



## Department of Employee Relations

**Tom Barrett**  
Mayor  
**Maria Monteagudo**  
Director  
**Michael Brady**  
Employee Benefits Director  
**Deborah Ford**  
Labor Negotiator

June 8, 2017

To the Honorable  
The Committee on Finance and Personnel  
Common Council  
City of Milwaukee

Dear Committee Members:

Re: Common Council File Number 170354

Subject: Recruitment flexibility for Water Quality Manager

### Summary

This report recommends that recruitment be allowed at any rate in the pay range for Water Quality Manager in Pay Range 1JX (\$80,442 - \$112,627) with the approval of the Department of Employee Relations (DER) and the Chair of the Committee on Finance and Personnel.

### Action Required

In the Salary Ordinance, under Pay Range 1JX, "Water Quality Manager" add footnote "2/" designation which reads: "2/ Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel."

### Analysis

The Department of Public Works has requested a review of the rates of pay for Water Quality Manager in Pay Range 1JX (\$80,442 - \$112,627). The position was last filled in October of 2016 and recently became vacant. The selection process included a nationwide recruitment and resulted in only six qualified candidates. The department is concerned about hiring a highly qualified candidate for this crucial position that will work with the issues of lead in drinking water and replacement of lead service lines.

The Water Quality Manager directs and manages the staff and operations of the Milwaukee Water Works Water Quality Section; monitors the water treatment process and water laboratory results to ensure production of the highest quality of water that meets or exceeds all state, federal and local guidelines, rules, and regulations; establishes, monitors and updates water quality monitoring programs for unregulated and emerging contaminants based on and consistent with current trends in the water industry; together with staff identifies research needs and projects, and implements studies, collects samples, and prepares reports; serves as a liaison with the United States Environmental Protection Agency, the Wisconsin Department of Natural Resources and other external entities, and ensures that all state and federal monitoring and reporting requirements and deadlines are met.



Based on an analysis of market rates of pay, this report recommends adding recruitment flexibility but not a higher pay range. The recommended flexibility would allow appointment at any rate in the pay range with the approval of Employee Relations and the Chair of the Committee on Finance and Personnel in order to increase the ability to attract and retain a highly qualified candidate for the position. Similar recruitment flexibility has been applied with other difficult to fill positions such as Building Construction Inspection Supervisor (PR 1GX \$66,435 - \$93,010), ERS Functional Applications Manager (PR 1HX \$70,827 - \$99,154), and System Integration Manager in (PR1IX \$75,478 - \$105,669).

### **Recommendation**

In order to recruit and retain highly qualified candidates for the position of Water Quality Manager in Pay Range 1JX (\$80,442 - \$112,627) it is recommended that recruitment be allowed at any rate in the pay range with the approval of the Department of Employee Relations (DER) and the Chair of the Committee on Finance and Personnel.

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