



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

REVISED 1/9/2024

January 9, 2023

To: The City Service Commission  
 From: Andrea Knickerbocker, Human Resources Manager  
 Subject: Probationary Period Recommendations for Reclassified Positions

The following positions are being recommended for study at the January 9, 2023 meeting of the City Service Commission. Accordingly, we make the following recommendations related to the probationary period.

**Health Department**

Current	Recommended
Laboratory Data Specialist PR 2EN: \$47,136-\$65,989 FN: Minimum recruitment at \$55,187 (One Vacant Position)	Biothreat Coordinator PR 2MX: \$78,527-\$109,938 FN: Minimum recruitment at \$83,418 (One Vacant Position)
Not applicable as this position is currently vacant.	

**Department – Department of Administration - ITMD**

Current	Recommended
Administrative Specialist – Senior PR 2EX: \$50,636-\$65,989 (One Position)	Financial Specialist PR 2GX: \$53,548-\$74,974 FN: Minimum recruitment at \$66,992 (One Position)
No new probationary period is recommended as the incumbent has been performing the duties for some time.	

**DPW – Operations - Forestry**

Current	Recommended
One New Position	Urban Forestry Technical Services Manager PR 1GX: \$69,119 - \$96,768 FN: Recruitment is at \$77,842 FN: GIC 4.8% (One Position)
Not applicable as this is a new position.	

**Milwaukee Public Library**

Current	Recommended
Facilities Control Specialist PR 3SN: \$64,567 - \$83,101 FN: Recruitment is at \$83,101 (One Vacant Position)	HVAC Maintenance Technician Senior PR 7LN: \$91,164 - \$118,565 FN: Recruitment is at \$92,875 (One Vacant Position)
Not applicable as this position is currently vacant.	

CITY WIDE IT STUDY

**Market Study**

Pay Range 10X			
Current Title	Current Rate	Recommended Title	Recommended Rate
Employes' Retirement System – Chief Technology Officer One Position - ERS	10X: \$115,161-\$161,221 Recruit Rate: \$135,890	N/A	1RX: \$137,918-\$193,078 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
ITMD Policy and Administration Manager DOA-ITMD - One Position	1NX: \$108,037-\$151,255 Recruit Rate: \$128,401	N/A	1PX: \$122,746-\$171,838 Recruit Rate: \$134,790

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 - Two Positions	1JX: \$83,692-\$117,177 Recruit Rate: \$94,363	N/A	10X: \$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	10X: \$115,161-\$161,221 Recruit Rate: \$122,537
Fire Information Technology Manager Fire Dept - One Position	1IX: \$78,528-\$109,938	N/A	10X: \$115,161-\$161,221 Recruit Rate: \$122,537
Information Services Manager DOA-ITMD - One Position	1IX: \$78,528-\$109,938	N/A	10X: \$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
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.

<b>Pay Range 1HX and 2LX/2LN</b>			
<b>Current Title</b>	<b>Current Rate</b>	<b>Recommended Title</b>	<b>Recommended Rate</b>
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.

<b>Pay Ranges 1GX and 2KX</b>			
<b>Current Title</b>	<b>Current Rate</b>	<b>Recommended Title</b>	<b>Recommended Rate</b>
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 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

<b>Pay Range 1FX and 2JX/2JN</b>			
<b>Current Title</b>	<b>Current Rate</b>	<b>Recommended Title</b>	<b>Recommended Rate</b>
Water Information Technology Supervisor Water Works - Two Positions	1FX: \$64,857-\$90,796	N/A	1IX: \$78,528-\$109,938 Recruit Rate: \$86,854
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
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

<b>Pay Range 1EX and 2IX/2IN</b>			
<b>Current Title</b>	<b>Current Rate</b>	<b>Recommended Title</b>	<b>Recommended Rate</b>
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: \$69,287	N/A	2JX: \$64,857-\$90,796 Recruit Rate: \$73,041
Business Systems Coordinator ERS - 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 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
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

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
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	2JN: \$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
Systems Analyst-Assistant Fire Dept - Two Positions	2EX: \$50,636-\$65,989	Business Systems Analyst	2JX: \$64,857-\$90,796 Recruit Rate: \$73,041
IT Support Specialist DOA-ITMD - Six Positions Library - Two 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

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

No new probationary periods are recommended for the positions above for City Wide IT as it was a labor market study.

**Reclassified positions**

**Milwaukee Public Library**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Network Manager Library - One Position	1GX: \$69,119-\$96,768	Library Information Services Manager	1LX: \$95,097-\$133,131 Recruit Rate: \$96,345
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
IT Support Specialist Library - Two Positions	2EN: \$47,136-\$65,989 Recruit Rate: \$52,765	IT Support Specialist-Senior	2JN: \$64,857-\$90,796 Recruit Rate: \$74,141
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

For the reclassification of one position of Network Manager to Library Information Services Supervisor, a new probationary period is recommended for the incumbent Christine O'Rourke.

For the reclassification of two positions of IT Support Specialist to IT Support Specialist – Senior, the department will have a competitive process to fill the higher level position authority and a new probationary period will be served.

For the remaining reclassification recommendations, no new probationary period is recommended.

**Milwaukee Water Works**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Water Security Manager Water Works - One Position	2HX: \$57,081-\$79,909	Water Emergency Response and Security Manager	1JX: \$83,692-\$117,177 Recruit Rate: \$105,160
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

No new probationary period is recommended as incumbents have been performing duties for some time.

**Department of Administration - ITMD**

Current Title	Current Pay Range	New Title	Recommended Pay Range
IT Security and Audit Compliance Analyst DOA-ITMD - One Position	2IX: \$60,824-\$85,151	Information Security Manager	2NX: \$83,692-\$117,177 Recruit Rate: \$104,677

No new probationary period is recommended as incumbents have been performing duties for some time.

**Health Department – Policy, Innovation, and Engagement**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Epidemiologist Health - One Position	2JX: \$64,857-\$90,796 Recruit Rate: \$68,230	Epidemiologist - Senior	2LX: \$73,688-\$103,160 Recruit Rate: \$86,990

Not applicable as the position is currently vacant.

**Titles Evaluated – No Change Recommended**

Current Title	Current Pay Range	New Title	Recommended Pay Range
FMIS Project Manager Comptroller - One Position	2MX: \$78,528-\$109,938 Recruit Rate: \$96,345	N/A	2MX: \$78,528-\$109,938 Recruit Rate: \$96,345
Business Systems Specialist CCCC – One Position	2HX: \$57,081-\$79,909	N/A	2HX: \$57,081-\$79,909
Database Specialist DCD - One Position	5GN: \$43,291-\$51,964 Recruit Rate: \$43,890	N/A	5GN: \$43,291-\$51,964 Recruit Rate: \$43,890

No new probationary periods are recommended as these positions were evaluated in the scope of a market study.

**City Leadership Positions**

Current	Recommended
Employees' Retirement System Executive Director PR 1WX: \$184,565 - \$258,381 (One Position)	Employees' Retirement System Executive Director PR 1WX: \$184,565 - \$258,381 (One Position)
Commissioner-Public Works PR 1PX: \$122,746 - \$171,838 (One Position)	Commissioner-Public Works PR 1UX: \$164,261 - \$229,958 Minimum Recruitment Rate: \$200,088 (One Position)
Commissioner-Building Inspection PR 1OX: \$115,161 - \$161,221 (One Position)	Commissioner-Building Inspection PR 1UX: \$164,261 - \$229,958 Minimum Recruitment Rate: \$200,088 (One Position)
Commissioner-City Development PR 1OX: \$115,161 - \$161,221 (One Position)	Commissioner-City Development PR 1UX: \$164,261 - \$229,958 Minimum Recruitment Rate: \$200,088 (One Position)
Commissioner-Health PR 1PX: \$122,746 - \$171,838 (One Position)	Commissioner-Health PR 1UX: \$164,261 - \$229,958 Minimum Recruitment Rate: \$180,686 (One Position)
Administration Director PR 1OX: \$115,161 - \$161,221 FN: Preston Cole to be paid at \$97,088 (One Position)	Administration Director PR 1UX: \$164,261 - \$229,958 Minimum Recruitment Rate: \$180,686 (One Position)
City Engineer PR 1OX: \$115,161 - \$161,221 (One Position)	City Engineer PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$181,898 (One Position)
Operations Division Director PR 1OX: \$115,161 - \$161,221 (One Position)	Operations Division Director PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$181,898 (One Position)
Water Works Superintendent PR 1OX: \$115,161 - \$161,221 (One Position)	Water Works Superintendent PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$181,898 (One Position)
Employees' Retirement System - Deputy Director PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$153,530 (Two Positions)	Employees' Retirement System - Deputy Director PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (Two Positions)
Commissioner of Assessments PR 1OX: \$115,161 - \$161,221 (One Position)	Commissioner of Assessments PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Deputy City Attorney	Deputy City Attorney

PR 10X: \$115,161 - \$161,221 Minimum Recruitment Rate: \$134,692 (Four Positions)	PR 15X: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (Four Positions)
Employee Relations Director PR 10X: \$115,161 - \$161,221 (One Position)	Employee Relations Director PR 15X: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Budget and Management Director PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,841 (One Position)	Budget and Management Director PR 15X: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Chief Information Officer PR 1NX: \$108,037 - \$151,255 (One Position)	Chief Information Officer PR 15X: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Legislative Liaison Director PR 1NX: \$108,037 - \$151,255 (One Position)	Legislative Liaison Director PR 15X: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Milwaukee Public Library Director PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,529 (One Position)	Milwaukee Public Library Director PR 15X: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Chief of Staff PR 1MX: \$101,356 - \$141,906 (One Position)	Chief of Staff PR 15X: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)
Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131 (Two Positions)	Neighborhood Services Operations Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$181,898 (Two Positions)
Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)	Deputy Commissioner-City Development PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)
Fire and Police Commission Executive Director PR 1NX: \$108,037 - \$151,255 (One Position)	Fire and Police Commission Executive Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)
Municipal Port Director PR 1NX: \$108,037 - \$151,255 (One Position)	Municipal Port Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)
Infrastructure Administration Manager PR 1MX: \$101,356 - \$141,906 (One Position)	Infrastructure Administration Manager PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$152,012 (One Position)
Water Works Administration Manager PR 1MX: \$101,356 - \$141,906 (One Position)	Water Works Administration Manager PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$152,012 (One Position)
Deputy Library Director	Deputy Library Director

PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$103,800 (One Position)	PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$143,120 (One Position)
Administration Deputy Director PR 1OX: \$115,161 - \$161,221 (One Position)	Administration Deputy Director PR 1QX: \$130,111 - \$182,149 Minimum Recruitment Rate: \$143,120 (One Position)

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

<p>Deputy Commissioner of Policy, Innovation and Engagement  PR 10X: \$115,161 - \$161,221  Minimum Recruitment Rate: \$113,641  (One Position)</p>	<p>Deputy Commissioner of Policy, Innovation and Engagement  PR 1PX: \$122,746 - \$171,838  Minimum Recruitment Rate: \$135,019  (One Position)</p>
<p>Deputy Comptroller  PR 1LX: \$95,097 - \$133,131  (One Position)</p>	<p>Deputy Comptroller  PR 1PX: \$122,746 - \$171,838  Minimum Recruitment Rate: \$135,019  (One Position)</p>
<p>Employee Benefits Director  PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$122,537  (One Position)</p>	<p>Employee Benefits Director  PR 1PX: \$122,746 - \$171,838  Minimum Recruitment Rate: \$135,019  (One Position)</p>
<p>ITMD Policy and Administration Manager  PR 1NX: \$108,037 - \$151,255  Minimum Recruitment Rate: \$128,401  (One Position)</p>	<p>ITMD Policy and Administration Manager  PR 1PX: \$122,746 - \$171,838  Minimum Recruitment Rate: \$135,019  (One Position)</p>
<p>Labor Negotiator  PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$122,537  (One Position)</p>	<p>Labor Negotiator  PR 1PX: \$122,746 - \$171,838  Minimum Recruitment Rate: \$135,019  (One Position)</p>
<p>Associate Director  PR 1IX: \$78,528 - \$109,938  Minimum Recruitment Rate: \$96,345  (One Position)</p>	<p>Associate Director  PR 1NX: \$108,037 - \$151,255  Minimum Recruitment Rate: \$128,401  (One Position)</p>
<p>Budget and Fiscal Policy Operations Manager  PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$122,537  (One Position)</p>	<p>Budget and Fiscal Policy Operations Manager  PR 1NX: \$108,037 - \$151,255  Minimum Recruitment Rate: \$128,401  (One Position)</p>
<p>Fire and Police Commission Deputy Director  PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$122,537  (One Position)</p>	<p>Fire and Police Commission Deputy Director  PR 1NX: \$108,037 - \$151,255  Minimum Recruitment Rate: \$122,537  (One Position)</p>
<p>City Clerk  PR 1MX: \$101,356 - \$141,906  Minimum Recruitment Rate: \$113,521  (One Position)</p>	<p>City Clerk  PR 1NX: \$108,037 - \$151,255  Minimum Recruitment Rate: \$118,841  (One Position)</p>
<p>Deputy Court Administrator  PR 1IX: \$78,528 - \$109,938  (One Position)</p>	<p>Deputy Court Administrator  PR 1NX: \$108,037 - \$151,255  Minimum Recruitment Rate: \$118,841  (One Position)</p>
<p>Election Commission-Executive Director  PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$104,605  (One Position)</p>	<p>Election Commission-Executive Director  PR 1NX: \$108,037 - \$151,255  Minimum Recruitment Rate: \$118,841  (One Position)</p>
<p>Environmental Sustainability Director  PR 1IX: \$78,528 - \$109,938  (One Position)</p>	<p>Environmental Sustainability Director  PR 1MX: \$101,357 - \$141,906  Minimum Recruitment Rate: \$111,494  (One Position)</p>

Innovation Director PR 1MX: \$101,357 - \$141,906 (One Position)	Innovation Director PR 1MX: \$101,357 - \$141,906 Minimum Recruitment Rate: \$111,494 (One Position)
Deputy City Clerk PR 1JX: \$83,692 - \$117,177 (One Position)	Deputy City Clerk PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$104,605 (One Position)
Election Commission-Deputy Director PR 1IX: \$78,528 - \$109,938 Minimum Recruit Rate: \$86,815 (One Position)	Election Commission-Deputy Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$104,605 (One Position)
Emergency Management Director PR 2NX: \$83,692 - \$117,177 (One Position)	Emergency Management Director PR 2OX: \$89,222 - \$124,914 Minimum Recruitment Rate: \$98,145 (One Position)
Chief Equity Officer PR 1IX: \$78,528 - \$109,938 Minimum Recruitment Rate: \$95,163 (One Position)	Chief Equity Officer PR 1JX: \$83,692 - \$117,177 Minimum Recruitment Rate: \$95,163 (One Position)
Violence Reduction and Prevention Program Director PR 1IX: \$78,528 - \$109,938 Minimum Recruitment Rate: \$95,163 (One Position)	Community Wellness and Safety Director PR 1JX: \$83,692 - \$117,177 Minimum Recruitment Rate: \$95,163 (One Position)
Director of African American Affairs (One New Position)	Director of African American Affairs PR 1JX: \$83,692 - \$117,177 Minimum Recruitment Rate: \$95,163 (One Position)
BOZA Administrative Manager PR 1IX: \$78,528 - \$109,938 Minimum Recruitment Rate: \$93,989 (One Position)	BOZA Administrative Manager PR 1IX: \$78,528 - \$109,938 Minimum Recruitment Rate: \$93,989 (One Position)
Staff Assistant-Common Council President PR 2HX: \$57,081 - \$79,909 (One Position)	Staff Assistant-Common Council President PR 2IX: \$64,857 - \$90,796 Minimum Recruitment Rate: \$66,906 (One Position)
Not applicable as these positions are exempted by State Statute or from City Service Commission action.	