



**Department of Employee Relations**

**Cavalier Johnson**

Mayor

**Harper Donahue, IV**

Director

**Renee Joos**

Employee Benefits Director

**Nicole M. Fleck**

Labor Negotiator

REVISED 11/6/23

**Job Evaluation Report**

City Service Commission Meeting: November 7, 2023

**Department of Public Works; Water Works; Port Milwaukee; Department of City Development; City Clerk**

Current	Recommendation
Public Works Coordination Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Public Works Coordination Manager PR 1NX (\$108,037 - \$151,255) FN: Recruitment is at \$138,193 (One Position - DPW)
City Planning Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$93,989 FN: Additional 3% for AICP certification FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval (One Position - DCD)	City Planning Manager PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$125,629 FN: Additional 3% for AICP certification (One Position - DCD)
Civil Engineer V PR 1JX (\$83,692 - \$117,177) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (Three Positions - DPW)	Civil Engineer V PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$125,629 (Three Positions - DPW)
Long Range Planning Manager PR 1GX (\$69,119 - \$96,768) FN: Recruitment is at \$81,625 FN: Additional 3% for AICP certification FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DCD)	Long Range Planning Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 FN: Additional 3% for AICP certification (One Position - DCD)
Architectural Project Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Architectural Project Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)
Construction Management Engineer PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (Four Positions - DPW)	Construction Management Engineer PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (Four Positions - DPW)

Electrical Engineer – Senior PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Electrical Engineer – Senior PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)
Management Civil Engineer – Senior PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position – Port) (Five Positions – DPW)	Management Civil Engineer – Senior PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position – Port) (Five Positions – DPW)
Management Engineer PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (Four Positions – MWW)	Management Engineer PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (Four Positions - MWW)
Mechanical Engineer IV PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Mechanical Engineer IV PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position – DPW)
Structural Design Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Structural Design Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)
Traffic Engineer – Senior PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Traffic Engineer – Senior PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position – DPW)
Transportation Engineering Planner PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Transportation Engineering Planner PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)
Streetcar System Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Streetcar System Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)

Survey Geospatial Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$94,051 FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. (One Position - DPW)	Survey Geospatial Manager PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$114,209 (One Position - DPW)
Field Operations Inspection Supervisor PR 1DX (\$57,081 - \$79,909) FN: Recruitment is at \$60,337 (One Position - DPW)	Field Operations Inspection Manager PR 1EX (\$60,824 - \$85,151) FN: Recruitment is at \$73,753 (One Position - DPW)
Civil Engineer IV PR 2KX (\$69,119 - \$96,768) FN: Recruitment is at \$81,625 (One Position - DPW)	Civil Engineer IV PR 2NX (\$83,692 - \$117,177) FN: Recruitment is at \$100,496 (One Position - DPW)
Urban Design Coordinator PR 2JX (\$64,857 - \$90,796) FN: Recruitment is at \$77,841 FN: Additional 3% for AICP certification (One Position - DCD)	Urban Design Coordinator PR 2NX (\$83,692 - \$117,177) FN: Recruitment is at \$99,403 FN: Additional 3% for AICP certification (One Position - DCD)
Principal Planner PR 2JX (\$64,857 - \$90,796) FN: Recruitment is at \$77,841 FN: Additional 3% for AICP certification (Two Positions - DCD)	Principal Planner PR 2NX (\$83,692 - \$117,177) FN: Recruitment is at \$99,403 FN: Additional 3% for AICP certification (Two Positions - DCD)
Architect III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Registered Architect License (Two Positions - DPW)	Architect III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Registered Architect License (Three Positions - DPW)
Facilities Project Coordinator PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW)	
Civil Engineer III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (Two Positions – Port) (19 Positions – DPW) (1 AUX Position – DPW) (Eight Positions – MWW)	Civil Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Professional Engineer License (Two Positions – Port) (21 Positions – DPW) (1 AUX Position – DPW) (Eight Positions – MWW)
Civil Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (One Position – DPW)	
Engineering Technician VI PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$70,328 (One Position - DPW)	

Electrical Engineer III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW) (Two Positions – MWW)	Electrical Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$97,417 FN: Additional 3% for Professional Engineer License (One Position - DPW) (Two Positions – MWW)
Mechanical Engineer III PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW) (One AUX Position – DPW) (One Position – MWW)	Mechanical Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Professional Engineer License (One Position - DPW) (One AUX Position – DPW) (One Position – MWW)
Senior Transportation Planner PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for AICP certification (Three Positions - DPW)	Senior Transportation Planner PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for AICP certification (Three Positions - DPW)
Senior Planner – Urban Design PR 2IX (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for AICP certification (One Position - DCD)	Senior Planner – Urban Design PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for AICP certification (One Position - DCD)
Senior Planner PR 2IX (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for AICP certification FN: Additional 3% for APT Recognized Professional (Three Positions - DCD) (Two Positions – CCCC)	Senior Planner PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for AICP certification FN: Additional 3% for APT Recognized Professional (Three Positions - DCD) (Two Positions – CCCC)
Facilities Maintenance Coordinator PR 2HN (\$57,081 - \$79,909) FN: Recruitment is at \$79,909 FN: Additional 3% for Professional Engineer License (One Position - DPW)	Facilities Maintenance Coordinator PR 2LN (\$73,688 - \$103,160) FN: Recruitment is at \$93,580 FN: Additional 3% for Professional Engineer License (One Position - DPW)
Facilities Construction Project Coordinator PR 2HN (\$57,081 - \$79,909) FN: Recruitment is at \$79,909 FN: Additional 3% for Professional Engineer License (One Position - DPW)	Facilities Construction Project Coordinator PR 2LN (\$73,688 - \$103,160) FN: Recruitment is at \$93,580 FN: Additional 3% for Professional Engineer License (One Position - DPW)
Architectural Designer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Registered Architect License (One Position – DPW) (One AUX Position – DPW)	Architectural Designer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for Registered Architect License (One Position – DPW) (One AUX Position – DPW)

<p>Civil Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (One Position - Port) (33 Positions – DPW) (Four AUX Positions – DPW) (Four Positions – MWW)</p>	<p>Civil Engineer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for Professional Engineer License (One Position - Port) (33 Positions – DPW) (Four AUX Positions – DPW) (Four Positions – MWW)</p>
<p>Electrical Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (Two Positions - DPW) (One AUX Position – DPW)</p>	<p>Electrical Engineer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$90,087 FN: Additional 3% for Professional Engineer License (Two Positions - DPW) (One AUX Position – DPW)</p>
<p>Mechanical Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>	<p>Mechanical Engineer II PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>
<p>Engineering Technician VI PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$70,328 (Eight Positions - DPW) (One AUX Position – DPW)</p>	<p>Engineering Technician VI PR 2KN (\$69,119 - \$96,768) FN: Recruitment is at \$78,467 (Eight Positions - DPW) (One AUX Position – DPW)</p>
<p>Associate Transportation Planner PR 2EX (\$50,636 - \$65,989) FN: Recruitment is at \$53,433 FN: Additional 3% for AICP certification (Underfill Title)</p>	<p>Associate Transportation Planner PR 2KX (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for AICP certification (Underfill Title)</p>
<p>Associate Planner PR 2EX (\$50,636 - \$65,989) FN: Recruitment is at \$58,777 FN: Additional 3% for AICP certification (One Position - DCD)</p>	<p>Associate Planner PR 2KX (\$69,119 - \$96,768) FN: Recruitment is at \$77,656 FN: Additional 3% for AICP certification (One Position - DCD)</p>
<p>Architectural Designer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Registered Architect License (Underfill Title)</p>	<p>Architectural Designer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$72,576 FN: Additional 3% for Registered Architect License (Underfill Title)</p>
<p>Civil Engineer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>	<p>Civil Engineer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$72,576 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>
<p>Electrical Engineer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>	<p>Electrical Engineer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$84,193 FN: Additional 3% for Professional Engineer License (Underfill Title)</p>

Mechanical Engineer I PR 2EN (\$45,306 - \$63,426) FN: Recruitment is at \$61,325 FN: Additional 3% for Professional Engineer License (Underfill Title)	Mechanical Engineer I PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$72,576 FN: Additional 3% for Professional Engineer License (Underfill Title)
Public Works Inspector II PR 3LN (\$44,257 - \$61,482) FN: Recruitment is at \$52,210 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (Five Positions – DPW)	DOT Projects Inspector PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$77,656 (Five Positions - DPW)
Engineering Technician V PR 3RN (\$55,763 - \$72,430) FN: Recruitment is at \$58,859 (10 Positions – DPW) (Two AUX Positions – DPW) (Three Positions – MWW)	Engineering Technician V PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$71,088 (11 Positions – DPW) (Two AUX Positions – DPW) (Three Positions – MWW)
Assessment Technician II PR 3RN (\$55,763 - \$72,430) (One Position – DPW)	
Engineering Drafting Technician V PR 3RN (\$55,763 - \$72,430) FN: Recruitment is at \$58,859 (Three Positions - DPW) (Two Positions – MWW)	CADD and GIS Technician 4 PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$65,520 (Three Positions - DPW) (Two Positions – MWW)
Engineering Technician IV PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$52,210 (One Position - Port) (20 Positions – DPW) (Two AUX Positions – DPW) (16 Positions – MWW)	Engineering Technician IV PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$67,048 (One Position - Port) (20 Positions – DPW) (Two AUX Positions – DPW) (16 Positions – MWW)
Public Works Inspector II PR 3LN (\$44,257 - \$61,482) FN: Recruitment is at \$52,210 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (34 Positions – DPW) (Two AUX Positions – DPW)	Public Works Inspector II PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$67,048 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned "Resident (Lead) Inspector" (34 Positions – DPW) (Two AUX Positions – DPW)
Sidewalk Repair Specialist PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$57,431 (Two Positions - DPW)	Sidewalk Repair Specialist PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$67,048 (Two Positions - DPW)
Engineering Drafting Technician IV PR 3NN (\$46,765 - \$63,772) FN: Recruitment is at \$52,210 (18 Positions - DPW) (Eight Positions – MWW)	CADD and GIS Technician 3 PR 3TN (\$71,993 - \$83,512) FN: Recruitment is at \$62,400 (18 Positions - DPW) (Eight Positions – MWW)

Engineering Technician II PR 3FN (\$40,064 - \$49,076) FN: Recruitment is at \$43,728 (14 Positions - DPW) (Nine 0.33 FTE Positions – DPW) (Two AUX Positions – DPW)	Engineering Technician II PR 3QN (\$52,606 - \$81,767) FN: Recruitment is at \$62,861 (14 Positions - DPW) (Nine 0.33 FTE Positions – DPW) (Two AUX Positions – DPW)
Public Works Inspector I PR 3HN (\$45,499 - \$52,695) FN: Recruitment is at \$47,463 FN: \$80 biweekly when assigned “Resident (Lead) Inspector” (Underfill Title)	Public Works Inspector I PR 3QN (\$52,606 - \$81,767) FN: Recruitment is at \$62,861 FN: \$80 biweekly when assigned “Resident (Lead) Inspector” (Underfill Title)
Engineering Drafting Technician II PR 3FN (\$40,064 - \$49,076) FN: Recruitment is at \$43,728 (19 Positions - DPW) (One AUX Position – DPW)	CADD and GIS Technician 2 PR 3QN (\$52,606 - \$81,767) FN: Recruitment is at \$59,428 (19 Positions - DPW) (One AUX Position – DPW)
Engineering Technician I PR 3DN (\$39,579 - \$46,193) FN: Recruitment is at \$40,037 (Underfill Title)	Engineering Technician I PR 3PN (\$49,629 - \$75,710) FN: Recruitment is at \$58,608 (Underfill Title)
Engineering Drafting Technician I PR 3DN (\$39,579 - \$46,193) FN: Recruitment is at \$40,037 (Underfill Title)	CADD and GIS Technician 1 PR 3PN (\$49,629 - \$75,710) FN: Recruitment is at \$56,598 (Underfill Title)
Transportation Operations Assistant PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$38,866 (Three Positions - DPW)	Transportation Operations Assistant PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$41,888 (Three Positions - DPW)
Engineering Intern PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$38,866 (Nine Positions - DPW) (Three AUX Positions – DPW) (One AUX Position – MWW)	Engineering Intern PR 9PN (\$32,460 - \$38,866) FN: Recruitment is at \$41,888 (Nine Positions - DPW) (Three AUX Positions – DPW) (One AUX Position – MWW)

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

## Background

A city-wide market study to examine the rates of pay for Engineers, Architects, Planners was requested as a result of the labor and trades study submitted and approved earlier this year. This is to ensure the engineering counterparts are on par with their recently studied peers. Other issues that were cited were difficulties in recruiting and retaining employees for these classifications. Job descriptions were analyzed and discussions were held with Commissioner of Public Works, Jerrel Kruschke; City Engineer, Kevin Muhs; Infrastructure Administration Manager Timothy Thur; Water Works Superintendent, Patrick Pauly; Water Works Administration Manager, Jane Islo; Deputy Commissioner – City Development, Vanessa Koster; and DCD Human Resources Administrator, Vanessa Armstrong. New rates of pay for these positions are based on an assessment of the cost of labor for these positions within southeastern Wisconsin.

In this report there is one reclassification request, four requests to repurpose vacant positions to better suit the operational needs of the department, and a request to retitle a career path shared between the Department of Public Works and Water Works to better reflect the duties and responsibilities of the positions.

The Department of Public Works requested the reclassification of one position of Engineering Technician VI to the title Civil Engineer III. The current incumbent has taken on additional duties due to recent Engineering Technician I and II recruitments yielding low applications and little to no interest from current field engineers to apply for the entry level Engineering Technician positions. Furthermore, the Wisconsin Department of Transportation requiring the City of Milwaukee to submit all future in-house designs in Civil 3D file format, as opposed to the MicroStation software that the City has always traditionally used for design and drafting. For this reason, this position will now act as the project manager in creating and implementing new Civil 3D standards for paving design and drafting. Other duties and responsibilities include:

- Supervise and prepare studies, reports, environmental investigations, plans, specifications estimates and other submittals for federal and/or state aided transportation improvement projects, including: securing necessary permits, agency coordination and setting up agreements with Milwaukee County and other local communities and professional service contracts with private consultants.
- Coordinate with elected officials, public (including holding and leading public involvement meetings), utilities, railroads, and other municipalities.
- Monitor and prepare project status reports, monitor funding, update schedules, and review project billings; prepare and negotiate contract documents, review proposals.
- Mentor and train Civil Engineer IIs
- Coordinate plans and utility reviews and comments for county and state trunk highway projects.
- Supervise review of various transit and transportation proposals and projects; undertake investigations and make recommendations on project design and concepts.
- Perform other duties as assigned.

The duties taken on by the incumbent are in line with the duties and responsibilities of other classified Civil Engineer IIIs within DPW Infrastructure.

The Department of Public Works requests repurposing the following vacant positions:

Current	Recommendation
Facilities Project Coordinator PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$74,204 FN: Additional 3% for Professional Engineer License (One Position - DPW)	Architect III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Registered Architect License (One Position - DPW)
Civil Engineer II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$67,459 FN: Additional 3% for Professional Engineer License (One Position – DPW)	Civil Engineer III PR 2MN (\$78,528 - \$109,938) FN: Recruitment is at \$92,900 FN: Additional 3% for Professional Engineer License (One Position – DPW)
Public Works Inspector II PR 3LN (\$44,257 - \$61,482) FN: Recruitment is at \$52,210 FN: \$40 biweekly for Water Construction Coordinator duties FN: \$80 biweekly when assigned “Resident (Lead) Inspector” (Five Positions – DPW)	DOT Projects Inspector PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$77,656 (Five Positions - DPW)
Assessment Technician II PR 3RN (\$55,763 - \$72,430) (One Position – DPW)	Engineering Technician V PR 3UN (\$75,690 - \$87,801) FN: Recruitment is at \$71,088 (One Position – DPW)



The request to repurpose one position of Facilities Project Coordinator stems from a vacancy and the desired to better reflect the skills and responsibilities of a future incumbent in the position as it would be mirroring that of the Architect III.

The request to repurpose one position of Civil Engineer II as a Civil Engineer III is a result of the Major Projects section within DPW being awarded a \$465M federal/state dollars for the design and construction of projects within the next eight years. This unprecedented level of funding will require a higher level of expertise so as to ensure projects follow through so as to guarantee the funding is spent so as to not lose these grants. These dollars are imperative as our locally funded paving programs do not have enough dollars to adequately maintain or improve existing conditions.

The request to repurpose five positions of Public Works Inspector II as five DOT Projects Inspectors is in response to meet the minimums WisDOT expects so as to allow the City's staff to lead inspection on our State-lead construction projects. This position will act as the City of Milwaukee representative and project manager for WisDOT Public Works Contracts. Incumbents will oversee and inspect all work associated with the projects including paving, sewer, water, electrical, forestry, communications, traffic control, and anything else required in the contract; provide daily progress reports for all work and other required forms and paperwork that need to be submitted per WisDOT procedures; make project payments and track job progress; and act as the materials coordinator for the project, do all of the testing requirements, and file all paperwork related to materials required per the contract documents. Duties and responsibilities include:

- Inspect the construction of paving, sewer, water, electrical, forestry, traffic control, communications, and/or bridge work done under contract by the Wisconsin Department of Transportation (WisDOT), and be responsible for the contractor in accordance with plans and specifications, and report any deviations to the proper supervisor.
- Materials testing and reporting.
- See that the general safety requirements of OSHA are carried out by the contractors, especially in regard to the safety of the workers.
- Keep a daily progress report of work complete and keep all other necessary records and reports regarding the projects which assigned and make contract payments on a regular basis.
- Insist on work being accomplished by the contractor with a minimum level of inconvenience to the general public.
- Act as on-site representative of City of Milwaukee for property owners and business owners.
- Perform other related duties as assigned including office work and district survey crew work.

Minimum qualifications include a bachelor's degree in civil engineering, construction project management, or similar from an ABET-accredited university or college and one year or more of construction experience performing inspector duties on WisDOT projects. Equivalent combinations of education and experience may be considered. These requirements have not yet been assessed by the Staffing Division.

The final repurpose request is for one position of Assessment Technician II to be retitled as an Engineering Technician V. The job duties for the position are consistent with the Engineering Technician V and by bringing this position into the Engineering Technician series, it provides a clearer promotional path to any future incumbent.

Lastly, the Department of Public Works and Milwaukee Water Works submitted a request to retitle the Engineering Drafting Technicians I, II, IV and V so as to better reflect the duties and responsibilities of the positions. These positions have seen consistently low recruitment rates and the hope is that the market study and new titles to better reflect the duties will result in a more lucrative eligible list to hire from.

### **Market Rates of Pay**

In conducting a cost of labor analysis for these titles, staff conducted an analysis of market rates of pay from the Economic Research Institute (ERI), a salary survey service to which the Department of Employee Relations subscribes.

Architect

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$81,650	\$89,155	\$98,938	\$108,767	\$118,542
9	\$79,454	\$86,755	\$96,284	\$105,850	\$115,371
8	\$77,189	\$84,281	\$93,546	\$102,838	\$112,097
7	\$74,863	\$81,740	\$90,734	\$99,743	\$108,732
6	\$72,487	\$79,143	\$87,858	\$96,577	\$105,288
5	\$70,069	\$76,500	\$84,931	\$93,352	\$101,779
4	\$67,620	\$73,822	\$81,964	\$90,082	\$98,218
3	\$65,151	\$71,121	\$78,969	\$86,782	\$94,622
2	\$62,671	\$68,408	\$75,962	\$83,465	\$91,007
1	\$60,191	\$65,696	\$72,953	\$80,146	\$87,389

Source: ERI. Data as of 8/14/23

*ERI defines an Architect as a position that researches, plans, designs, and supervises construction of building projects for clients, according to their desires, needs, and financial resources, applying knowledge of design, construction procedures, zoning and building codes, and building materials; Consults with clients to determine functional and spatial requirements of new structure or renovation; and prepares information regarding design, specifications, materials, color, equipment, estimated costs, and construction time.*

#### Civil Engineer

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$89,106	\$97,284	\$107,916	\$118,656	\$129,348
9	\$86,588	\$94,536	\$104,878	\$115,310	\$125,697
8	\$83,672	\$91,354	\$101,359	\$111,436	\$121,472
7	\$80,296	\$87,668	\$97,281	\$106,948	\$116,581
6	\$76,466	\$83,486	\$92,654	\$101,853	\$111,032
5	\$72,232	\$78,861	\$87,535	\$96,214	\$104,892
4	\$67,658	\$73,864	\$82,001	\$90,117	\$98,250
3	\$62,821	\$68,578	\$76,147	\$83,664	\$91,217
2	\$57,814	\$63,103	\$70,079	\$76,974	\$83,922
1	\$52,736	\$57,546	\$63,917	\$70,177	\$76,508

Source: ERI. Data as of 8/14/23

*ERI defines a Civil Engineer as a position that coordinates and aids in the design, evaluation, planning, integration, testing, and completion activities in engineering projects; Identifies, analyzes, and resolves program support; Gathers and correlates engineering data deficiencies; and Performs various tests and documents results.*

#### Electrical Engineer

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$98,145	\$107,144	\$118,817	\$130,675	\$142,523
9	\$95,019	\$103,736	\$115,048	\$126,516	\$137,946
8	\$91,599	\$100,005	\$110,923	\$121,968	\$132,967

7	\$87,856	\$95,921	\$106,409	\$116,995	\$127,535
6	\$83,823	\$91,518	\$101,541	\$111,636	\$121,690
5	\$79,536	\$86,838	\$96,363	\$105,937	\$115,480
4	\$75,042	\$81,930	\$90,931	\$99,956	\$108,966
3	\$70,389	\$76,848	\$85,306	\$93,759	\$102,217
2	\$65,635	\$71,654	\$79,554	\$87,420	\$95,310
1	\$60,840	\$66,412	\$73,747	\$81,019	\$88,333

Source: ERI. Data as of 8/14/23

*ERI defines an Electrical Engineer as a position that researches, develops, designs, tests, and evaluates electrical components, equipment, and systems, applying principles and techniques of electrical engineering; Designs electrical equipment, facilities, components, products, and systems for commercial, industrial, and domestic purposes; Designs, and may direct engineering personnel in, fabrication of test control apparatus and equipment, and determines methods, procedures, and conditions for testing products.*

#### Mechanical Engineer

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$96,293	\$105,126	\$116,586	\$128,211	\$139,801
9	\$93,264	\$101,822	\$112,933	\$124,183	\$135,386
8	\$89,764	\$98,002	\$108,711	\$119,531	\$130,302
7	\$85,900	\$93,786	\$104,049	\$114,398	\$124,701
6	\$81,711	\$89,212	\$98,990	\$108,829	\$118,631
5	\$77,239	\$84,329	\$93,587	\$102,881	\$112,152
4	\$72,536	\$79,193	\$87,902	\$96,620	\$105,334
3	\$67,662	\$73,868	\$82,006	\$90,123	\$98,256
2	\$62,680	\$68,424	\$75,976	\$83,476	\$91,011
1	\$57,660	\$62,935	\$69,893	\$76,769	\$83,699

Source: ERI. Data as of 8/14/23

*ERI defines Mechanical Engineer as a position that researches, develops, plans, and designs mechanical and electromechanical products and systems that may involve nanotechnology. Oversees and coordinates activities involved in fabrication, operation, application, installation, and repair of mechanical or electromechanical products and systems. Activities may involve but are not limited to electric generators, internal combustion engines, and steam and gas turbines, power-using machines such as refrigeration and air-conditioning equipment, machine tools, material handling systems, elevators and escalators, industrial production equipment, and robots used in manufacturing, etc. May design products and systems to interface machines, hardware, and software. May use Computer-Aided Design (CAD) and Computer-Aided Manufacturing (CAM) for design data processing and for developing alternative designs. May evaluate field installations and recommend design modifications to eliminate machine or system malfunctions. May specialize in specific field of mechanical engineering, such as heat transfer, hydraulics, electromechanical, controls and instrumentation, robotics, nuclear systems, tooling, air-conditioning and refrigeration; or in type of product, such as propulsion systems or machinery and mechanical equipment; or in type of work, such as steam or gas generation and distribution, steam plant engineering, or system planning.*

#### Engineering Technician

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
10	\$64,586	\$70,061	\$77,473	\$84,839	\$92,375

9	\$63,040	\$68,352	\$75,548	\$82,700	\$90,038
8	\$61,397	\$66,542	\$73,506	\$80,427	\$87,549
7	\$59,640	\$64,608	\$71,327	\$77,995	\$84,880
6	\$57,774	\$62,559	\$69,021	\$75,418	\$82,045
5	\$55,810	\$60,407	\$66,607	\$72,716	\$79,065
4	\$53,765	\$58,170	\$64,105	\$69,919	\$75,973
3	\$51,655	\$55,868	\$61,539	\$67,057	\$72,804
2	\$49,503	\$53,525	\$58,934	\$64,162	\$69,600
1	\$47,327	\$51,163	\$56,316	\$61,262	\$66,400

Source: ERI. Data as of 8/14/23

*ERI defines Engineering Technician as a position that makes sketches and rough layouts, records data, makes computations, analyzes results, and writes reports. Prepares layouts and drawings of the assembly process and of parts to be manufactured. Estimates labor costs, equipment life, and plant space. Reviews project instructions and blueprints to ascertain test specifications, procedures, objectives, test equipment, nature of technical problem, and possible solutions, such as part redesign, substitution of material or parts, or rearrangement of parts or subassemblies.*

#### Transportation Planner

<b>Years of Experience</b>	<b>10th Percentile</b>	<b>25th Percentile</b>	<b>Mean</b>	<b>75th Percentile</b>	<b>90th Percentile</b>
10	\$59,167	\$64,185	\$70,856	\$77,337	\$83,922
9	\$57,574	\$62,453	\$68,948	\$75,246	\$81,653
8	\$55,861	\$60,591	\$66,896	\$72,997	\$79,211
7	\$54,040	\$58,610	\$64,712	\$70,604	\$76,614
6	\$52,123	\$56,525	\$62,412	\$68,083	\$73,876
5	\$50,125	\$54,350	\$60,013	\$65,452	\$71,020
4	\$48,065	\$52,105	\$57,534	\$62,733	\$68,066
3	\$45,960	\$49,808	\$54,996	\$59,948	\$65,040
2	\$43,832	\$47,481	\$52,422	\$57,121	\$61,968
1	\$41,699	\$45,147	\$49,835	\$54,279	\$58,876

Source: ERI. Data as of 8/14/23

*ERI defines a Transportation Planner as a position that studies the use and operation of transportation systems. Coordinates long-range transportation planning and the analysis of related impacts and costs. Collects, compiles, and analyzes data on transportation systems. Develops and coordinates elements of a transportation plan, including research and analysis of component areas such as roads, public transportation, air, rail, freight, and non-motorized transportation. Develops population projections, transportation models or simulations, maps, and financial forecasts for the transportation plan. Analyzes environmental and societal impacts. Analyzes various transportation policy issues and prepares recommendations. Prepares studies for proposed transportation projects and provides project updates. May present plan to citizens and governmental officials at the local, State, and Federal levels and educate the public concerning transportation issues.*

#### Urban Planner

<b>Years of Experience</b>	<b>10th Percentile</b>	<b>25th Percentile</b>	<b>Mean</b>	<b>75th Percentile</b>	<b>90th Percentile</b>
10	\$69,577	\$75,549	\$83,468	\$91,239	\$99,083
9	\$67,671	\$73,472	\$81,175	\$88,728	\$96,364
8	\$65,629	\$71,247	\$78,718	\$86,033	\$93,445

7	\$63,464	\$68,888	\$76,110	\$83,172	\$90,341
6	\$61,189	\$66,411	\$73,370	\$80,164	\$87,075
5	\$58,822	\$63,833	\$70,520	\$77,031	\$83,670
4	\$56,380	\$61,175	\$67,580	\$73,798	\$80,154
3	\$53,882	\$58,457	\$64,577	\$70,494	\$76,556
2	\$51,350	\$55,702	\$61,533	\$67,147	\$72,909
1	\$48,805	\$52,933	\$58,474	\$63,785	\$69,246

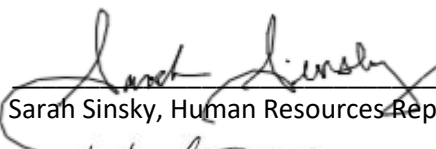
Source: ERI. Data as of 8/14/23

*ERI defines an Urban Planner as a position that plans and develops short- and long-term comprehensive programs and plans for development, growth, revitalization, and utilization of land and physical facilities of cities, counties, and metropolitan areas to maximize quality of life for the community and its residents. Collects and analyzes data on economic, social, and physical factors affecting land use, projects future community needs, and prepares or requisitions graphic and narrative reports on data. Confers with local authorities, civic leaders, social scientists, and land planning and development specialists to devise and recommend arrangements of land and physical facilities for residential, commercial, industrial, and community uses. Recommends governmental measures affecting land use, public utilities, community facilities, and housing and transportation to control and guide community development and renewal. May review and evaluate environmental impact reports applying to specified private and public planning projects and programs. Usually employed by local government jurisdictions, but may work for any level of government, or for private consulting firms.*

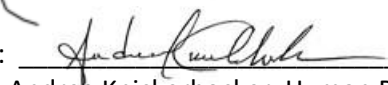
**Action Required – Effective Pay Period 25, 2023 (November 26, 2023)**

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

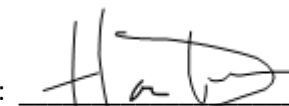
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