



Department of Employee Relations

Cavalier Johnson

Mayor

Jackie Q. Carter

Employee Relations Director

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Employee Benefits Director

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Labor Negotiator

July 17, 2026

To: The City Service Commission

From: Andrea Knickerbocker, Human Resources Manager

Subject: Probationary Period Recommendations for Studied Position(s)

The following positions are being recommended for study at the July 21, 2026 meeting of the City Service Commission. Accordingly, we make the following recommendations related to the probationary period.

City Attorney – Administrative Division

Current	Recommended
Legal Administrative Specialist-Senior PR 2GX (\$58,656 - \$ 78,768) FN: Recruitment rate is \$66,992. (One Position)	Legal Administrative Supervisor PR 1FX (\$66,154 - \$95,390) FN: Recruitment rate is \$76,503. (One Position)
Legal Office Assistant-Lead PR 5JN (\$60,036 - \$ 77,296) FN: Recruitment rate is \$62,355. (One Position)	Legal Office Assistant Supervisor PR 1DX (\$58,656 - \$83,952) FN: Recruitment rate is \$72,100. (One Position)
No new probationary period is recommended for Mary Lyles (Legal Administrative Specialist – Senior) as they have been performing the duties for some time.	
A new probationary period for Cynthia Reynolds (Legal Office Assistant – Lead) due to new duties and responsibilities.	

Comptroller's Office

Current	Recommended
Accounting Coordinator II PR 2FN (\$51,250 - \$73,907) FN: Recruitment Rate is \$62,529 (One Position)	Accounting Services Supervisor PR 2GN (\$54,619 - \$78,768) FN: Recruitment Rate is \$66,992 (One Position)
No new probationary period is recommended for Adela Morales as she has been performing the duties for some time.	

Department of Compliance and Engagement

Current	Recommendation
Equal Rights Complaints Liaison PR 2GX (\$58,656 – \$78,768) Minimum Rate: \$58,304 (One Position)	Compliance and Engagement Deputy Director PR 1JX (\$85,366 - \$123,106) Minimum Rate: \$104,997 (One Position)
Administrative Specialist – Senior PR 2GX (\$58,656 – \$78,768) Minimum Rate: \$66,992 (One Position)	Business Operations Specialist-Senior PR 2LX: \$75,162 - \$108,380 Minimum Rate: \$86,175 (One Position)
Racial Equity and Inclusion Coordinator PR 2HX (\$58,656 – \$83,952) Minimum Rate: \$61,110 (One Position)	Compliance and Engagement Coordinator PR 2HX (\$58,656 – \$83,952) Minimum Rate: \$61,110 (One Position)
A new probationary period for Ramona Ramos (Equal Rights Complaints Liaison) and Imani Ortiz (Administrative Specialist – Senior) due to new duties and responsibilities.	
Not applicable for the Racial Equity and Inclusion Coordinator as that is just a title change.	

Department of Community Wellness and Safety

Current	Recommendation
Office of Violence Prevention Operations Manager PR 1HX (\$75,162 - \$108,380) Minimum Rate: \$85,086 (One Position)	Community Wellness and Safety Deputy Director PR 1JX (\$85,366 - \$123,106) Minimum Rate: \$104,997 (One Position)
Not applicable as the position is currently vacant. Once the position is filled, a new probationary period will be served.	

Department of Public Works – Milwaukee Water Works – Distribution Organization – Field Operations

Current	Recommended
Water Repair Worker 3 PR 8FN (\$58,215 - \$77,590) FN Recruitment rate is \$58,905. FN Employees who attain and maintain Class A CDL to be paid an additional 1% biweekly. FN An employee assigned to operate a Hydro-Vac to be paid an additional 10% biweekly. (67 positions)	Water Distribution Investigator Helper 2 PR 8EN (\$54,407 - \$74,238) (5 Positions)
New Underfill Position	Water Distribution Investigator Helper 1 PR 8CN (\$49,460 - \$67,105) FN Recruitment rate is \$50,987. (Underfill Position)
Not applicable as these positions are vacant.	

Department of Public Works-Operations Division

Current	Recommended
Communications Assistant III PR 6KN (\$49,095 - \$60,681) FN Recruitment rate is at \$49,399 (One Position)	Communications Assistant IV PR 6LN (\$50,964 - \$62,992) FN: Recruitment rate is at \$51,726 (Two Positions)
Office Assistant IV PR 6KN (\$49,095 - \$60,681) FN Recruitment rate is at \$49,399 (One Position)	
No new probationary period is recommended for Sharon Luckett (Office Assistant IV) and Vanessa Brown (Communications Assistant 3) as they have been performing the duties for some time.	

Department of Public Works-Operations Division

Current	Recommended
Vehicle Body Repair/Painting Technician 3 PR 7GN (\$66,283 - \$88,176) FN Recruitment rate is at \$69,768 (One Vacant Position)	Vehicle Services Technician 4 PR 7HN (\$72,929 - \$95,058) FN: Recruitment rate is at \$74,170 (One Vacant Position)
Not applicable as the position is vacant.	

Employees' Retirement System – Information Systems

Current	Recommended
ERS Network Security Administrator PR 2RX (\$110,197 - \$158,908) FN: Recruitment rate is \$110,198. (One Position)	Information Cybersecurity Manager PR 10X (\$117,464 - \$169,379) FN: Recruitment rate is \$124,988. (One Position)
No new probationary period recommended for David Zampino as they have been performing the duties for some time.	

Municipal Court

Current	Recommendation
Court Services Assistant – Lead PR 5HN: (\$55,728 – \$71,750) Minimum Rate: \$56,842 (One Position)	Administrative Services Supervisor PR 1DX: (\$58,656 – \$83,952) Minimum Rate: \$70,690 (One Position)
Municipal Court Clerk – Lead PR 2IX: (\$62,041 - \$89,460) Minimum Rate: \$67,917 (One Position)	Court Operations Supervisor PR 1HX: (\$75,162 – \$108,380) Minimum Rate: \$86,509 (One Position)
A new probationary period for Jessica Klos (Court Services Assistant – Lead) due to new duties and responsibilities.	
No new probationary period is recommended for Eneli Perez (Municipal Court Clerk – Lead) as they have been performing the duties for some time.	

Municipal Court – Court Alternative Services

Current	Recommended
Court Social Worker Coordinator PR 2JX (\$66,154 - \$95,390) FN: Recruitment rate is \$84,176. (One Position)	Court Alternative Services Coordinator PR 2JX (\$66,154 - \$95,390) FN: Recruitment rate is \$84,176. (One Position)
Not applicable as this is just a title change.	

Health Department – Clinical Services Division

Current	Recommended
Public Health Nurse Supervisor PR 1GX (\$70,501 - \$101,665) FN: Recruitment Rate is \$87,656. (One Vacant Position)	Health Project Supervisor - SRH PR 1GX (\$70,501 - \$101,665) FN: Recruitment Rate is \$87,656. (One Vacant Position)
Medical Assistant PR 5CN (\$45,011 - \$ 57,952) FN: Recruitment rate is \$48,084. FN: Appointment may be at any rate in the pay range with the approval of DER. (One Vacant Position [Grant Funded])	Public Health Educator II PR 2DN (\$45,101 - \$65,034) FN: Recruitment rate is \$53,914 FN: This position is designated bilingual. (One Vacant Position [Grant Funded])
Not applicable as these positions are vacant.	

Health Department

Current	Recommended
Public Health Compliance Officer PR 2JX (\$66,154 - \$95,390) (One Position)	Public Health Compliance Officer PR 2MX (\$80,098 – \$115,501) FN: Recruitment Rate of \$94,793 (One Position)
Clinic Office Coordinator PR 5IN (\$57,620 - \$74,186) (One Position)	Public Health Compliance Analyst PR 2GX (\$58,656 - \$78,768) (One Position)
For the Public Health Compliance Officer, no new probationary period is recommended for the incumbent Brian Burns who is currently in an underfill. Once promoted to the full position authority, a new probationary period will be served.	
Not applicable for the Clinic Office Coordinator as the position is vacant.	

City Wide

Current	Recommended
New Underfill Title	Accountant II PR 2JX (\$66,154 - \$95,390) FN: Recruitment rate is at \$72,768 (Underfill)
Not applicable as this is a new underfill title.	

Common Council – City Clerk

Current	Recommended
Executive Administrative Assistant PR 2DN (\$\$45,101 - \$65,034) FN Recruitment rate is at \$51,440 (12 Positions)	Executive Administrative Assistant PR 9ON (\$44,317 - \$57,058) FN: Recruitment rate is at \$51,440 (12 Positions)
Not applicable for (6) positions as they are exempt from CSC. Pending CSC action on item 16. File Number 260477, remaining (6) positions may be exempt from CSC – otherwise they are currently vacant and no probationary period is recommended.	

Milwaukee Public Library

Current	Recommended
New Underfill Title	Temporary Librarian II PR 9HN (\$51,250 - \$73,907) FN: Recruitment rate is at \$67,949 FN: Incumbents limited to the footnoted recruitment rate. (Underfill)
New Underfill Title	Temporary Librarian I PR 9HN (\$51,250 - \$73,907) FN: Recruitment rate is at \$63,503 FN: Incumbents limited to the footnoted recruitment rate. (Underfill)
Not applicable as these will be underfill titles of a position exempt from CSC.	