



CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS

Andrea Knickerbocker
Department of Employee Relations
City of Milwaukee
200 E Wells St, Room 706

November 11, 2020

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No.200993 - "Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to the title of Accounts Director in the Office of the Comptroller."

Dear Committee Members:

This communication requests an amendment to the Salary Ordinance to allow recruitment flexibility for the title of Accounts Director in Pay Range 1KX (\$85,757 - \$120,064 wage rate) (\$88,330 - \$123,666 resident incentive wage rate). Comptroller Aycha Sawa is currently in the process of interviewing candidates for this position and has requested recruitment flexibility at any point in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Based upon data from the Economic Research Institute (a salary survey to which the Department of Employee Relations (DER) subscribes) the rates of pay for comparable positions in Southeastern Wisconsin include the following:

Area	10 th Percentile	25 th Percentile	Survey Mean	75 th Percentile	90 th Percentile
Kenosha, WI	\$114,365	\$124,660	\$137,807	\$150,871	\$163,053
Madison, WI	\$105,701	\$115,164	\$127,315	\$139,575	\$151,710
Milwaukee, WI	\$111,418	\$121,523	\$134,461	\$147,431	\$159,981
Racine, WI	\$105,882	\$115,655	\$128,323	\$141,214	\$154,002
Waukesha, WI	\$111,887	\$122,022	\$134,999	\$147,999	\$160,528
West Allis, WI	\$112,015	\$122,168	\$135,173	\$148,205	\$160,762

As shown above, the pay rates for the Accounts Director are low in comparison to the surrounding area market rates of pay. In order to allow Comptroller Sawa the ability to recruit and retain the most qualified candidate for her Accounts Director position, this communication recommends adding the ability to recruit at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Action Required – Effective Pay Period 24, 2020 (November 15, 2020)

In the 2020 and 2021 Salary Ordinances

Under Pay Range 1KX

Add footnote designations (1) and (2) to the title of 'Accounts Director'

Respectfully Submitted,

Andrea Knickerbocker
Human Resources Manager