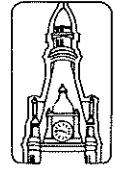


CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS



July 18, 2019

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Subject: Common Council File No. 190463 - Communication relating to an amendment to the salary ordinance authorizing a recruitment rate for the position of Legislative Reference Bureau Manager

Dear Committee Members:

The Department of Employee Relations (DER) has received a request from the City Clerk to amend the Salary Ordinance to implement a minimum recruitment rate footnote for the position of Legislative Reference Bureau Manager in Pay Range 1HX (\$70,827 - \$99,154).

This minimum recruitment rate is needed in order to address a significant pay compression problem caused by the salaries of two long term employees holding supervisory positions within the Legislative Reference Bureau. The data below summarizes the relevant positions and the corresponding pay ranges.

| | | |
|--|--------|-----------------------|
| Legislative Reference Bureau Manager | PR 1HX | (\$70,827 - \$99,154) |
| Legislative Reference Bureau Research Supervisor | PR 1EX | (\$58,462 - \$81,844) |

While there seems to be enough of a differential between the pay ranges of the manager position and its direct reports, a review of the actual rates of pay of the incumbents reveals a significant pay compression problem. The problem stems from annual rates of pay for the incumbents of the two supervisory positions that are over \$7,000 higher than the rate of pay of the Legislative Reference Bureau Manager.

A reclassification or reallocation of the Legislative Reference Bureau Manager position is not warranted as there are no changes in the position's responsibilities that would justify such actions. Since neither action is feasible, the implementation of a minimum recruitment footnote presents an opportunity to reduce the wage compression given the current situation. This footnote will also assist in future recruitments as it is anticipated that in order to recruit the right talent for the legislative professional positions in the Bureau, recruitment flexibility will be necessary.

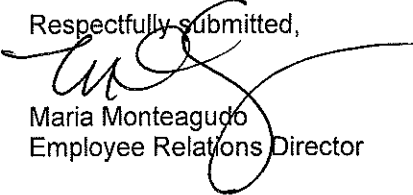
Given the professional requirements of this position and the City's need to address current and future compression problems, we recommend adoption of a minimum recruitment footnote of \$84,000 for the Legislative Reference Bureau Manager. The following ordinance change is recommended to approve this request.

In the Salary Ordinance

Under Pay Range 1HX

Add the following footnote to the title Legislative Reference Bureau Manager (5)
(5) Recruitment is at \$3,230.77 biweekly, \$84,000.02 annually

Respectfully submitted,


Maria Monteagudo
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A Date 7/18/2019 File Number 190463 Original Substitute
 Subject LRB Manager minimum recruitment rate

B Submitted By (Name/Title/Dept./Ext.) Andrea Knickerbocker, Human Resources Manager, DER

C This File Increases or decreases previously authorized expenditures.
 Suspends expenditure authority.
 Increases or decreases city services.
 Authorizes a department to administer a program affecting the city's fiscal liability.
 Increases or decreases revenue.
 Requests an amendment to the salary or positions ordinance.
 Authorizes borrowing and related debt service.
 Authorizes contingent borrowing (authority only).
 Authorizes the expenditure of funds not authorized in adopted City Budget.

D Charge To Department Account Contingent Fund
 Capital Projects Fund Special Purpose Accounts
 Debt Service Grant & Aid Accounts
 Other (Specify) _____

| | Purpose | Specify Type/Use | Expenditure | Revenue |
|----------|--------------------|--------------------------------------|-------------------|----------------|
| E | Salaries/Wages | minimum recruitment rate of \$84,000 | \$4,920 | \$0.00 |
| | | | \$0.00 | \$0.00 |
| | Supplies/Materials | | \$0.00 | \$0.00 |
| | | | \$0.00 | \$0.00 |
| | Equipment | | \$0.00 | \$0.00 |
| | | | \$0.00 | \$0.00 |
| | Services | | \$0.00 | \$0.00 |
| | | | \$0.00 | \$0.00 |
| | Other | | \$0.00 | \$0.00 |
| | | | \$0.00 | \$0.00 |
| | TOTALS | | \$4,920.00 | \$ 0.00 |

F

Assumptions used in arriving at fiscal estimate. change in incumbent salary

G

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

1-3 Years 3-5 Years

1-3 Years 3-5 Years

1-3 Years 3-5 Years

H

List any costs not included in Sections D and E above.

I

Additional information.

J

This Note Was requested by committee chair.