



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

REVISED 9/9/23

**Job Evaluation Report**

Civil Service Commission Meeting: September 12<sup>th</sup>, 2023

**Various Departments**

Current	Recommended
Laboratory Technician 3 PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$56,894 (Four Positions - MHD) (Three Positions – MWW)	Medical Laboratory Technician PR 3MN (\$50,119 - \$63,489) FN: Recruitment is at \$51,911 (Four Positions)
Laboratory Technician 2 PR 3MN (\$50,119 - \$63,489) FN: Recruitment is at \$51,605 (Underfill Title)	
Laboratory Technician 1 PR 3LN (\$44,257 - \$61,482) FN: Recruitment is at \$49,147 (Underfill Title)	
Painter – Senior PR 7JN (\$78,737 - \$102,785) (One Position)	Painter Supervisor PR 1HX (\$73,688 - \$103,160) FN: Recruitment is at \$86,611 (One Position)

Note: Residents receive a rate that is 3% higher.

The Department of Employee Relations has conducted a citywide pay study to evaluate rates of pay for laboring, skilled trades and inspector positions prior to the August recess. This report covers a position for reclassification that was not included in the initial report, as well as restructuring previous recommendations after further conversations with the departments.

Current	Recommended
Laboratory Technician 3 PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$56,894 (Four Positions – MHD) (Three Positions – MWW)	Medical Laboratory Technician PR 3MN (\$50,119 - \$63,489) FN: Recruitment is at \$51,911 (Four Positions)
Laboratory Technician 2 PR 3MN (\$50,119 - \$63,489) FN: Recruitment is at \$51,605 (Underfill Title)	
	Water Laboratory Technician PR 3MN (\$50,119 - \$63,489)

Laboratory Technician 1 PR 3LN (\$44,257 - \$61,482) FN: Recruitment is at \$49,147 (Underfill Title)	FN: Recruitment is at \$51,911 (Three Positions)
--	---

In conversations with both the Milwaukee Health Department and Milwaukee Water Works the necessity to create a series is not applicable as there are differing positions that already act as promotional opportunities and there is no ability to be able to 'grow' their own employees as there are set minimums that cannot be realistically attained from learning on the job with the City. Due to the further conversations with the departments, DER Compensation recommends splitting the positions back to their original title and instead evaluating for just the market rate. We therefore recommend the Laboratory Technician 1, 2, 3 series become Medical Laboratory Technician and Water Laboratory Technician in Pay Range 3MN (\$50,119 - \$63,489) with a recruitment rate of \$51,911.

Current	Recommended
Painter Senior PR 7JN (\$78,737 - \$102,785) (One Position)	Painter Supervisor PR 1HX (\$73,688 - \$103,160) FN: Recruitment is at \$86,611 (One Position)

This position supervises Painters, Painter Seniors and laboring titles by directing daily work assignments on the job and uses experience and judgment to determine quality, continuity, and quantity of general work assignments of Painters. This position provides estimates for painting projects and obtains and schedules work assignments including, but not limited to, painting on City building and bridges, crosswalk, graffiti removal, or other miscellaneous requests. Duties and responsibilities include:

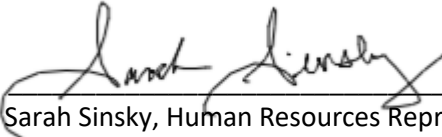
- Obtain service requests and schedule assignments for painters and laborers based on the service requests.
- Supervise painters and laborers to ensure quality and quantity of work.
- Ensure painters have the supplies and equipment needed to complete a job.
- Provide time and material cost estimates for painting projects.
- Ensure equipment is set up, used, and maintained properly by painters.
- Provide direction on how to complete a task or assignment, if needed.
- Approve and complete timesheets of the work group.
- Assist in training employees in the daily functions of the work group.


The House Painters and Bridge Painters used to be in two separate sections, however several years ago they merged under the Department of Public Works – Infrastructure – Bridges and Buildings. Since then there has been no distinction between House Painters and Bridge Painters. This position was previously the Painter Senior (Bridge and Iron) and took on the duties to oversee the Painter Senior (House) as well as all ten Painters. The level of responsibility evolved for this position and it is now performing in a supervisory capacity.


We therefore recommend reclassifying one position of Painter Senior in Pay Range 7JN (\$78,737 - \$102,785) to Painter Supervisor in Pay Range 1HX (\$73,688 - \$103,160) with a recruitment rate of \$86,611.

**Action Required – Effective Pay Period 20, 2023 (September 17, 2023)**

**\* Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

Prepared by:   
Sarah Sinsky, Human Resources Representative

Reviewed by:   
Andrea Knickerbocker, Human Resources Manager

Reviewed by:   
Harper Donahue IV, Employee Relations Director