$3,114	\$25,353
Vacant	1	Police Dept	Systems Analyst-Senior	Systems Analyst-Senior	2MX	\$62,041	\$97,064	3	\$32,329	\$4,526	\$36,856
1	Police Dept	Systems Security Administrator	2IX	Systems Security Administrator	N/A	\$76,929	\$110,261	3	\$30,768	\$4,308	\$35,076
1	Police Dept	Technical Writer	2HX	Technical Writer	2KX	\$67,065	\$81,475	3	\$13,301	\$1,862	\$15,163
42									\$651,362	\$110,949	\$762,312

Assume effective date is Pay Period 3, 2023 (February 4th, 2024) 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	Costs	Rollup	Rollup+ Sal
						Annual	Annual				
1	DEC	Emergency Communications System Administrator	2LX	Business Systems Administrator	1IX	\$105,223	\$98,294	1	N/A Above Recruitment Rate		
1	DEC	Emergency Communications System Administrator	2LX	Business Systems Administrator	1IX	\$108,380	\$100,240	1	N/A Above Recruitment Rate		
1	DEC	Emergency Communications Project Manager	1IX	Business Systems Manager	1LX	\$106,773	\$111,364	1	\$4,591	\$643	\$5,234
2	Fire Dept	Systems Analyst-Assistant	2GX	Business Systems Analyst	2JX	\$53,198	\$78,272	1	\$50,147	\$7,021	\$57,167
1	Fire Dept	Fire Information Systems Manager	1HX	Fire Information Systems Manager	1KX	\$77,417	\$113,295	1	\$35,878	\$5,023	\$40,901
1	Fire Dept	Fire Information Technology Manager	1IX	Fire Information Technology Manager	1OX	\$100,815	\$131,312	1	\$30,497	\$4,270	\$34,766
1	Fire Dept	Systems Analyst-Senior	2IX	Fire Systems Analyst-Senior	2LX	\$76,912	\$92,705	1	\$15,794	\$2,211	\$18,005

	1	Fire Dept	Functional Applications Analyst-Senior	2KX	Functional Applications Analyst-Senior	2LX	\$78,788	\$85,522	1	\$6,734	\$943	\$7,677
	1	Fire Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$64,260	\$77,136	1	\$12,876	\$2,633	\$15,509
	1	Fire Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$66,188	\$79,450	1	\$13,262	\$2,712	\$15,974
	1	Police Dept	Data Communications Specialist	2HX	Applications Support Analyst	2JX	\$67,837	\$80,880	1	\$13,043	\$1,826	\$14,869
	1	Police Dept	Data Services Manager	1GX	Applications Support Manager	1LX	\$78,648	\$114,704	1	\$36,057	\$5,048	\$41,105
	1	Police Dept	Database Analyst	2JX	Database Analyst	2KX	\$94,941	\$85,019	1	N/A Above Recruitment Rate		
Underfill	0	Police Dept	Helpdesk Specialist I	3FN	Helpdesk Specialist I	3QN	\$47,768	\$64,920	1	N/A Underfill Title		
	1	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$53,701	\$67,537	1	\$13,835	\$2,829	\$16,665
	1	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$60,242	\$74,224	1	\$13,982	\$2,859	\$16,841
	1	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$52,904	\$67,537	1	\$14,633	\$2,992	\$17,625
	1	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$49,201	\$67,537	1	\$18,336	\$3,750	\$22,086
Vacant	2	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$47,768	\$63,647	1	\$31,759	\$6,495	\$38,254
	4	Police Dept	Helpdesk Specialist II	3IN	Helpdesk Specialist II	3RN	\$47,768	\$64,920	1	\$68,610	\$14,031	\$82,641
Vacant	1	Police Dept	IT Project Coordinator	2GX	IT Project Coordinator	2JX	\$60,242	\$72,768	1	\$12,527	\$1,754	\$14,280
	1	Police Dept	Information Services Manager-MPD	1IX	IT Support Services Manager	1LX	\$97,060	\$113,569	1	\$16,509	\$2,311	\$18,820
	1	Police Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$64,749	\$80,245	1	\$15,496	\$3,169	\$18,665
Vacant	2	Police Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$60,241	\$75,624	1	\$30,765	\$6,291	\$37,056
	2	Police Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$60,241	\$77,136	1	\$33,790	\$6,910	\$40,700
	2	Police Dept	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	\$62,049	\$80,245	1	\$36,392	\$7,442	\$43,834
	1	Police Dept	Network Manager	1GX	Network Manager	1LX	\$100,420	\$114,704	1	\$14,285	\$2,000	\$16,285
	1	Police Dept	Police Information Systems Director	1MX	Police Information Systems Director	1PX	\$128,199	\$133,589	1	\$5,389	\$754	\$6,144
Vacant	1	Police Dept	Programmer Analyst	2GN	Programmer Analyst	2LN	\$60,241	\$88,370	1	\$28,128	\$5,752	\$33,880
Vacant	2	Police Dept	Public Safety Systems Administrator	2LX	Public Safety Systems Administrator	2MX	\$82,677	\$95,413	1	\$25,471	\$3,566	\$29,037
Vacant	1	Police Dept	Systems Analyst-Project Leader	2LX	Systems Analyst-Project Leader	2OX	\$82,677	\$106,771	1	\$24,093	\$3,373	\$27,466
Vacant	1	Police Dept	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	\$62,041	\$97,064	1	\$35,024	\$4,903	\$39,927
	1	Police Dept	Systems Security Administrator	2IX	Systems Security Administrator	N/A	\$76,929	\$110,261	1	\$33,332	\$4,667	\$37,999
	1	Police Dept	Technical Writer	2HX	Technical Writer	2KX	\$67,065	\$81,475	1	\$14,409	\$2,017	\$16,427
	42									\$705,642	\$120,195	\$825,838

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