



**Department of Employee Relations**

**Cavalier Johnson**

Mayor

**Jackie Q. Carter**

Employee Relations Director

**Molly King**

Employee Benefits Director

**Nicole Fleck**

Labor Negotiator

June 12, 2026

To: The City Service Commission  
 From: Andrea Knickerbocker, Human Resources Manager  
 Subject: Probationary Period Recommendations for Studied Position(s)

The following positions are being recommended for study at the June 16, 2026 meeting of the City Service Commission. Accordingly, we make the following recommendations related to the probationary period.

**Department of City Development – General Management and Policy Development**

Current	Recommended
Housing Programs Manager PR 1JX (\$85,366 - \$123,106) FN: Recruitment rate is \$104,997 (One Position)	Housing Programs Manager PR 1KX (\$91,006 - \$131,235) FN: Recruitment rate is \$111,899 (One Position)
No new probationary period is recommended as the incumbent has been performing the duties for some time.	

**Department of Administration – Community Development Grants Administration Division**

Current	Recommendation
Continuum of Care Specialist PR 2GX (\$58,656 - \$78,768) FN: Recruitment is at \$66,992 (One Position)	Technical Communications Specialist PR 2GX (\$58,656 - \$78,768) FN: Recruitment is at \$66,992 (One Position)
Not applicable as this is a just title change.	

**Department of Administration – Information Technology Management Division**

Current	Recommended
ITMD Administrative Assistant PR 6KN (\$49,095 - \$60,681) FN: Recruitment rate is \$50,387 (One Position)	Administrative Assistant III PR 5IN (\$57,620 - \$74,186) (One Position)
Not applicable as this position is currently vacant.	

**Health Department**

Current	Recommendation
Data and Evaluation Coordinator PR 2KX (\$70,501 - \$101,665) FN: Recruitment is at \$77,551 (One Position)	Information Systems Project Coordinator PR 2LX (\$75,162 - \$108,380) FN: Recruitment is at \$88,730 (One Position)
No new probationary period is recommended as the incumbent has been performing the duties for some time.	

**Health Department – Clinical Services Division – Sexual & Reproductive Health**

Current	Recommended
Public Health Nurse 3 PR 2IN (\$62,041 - \$89,460) FN: Recruitment rate is \$78,021 FN: An employee will receive a special attainment rate of \$30 biweekly for a related nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate. (One Vacant Position)	Nurse Practitioner PR 2OX (\$91,006 - \$131,235) FN: Recruitment rate is \$99,897 (One Position)
Not applicable as this position is currently vacant.	

**CITY WIDE HR/BUS OPS MARKET STUDY**

**Pay Range 1OX (\$117,464 - \$169,379)**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounts Director One Position - Comptroller	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	Accounting Director	1OX: \$117,464 - \$169,379 Recruit Rate: \$137,485
ERS Chief Financial Officer One Position - ERS	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	1OX: \$117,464 - \$169,379 Recruit Rate: \$137,485
Financial Services Director One Position - Comptroller	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	1OX: \$117,464 - \$169,379 Recruit Rate: \$137,485
Investments and Financial Services Director One Position - City Treasurer	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	1OX: \$117,464 - \$169,379 Recruit Rate: \$137,485

**Pay Range 1MX (\$103,384 - \$149,086)**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Audit Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
City Payroll Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Finance and Administration Manager One Position - DCD One Position - DNS	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Fire and Police Commission Audit Manager One Position - FPC	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Fire and Police Commission Staffing Services Manager One Position - FPC	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Grants Fiscal Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Health Budget and Administration Manager One Position - MHD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Human Resources Manager Two Positions - DER	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	Staffing Administration Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
		Compensation Administration Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Police Budget and Administration Manager* One Position - MPD	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Retirement Plan Manager One Position - ERS	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Revenue and Financial Services Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Water Financial Manager One Position - DPW-Water Works	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Worker's Compensation and Safety Manager One Position - DER	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987

\*Fire and Police Commission Report Only

**Pay Ranges 1LX (\$96,988 - \$139,868)**

Current Title	Current Pay Range	New Title	Recommended Pay Range
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Administrative Services Manager One Position – DOA One Position – DPW - Admin	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
City Attorney Human Resources Administrator One Position – City Attorney	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
DCD Human Resources Administrator One Position – DCD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
DNS Human Resources Administrator One Position - DNS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Emergency Communications Finance Manager* One Position – DEC	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Emergency Communications Human Resources Administrator* One Position – DEC	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
ERS Human Resources Administrator One Position – ERS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Fire Human Resources Administrator* One Position – MFD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Health Human Resources Administrator One Position - MHD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Infrastructure Human Resources Administrator One Position – DPW-Infra	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Library Human Resources Administrator One Position - MPL	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Operations Human Resources Administrator One Position – DPW-Ops	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Pension Accounting Manager Three Positions – ERS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Police Human Resources Administrator* One Position - MPD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Port Finance and Administration Officer One Position - Port	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Tax Billing and Collection Manager One Position – City Treasurer	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Water Works Human Resources Administrator One Position - MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493

\*Fire and Police Commission Report Only

**Pay Ranges 1KX and 2OX (\$91,006 - \$131,235)**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager – City Development One Position - DCD	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Administrative Services Manager – Assessor One Position – ASSR	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Administrative Services Manager – Court One Position – Municipal Court	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant Accounting Manager One Position – Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant City Payroll Manager One Position - Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant Grant Fiscal Manager One Position - Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Benefits and Wellness Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Budget and Fiscal Policy Manager Three Positions - DOA	2MX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	2OX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Budget Manager – City Development One Position – DCD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Business Finance Manager One Position – City Attorney One Position – DER One Position – MFD* One Position – MPL	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Business Operations Manager One Position – City Clerk Two Positions – DPW-Admin One Position – DPW-Infra	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Compensation Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

Disability Specialist – Lead One Position - ERS	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
ERS Business Operations Analyst One Position - ERS	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Fire Health and Safety Manager* One Position - MFD	2MX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	2OX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Human Resources Supervisor One Position - MHD One Position – MPD*	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
MPD Safety Division Manager* One Position - MPD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Procurement and Compliance Manager One Position – DCD One Position - MPL	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Procurement Manager One Position – DOA	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Safety Manager One Position – DPW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Accounting Manager One Position – MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Billing and Collections Manager One Position – MWW	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Business Operations Manager One Position - MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Workforce Planning and Certification Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

\*Fire and Police Commission Report only

**Pay Ranges 1IX and 2MX (\$80,098 - \$115,501)**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Budget and Fiscal Policy Analyst IV Three Positions - DOA	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Compensation Analytics Specialist - Lead One Position - DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$85,305	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Customer Services Manager One Position – City Treasurer	1HX: \$75,162 - \$105,223 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Employee Assistance and Resource Coordinator One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Fire and Police Commission Compliance Auditor One Position - FPC	2MX: \$80,098 - \$115,501 Recruit Rate: \$80,098	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
HRIS Auditor – Lead One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$83,240	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Risk Management and Safety Officer One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Water Customer Service Manager One Position – MWW	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1HX: \$75,162 - \$105,223 Recruit Rate: \$94,793

**Pay Ranges 1HX and 2LX (\$75,162 - \$108,380)**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Senior Accountant	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Accounting and Grant Specialist Two Positions – MPD* Two Positions – DPW-Infra	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Accounting Supervisor One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Auditor – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Senior Auditor – Grant Accounting	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Budget and Fiscal Policy Analyst III Underfill Title	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Business Operations Specialist - Senior One Position - DER	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
City Payroll Specialist – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
DCD Accountant – Lead Two Positions - DCD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Disability Specialist – Senior Two Positions – ERS	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175

Fire and Police Commission Investigator Two Positions - FPC	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire and Police Commission Senior Auditor One Position - FPC	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire Compliance Officer* One Position - MFD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Grant Budget Specialist One Position – DCD Two Positions – MHD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Grant Compliance Manager Three Positions – DOA One Position – MPD*	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Health and Safety Officer* One Position - MPD	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Human Resources Representative Seven Positions – DER Three Positions – MFD* Two Positions – MPL Three Positions – MPD* Three Positions – DPW-Admin One Position – DPW-Infra Two Positions – DPW-Ops One Position – MWW	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Lead Pension Specialist One Position - ERS	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Leave Administration Coordinator One Position – DER One Position – DPW-Admin	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Pension Accounting Specialist Two Positions – ERS	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Pension Services Administrator	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Police Payroll Supervisor* One Position - MPD	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Procurement Specialist Five Positions – DOA One Position – MPL	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Safety Supervisor One Position – DPW-Admin	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Senior Auditor Four Positions - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Senior Financial Analyst One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Time Tracking Lead One Position - Comptroller	2KX: \$70,501 - \$101,665	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$78,325
Worker’s Compensation Specialist One Position – DER	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175

\*Fire and Police Commission Report only

**Pay Range 1GX, 2KN and 2KX (\$70,501 - \$101,664)**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant III Two Positions – DPW-Admin Three Positions – MWW	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Accounting Specialist Eleven Positions – Comptroller	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	Financial Analyst	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Accounting Specialist* One Position - MFD	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Auditor Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Benefits Systems Analyst One Position - DER	2JX: \$66,154 - \$92,612 Recruit Rate: \$74,502	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Budget and Fiscal Policy Analyst II Underfill title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Business Analyst – Senior One Position – DOA Two Positions – DCE	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Business Inclusion Program Coordinator One Position – DCE	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Compensation Analytics Specialist	2JX: \$66,154 - \$95,390	N/A	2KX: \$70,501 - \$101,665

One Position – DER	Recruit Rate: \$72,768		Recruit Rate: \$78,859
Contract Compliance Officer One Position – DCE One Position – DPW Admin	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Customer Service Specialist Two Positions – City Treasurer	1FX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Deferred Compensation Plan Coordinator One Position – Deferred Comp	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Disability Specialist Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Diversity Recruiter One Position - DER	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Emergency Communications Human Resources Analyst – Senior* One Position - DEC	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	Human Resources Analyst - Senior	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Financial Analyst Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Fire and Police Commission Auditor Two Positions - FPC	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Grant Monitor 13 Positions - DOA	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Health and Safety Specialist* One Position - MPD	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
HRIS Auditor Two Positions – DER One Position – FPC	2JN: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KN: \$70,501 - \$101,665 Recruit Rate: \$78,859
Human Resources Analyst -Senior Two Positions – DER One Position – MFD* One Position – DPW Infra	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Investments and Financial Services Coordinator One Position – City Treasurer	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Library Business Analyst One Position - MPL	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management Accountant – Senior One Position – DEC* One Position – ERS One Position – MHD One Position – MPL One Position – DPW Admin	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management Accountant – Senior Two Positions - ERS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	Pension Accounting Specialist	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Pension Specialist – Senior Three Positions - ERS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Position Control Specialist One Position – FPC	2JN: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KN: \$70,501 - \$101,665 Recruit Rate: \$78,859
Purchasing Agent – Senior Two Positions - DOA	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Recruiter Two Positions - FPC	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Safety Specialist – Senior Two Positions – MPD* Three Positions – DPW Admin	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Tax Collection and Enforcement Coordinator One Position – City Treasurer	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Water Collections Supervisor One Position - MWW	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Water Customer Service Supervisor Three Positions - MWW	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Worker’s Compensation Analyst One Position - DER	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859

\*Fire and Police Commission Report Only

**Pay Ranges 1FX, 2JN, and 2JX (\$66,154 - \$95,390)**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Associate Auditor Underfill Title – Comptroller	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Budget and Fiscal Policy Analyst I Underfill Title – DOA-Budget	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2IX: \$66,154 - \$95,390 Recruit Rate: \$72,768

Business Analyst Underfill Title – DOA-Purchasing	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Business Finance Officer One Position – DOA-ECO	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
City Payroll Specialist Three Positions - Comptroller	2IN: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Finance Specialist One Position – Port Milwaukee	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Human Resources Analyst One Position – DCD One Position – DNS Two Positions – DER	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Investigator/Adjuster Two Positions – City Attorney	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Investments and Financial Services Specialist One Position – City Treasurer	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Management Services Analyst One Position – ERS	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Pension Specialist Underfill Title - ERS	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Purchasing Agent Underfill Title	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Revenue Collection Manager One Position – City Treasurer	1EX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	1FX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Safety Specialist Underfill Title	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Test Administration Specialist One Position - DER	2IX: \$62,041 - \$89,460 Recruit Rate: \$70,672	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Time Tracking Specialist Underfill Title	2IN: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Water Claims Specialist One Position – MWW	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Water Payroll Specialist One Position – MWW	2IN: \$62,041 - \$89,460 Recruit Rate: \$65,137	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768

**Pay Range 2IN (\$62,041 - \$89,760)**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Benefit Services Coordinator Three Positions - ERS	2GN: \$54,619 - \$78,768 Recruit Rate: \$66,304	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672
Revenue Collection Specialist One Position – City Treasurer	2GN: \$54,619 - \$78,768 Recruit Rate: \$64,264	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672
Test Administration Coordinator One Position - FPC	2GN: \$54,619 - \$78,768 Recruit Rate: \$66,304	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672

The positions listed above are not applicable for a probationary recommendation as it is purely a market study. Below are the positions considered for reclassification within the HR/Bus Ops report:

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Court Business Manager One Position – Municipal Court	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Court Financial Operations Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
No new probationary period is recommended as the incumbent has been performing the duties for some time.			

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Accounting Coordinator II Three Positions – MHD	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Finance Specialist	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Human Resources Assistant One Position – MHD	5JN: \$60,036 - \$77,296 Recruit Rate: \$62,229	Human Resources Representative	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Human Resources Assistant One Position – MHD	5JN: \$60,036 - \$77,296 Recruit Rate: \$62,229	Health Payroll Specialist	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
A new probationary period is recommended for incumbents currently in the Accounting Coordinator II position in MHD being reclassified as Finance Specialists.			
For the two Human Resources Assistant positions in MHD being reclassified, the department is running an internal recruitment for the higher-level titles, and once candidates are selected, they will serve a new probationary period due to new duties and responsibilities.			

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Transportation Financial Analyst One Position	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Financial Manager	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Not applicable as the position is currently vacant.			