



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: November 7, 2023

DNS

| Current | Recommended |
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| Building Construction Inspection Division Manager PR 1NX (\$108,037 - \$151,255) FN: Recruitment is at \$136,325 (One Position) | Building Construction Inspection Division Manager PR 1QX (\$130,111 - \$182,149) FN: Recruitment is at \$165,362 (One Position) |
| Building Construction Inspection Operations Manager PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$123,932 (One Position) | Building Construction Inspection Operations Manager PR 1OX (\$ 115,161- \$161,221) FN: Recruitment is at \$150,329 (One Position) |
| Electrical Inspection Supervisor PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$114,209 (One Position) | Electrical Inspection Supervisor PR 1NX (\$ 108,037- \$151,255) FN: Recruitment is at \$136,663 (One Position) |
| Plumbing Inspection Supervisor PR 1KX (\$89,222 - \$124,914) FN: Recruitment is at \$109,729 (Two Positions) | Plumbing Inspection Supervisor PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$127,026 (Two Positions) |
| New Series Title and Set Position Authority | Elevator Inspector 6 PR 7ON (101,250 - \$144,117) FN: Recruitment is at \$124,239 (Five Position) |
| New Series Title (Underfill Title) | Elevator Inspector 5 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$118,323 (Underfill Title) |
| Elevator Inspector 4 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$107,322 (Five Positions) | Elevator Inspector 4 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$112,688 (Underfill Title) |
| Elevator Inspector 3 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$96,590 (Underfill Title) | Elevator Inspector 3 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$107,322 (Underfill Title) |

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| Elevator Inspector 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$80,491 (Underfill Title) | Elevator Inspector 2 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$96,590 (Underfill Title) |
| Elevator Inspector 1 PR 7FN (\$62,801 - \$79,043) FN: Recruitment is at \$64,393 (Underfill Title) | Elevator Inspector 1 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$80,491 (Underfill Title) |
| New Series Title and Set Position Authority | Plumbing Inspector 6 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$115,478 (20 Positions) |
| New Series Title (Underfill Title) | Plumbing Inspector 5 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$109,979 (Underfill title) |
| Plumbing Inspector 4 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$99,754 (20 Positions) | Plumbing Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$104,742 (Underfill Title) |
| Plumbing Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$89,779 (Underfill Title) | Plumbing Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$99,754 (Underfill Title) |
| Plumbing Inspector 2 PR 7IN (\$74,816 - \$95,721) (Underfill Title) | Plumbing Inspector 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$89,779 (Underfill Title) |
| Plumbing Inspector 1 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$59,853 (Underfill Title) | Plumbing Inspector 1 PR 7HN (\$71,499 - \$90,480) FN: Recruitment is at \$74,816 (Underfill Title) |
| New Series Title and Set Position Authority | Electrical Inspector 6 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at 105,534 (Nine Position) |
| New Series Title (Underfill Title) | Electrical Inspector 5 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$100,508 (Underfill Title) |
| Electrical Inspector 4 PR 7LN (\$91,164 - \$118,565) (Nine Positions) | Electrical Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$95,722 (Underfill Title) |

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| Electrical Inspector 3 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$82,048 (Underfill Title) | Electrical Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$91,164 (Underfill Title) |
| Electrical Inspector 2 PR 7GN (\$64,983 - \$83,929) (Underfill Title) | Electrical Inspector 2 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$82,048 (Underfill Title) |
| Electrical Inspector 1 PR 7DN (\$54,698 - \$69,036) (Underfill Title) | Electrical Inspector 1 PR 7FN (\$62,801 - \$79,043) FN: Recruitment is at \$64,983 (Underfill Title) |
| New Series Title and Set Position Authority | Sprinkler Construction Inspector 6 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$110,359 (Four Position) |
| New Series Title (Underfill Title) | Sprinkler Construction Inspector 5 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$105,104 (Underfill Title) |
| Sprinkler Construction Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$95,322 (Four Positions) | Sprinkler Construction Inspector 4 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$100,099 (Underfill Title) |
| Sprinkler Construction Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$85,798 (Underfill Title) | Sprinkler Construction Inspector 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$95,322 (Underfill Title) |
| Sprinkler Construction Inspector 2 PR 7HN (\$71,499 - \$90,480) (Underfill Title) | Sprinkler Construction Inspector 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$85,798 (Underfill Title) |
| Sprinkler Construction Inspector 1 PR 7EN (\$57,199 - \$74,967) (Underfill Title) | Sprinkler Construction Inspector 1 PR 7GN (\$64,983 - \$83,929) FN: Recruitment is at \$71,499 (Underfill Title) |
| New Series Title and Set Position Authority | Building Construction Inspector 6 PR 7MN (\$98,280 - \$131,739) (16 Positions) |
| New Series Title (Underfill Title) | Building Construction Inspector 5 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$93,516 (Underfill Title) |
| Building Construction Inspector 4 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$84,822 (16 Positions) | Building Construction Inspector 4 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$89,063 (Underfill Title) |

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| Building Construction Inspector 3 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$80,783 (Underfill Title) | Building Construction Inspector 3 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$84,822 (Underfill Title) |
| Building Construction Inspector 2 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$76,744 (Underfill Title) | Building Construction Inspector 2 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$80,783 (Underfill Title) |
| Building Construction Inspector 1 PR 7HN (\$71,499 - \$90,480) FN: Recruitment is at \$72,907 (Underfill Title) | Building Construction Inspector 1 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$64,626 (Underfill Title) |
| New Series Title and Set Position Authority | Boiler Inspector 6 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$92,200 (Two Positions) |
| New Series Title (Underfill Title) | Boiler Inspector 5 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$87,810 (Underfill Title) |
| Boiler Inspector 4 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$79,646 (Two Positions) | Boiler Inspector 4 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$83,628 (Underfill Title) |
| Boiler Inspector 3 PR 7HN (\$71,499 - \$90,721) FN: Recruitment is at \$80,783 (Underfill Title) | Boiler Inspector 3 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$79,646 (Underfill Title) |
| Boiler Inspector 2 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$59,735 (Underfill Title) | Boiler Inspector 2 PR 7GN (\$64,983 - \$83,929) FN: Recruitment is at \$71,682 (Underfill Title) |
| Boiler Inspector 1 PR 7AN (\$44,993 - \$58,993) FN: Recruitment is at \$47,788 (Underfill Title) | Boiler Inspector 1 PR 7EN (\$57,199 - \$74,967) FN: Recruitment is at \$59,735 (Underfill Title) |

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

DNS – Development Center

| Current | Recommended |
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| Permit and Development Center Manager PR 1IX (\$78,528 - \$109,938) FN: Appointment may be at any rate in the pay range with DER and F&P Chair approval. FN: Recruitment is at \$97,711 (One Position) | Permit and Development Center Manager PR 1OX (\$ 115,161- \$161,221) FN: Recruitment is at \$150,329 (One Position) |

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| Operations Manager – Development Center PR 1GX (\$69,119 - \$96,768) FN: Recruitment is at \$91,486 (One Position) | Operations Manager – Development Center PR 1MX (\$101,356 - \$141,906) FN: Recruitment is at \$136,663 (One Position) |
| Mechanical Plan Examiner III PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$85,502 (Two Positions) | Mechanical Plan Examiner 4 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$115,478 (Two Positions) |
| | Mechanical Plan Examiner 3 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$109,979 (Underfill Title) |
| Mechanical Plan Examiner II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$74,974 (Underfill Title) | Mechanical Plan Examiner 2 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$104,742 (Underfill Title) |
| | Mechanical Plan Examiner 1 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$99,754 (Underfill Title) |
| Plan Examiner III PR 2JN (\$64,857 - \$90,796) FN: Recruitment is at \$85,502 (Twelve Positions) | Senior Plan Examiner 3 PR 7NN (\$ 99,620 - \$137,254) FN: Recruitment is at \$110,797 (Six Positions) |
| | Senior Plan Examiner 2 PR 7MN (\$98,280 - \$131,739) FN: Recruitment is at \$105,521 (Underfill Title) |
| | Senior Plan Examiner 1 PR 7LN (\$91,164 - \$118,565) FN: Recruitment is at \$100,496 (Underfill Title) |
| Plan Examiner II PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$74,974 (Underfill Title) | Plan Examiner 3 PR 7KN (\$84,103 - \$110,205) FN: Recruitment is at \$95,710 (Six Positions) |
| | Plan Examiner 2 PR 7JN (\$78,737 - \$102,785) FN: Recruitment is at \$91,153 (Underfill Title) |
| | Plan Examiner 1 PR 7IN (\$74,816 - \$95,721) FN: Recruitment is at \$86,812 (Underfill Title) |
| Plan Examiner Specialist PR 2EN (\$47,136 - \$65,989) | Plan Examiner Specialist 2 PR 7GN (\$64,983 - \$83,929) FN: Recruitment is at \$74,816 |

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| FN: Recruitment is at the minimum of the following range: \$65,989 - \$69,534 (Four Positions) | (Underfill Title) |
| | Plan Examiner Specialist 1 PR 7FN (\$62,801 - \$79,043) FN: Recruitment is at \$71,253 (Underfill Title) |

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

The Department of Employee Relations conducted a citywide pay study to evaluate the rates of pay for laboring, skilled trades and inspector positions prior to the August Recess. In further conversations with the Department of Neighborhood Services, there were necessary modifications to the career paths that were created for the department in those studies. Conversations were held with Erica Roberts, Commissioner – Building Inspection; Kristen Reed, Neighborhood Services Operations Director; Jezamil Arroyo-Vega, Building Construction Inspection Division Manager; and Sha’Nese Burnell Jones, DNS Human Resources Administrator.

The previous reports gave affected departments the flexibility to hire individuals at any level, but more importantly, it gives them the ability to provide career paths to their employees and future incumbents. These previous changes were a good step forward, however additional conversations were needed with DNS as their incumbents are required to have the necessary knowledge equivalent of a journey level trades person as well as the necessary certifications to become inspectors. This report takes the career paths a step further by not only providing a path for our trades individuals from other city departments to become inspectors; but it also gives the City the serious ability to attract, hire, and retain candidates with the qualifications that were previously out of reach due to our previously capped rates of pay. The recommended rates for the trade inspectors reflect 94.5% of the prevailing wage for those respective trades and that is set at the ‘3’ title of each series.

For the Mechanical Plan Examiner, Plan Examiner III and II, and Plan Examiner Specialist classifications, considerations were taken with outside market data as well as the rates established by the labor and trades report and the Engineering, Architect, and Planner report being sent during the same cycle. This ensures that rates are congruent in these classifications citywide as they are a hybrid between trades and engineering.

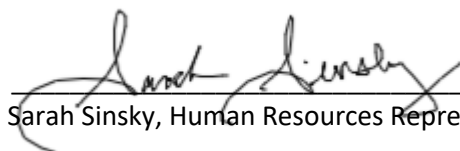
The Department of Employee Relations Compensation, Staffing and the Department of Neighborhood Services will work closely together to establish the minimum qualifications for the recommended new positions. This report will recommend that incumbents impacted by a newly created career path are placed at the first step and be evaluated and placed at their appropriate level within the title series. Then a matrix will be implemented to ensure incumbents are placed appropriately within their new pay ranges.

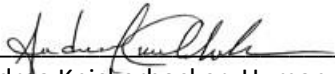
The goal of this report and its recommendations is to ensure that the City of Milwaukee becomes the preferred employer in the City of Milwaukee and is no longer a training ground for southeastern Wisconsin.

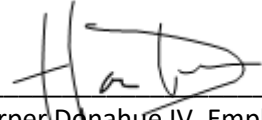
Action Required – Effective Pay Period 25, 2023 (November 26, 2023)

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

Prepared by:


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