



Office of the City Clerk

Jim Owczarski
City Clerk

www.city.milwaukee.gov

July 11, 2019

The Honorable,
Members of the Finance and Personnel Committee

Honorable Members,

Please accept this letter as a request for an amendment to the salary ordinance authorizing a recruitment rate of \$84,000 for the position of Legislative Reference Bureau Manager in Pay Range 1HX.

This recruitment rate is needed to address a significant pay compression problem caused by the salaries of two long-tenured supervisors reporting to this position. Since a reallocation position is not feasible, the requested recruitment footnote presents an opportunity to reduce the compression.

The last two recruitments to this position resulted, first, in a very limited pool of candidates and then, when a candidate was selected, a concern over the ability to bring the individual chosen on at the rate available. I believe we were fortunate to find the candidates we did. Our recent recruitments for lower positions within the Bureau suggest this will remain a problem going forward.

Given the professional requirements of this position, as well as the presence of a significant number of long-tenured and highly-skilled employees on the staff of the Bureau, there is a need for this flexibility that will remain into the foreseeable future. In light of all this, I believe this amendment to be appropriate.

Should you have questions, &c., of me, please let me know.

Respectfully,

James R. Owczarski
City Clerk

Cc: Richard Pfaff, Deputy City Clerk

