



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Jackie Q. Carter**  
Director

**Molly King**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

**Job Evaluation Report**

Fire and Police Commission Meeting: July 2, 2026

**Market Reallocation:**

**Milwaukee Fire Department**

<b>Current</b>	<b>Recommended</b>
Business Finance Manager PR 1IX (\$85,366 - \$123,106) FN: Recruitment rate is \$98,272 (One Position)	Business Finance Manager PR 1LX (\$96,998 - \$139,868) FN: Recruitment rate is \$116,493 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

**Department of Emergency Communications**

<b>Current</b>	<b>Recommended</b>
Emergency Communications Records Analyst - Senior PR 2JX (\$66,154 - \$95,390) FN: Minimum Rate \$72,768 (One Position)	Emergency Communications Records Analyst - Senior PR 2KX \$70,501 - \$101,665 Recruit Rate: \$78,859 (One Position)
Emergency Communications Operations Analyst - Senior PR 2JX (\$66,154 - \$95,390) FN: Minimum Rate \$72,768 (One Position)	Emergency Communications Operations Analyst - Senior PR 2KX \$70,501 - \$101,665 Recruit Rate: \$78,859 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

This is a follow report for the HR/Business Operations report to fine tune market recommendations. These recommendations are not to be considered reclassifications or reallocations as duties and responsibilities have not changed.

Current	Business Finance Manager	PR 1IX (\$85,366 - \$123,106) FN: Recruitment rate is \$98,272	One Position
Recommended	Business Finance Manager	PR 1LX (\$96,998 - \$139,868) FN: Recruitment rate is \$116,493	One Position

It has been requested to evaluate the classification level of the Business Finance Manager in wake of the HR/Business Ops Market Study. A current job description was submitted from departments with this classification and discussions were held with representatives from said departments. Discussions were also head with DER Staffing to determine the appropriate minimum qualifications for these classifications.

In determining the recommended classification of this title, comparisons were made with other budget and financial positions in the City. Factors considered included size and complexity of the department, size of operating and capital budgets, reporting structures and division of work, and overall scope of responsibility. This analysis indicated that these positions should be at a higher level than the classification of Business Operations Manager but not as high as the Finance and Administration Manager. The duties of the Business Finance Manager are to administer and analyze the budget, develop budget strategy, conduct research and develop and implement cost control functions. This classification administers financial aspects of the department, including purchasing, accounts payable, accounts receivable/invoices, and inventory control, along with monitoring the departmental expenditures and revenues of all operational, capital, and grant budgets.

Taking into consideration the comparable level of complexity and knowledge needed to perform the work of these classifications, this report recommends placing the Business Finance Manager in Pay Range 1LX with a recruitment rate of \$116,493.

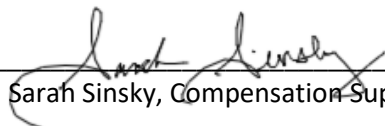
Current	Emergency Communications Records Analyst -Senior	PR 2JX (\$66,154 - \$95,390) FN: Minimum Rate \$72,768	One Position
Recommended	Emergency Communications Records Analyst -Senior	PR 2KX \$70,501 - \$101,665 Recruit Rate: \$78,859	One Position
Current	Emergency Communications Operations Analyst - Senior	PR 2JX (\$66,154 - \$95,390) FN: Minimum Rate \$72,768	One Position
Recommended	Emergency Communications Operations Analyst - Senior	PR 2KX \$70,501 - \$101,665 Recruit Rate: \$78,859	One Position

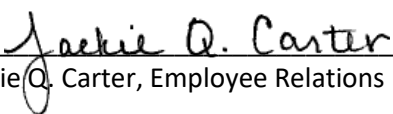
These positions were recently approved in the Fire and Police Commission meeting on June 18, 2026. The pay range recommended at the previous meeting did not take into account the market study recommendations in the HR/Business Operations market study report and this recommendation would correct the alignment of comparable positions.

This report recommends moving the Emergency Communications Records Analyst – Senior and Emergency Communications Operations Analyst – Senior from Pay Range 2JX (\$66,154 - \$95,390) to 2KX (\$70,501 - \$101,665) with a recruitment rate of \$78,859 to keep the positions in alignment with comparable titles such as Human Resources Analyst – Senior and Emergency Communications Human Resources Analyst – Senior.

**Action Required – Effective Pay Period 15, 2026 (July 5, 2026)**

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

Prepared by:   
 Sarah Sinsky, Compensation Supervisor

Reviewed by:   
 Jackie Q. Carter, Employee Relations Director