



Department of Employee Relations

Tom Barrett  
Mayor

Maria Monteagudo  
Director

Renee Joos  
Employee Benefits Director

Nicole Fleck  
Labor Negotiator

April 27, 2018

To the Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Re: Common Council File # 180006: Communication relating to recruitment flexibility for the classification of Assistant Chief in the Milwaukee Police Department.*

Dear Committee Members:

The Milwaukee Police Department has requested an amendment to the Salary Ordinance that authorizes recruitment flexibility for the classification of Assistant Chief of Police. This amendment would restore a footnote that existed for this classification in the Salary Ordinance in 2016 and was removed in 2017.

The pay ranges for Assistant Chief of Police and related classifications are presented below:

|                                  |   |                                 |
|----------------------------------|---|---------------------------------|
| Chief of Police                  | \$110,689 - \$154,961*                                      | *Salary is capped at \$147,336. |
| <b>Assistant Chief of Police</b> | <b>\$103,841 - \$145,381</b>                                |                                 |
| Inspector of Police              | \$97,420 - \$136,395  |                                 |
| Captain of Police (MPSO)         | \$110,621 - \$119,407 or \$120,542 with a bachelor's degree |                                 |

As can be seen from the rates presented above, there is some overlap between the rates of pay of the Inspector and Captain of Police classifications and the Assistant Chief classification. While salary adjustments after promotion may be appropriate when the promotion is from the rank of Inspector given current Salary Ordinance provisions, flexibility is needed when a promotion is from the rank of Captain. This flexibility is needed to address pay compression considerations when a new Assistant Chief is appointed at a rate of pay that is below the rate of pay of an immediate report holding the rank of Inspector.

This report recommends restoring the recruitment flexibility footnote that allows appointment anywhere in the range with the approval of the Chair of Finance and Personnel and the Director of Employee Relations. It is further recommended that this amendment be made effective Pay Period 7, 2018 (March 25, 2018).

In order to implement this recommendation, the Salary Ordinance will need to be amended as follows. Under Pay Range 4RX, add the footnote designation (3) to the title "Assistant Chief of Police" with the following footnote (3):

- (3) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "M. Monteagudo", written in a cursive style.

Maria Monteagudo  
Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

## A

**Date** 4/27/18 **File Number** 180006  
**Subject** Pay recommendations for the title of Assistant Chief of Police.

## B

**Submitted By (Name/Title/Dept./Ext.)** Sarah Trotter, Human Resources Representative  
Dept. of Employee Relations/X2398.

## 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

- This Note**  Was requested by committee chair.

## E

- Charge To**
- Department Account
  - Capital Projects Fund
  - Debt Service
  - Other (Specify) \_\_\_\_\_
  - Contingent Fund
  - Special Purpose Accounts
  - Grant & Aid Accounts

## F

Assumptions used in arriving at fiscal estimate.

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**G**

| Purpose            | Specify Type/Use | Expenditure               | Revenue |
|--------------------|------------------|---------------------------|---------|
| Salaries/Wages     |                  | See attached spreadsheet. |         |
|                    |                  |                           |         |
| Supplies/Materials |                  |                           |         |
|                    |                  |                           |         |
| Equipment          |                  |                           |         |
|                    |                  |                           |         |
| Services           |                  |                           |         |
|                    |                  |                           |         |
| Other              |                  |                           |         |
|                    |                  |                           |         |
| <b>TOTALS</b>      |                  |                           |         |

**H**

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    \_\_\_\_\_

**I**

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

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**J**

Additional information.

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**Department of Employee Relations  
Fiscal Note Spreadsheet**

Finance and Personnel Committee Meeting of May 2, 2018

**NEW COSTS FOR 2018**

| No.<br>Pos. | Dept   | From                      | PR  | To                         | PR  | Present<br>Annual | New<br>Annual | New<br>Costs                | Rollup | Total<br>Rollup+ Sal |
|-------------|--------|---------------------------|-----|----------------------------|-----|-------------------|---------------|-----------------------------|--------|----------------------|
| 3           | Police | Assistant Chief of Police | 4RX | Assistant Chief of Police* | 4RX | N/A               | N/A           | N/A Recruitment Flexibility |        |                      |
| 3           |        |                           |     |                            |     |                   |               | \$0                         | \$0    | \$0                  |

Assume effective date is Pay Period 7, 2018 (March 25, 2018).

\*Costs will depend on the actual requests from the Milwaukee Police Department for an individual being promoted to this level.

**NEW COSTS FOR FULL YEAR**

| No.<br>Pos. | Dept   | From                      | PR  | To                        | PR  | Present<br>Annual | New<br>Annual | New<br>Costs                | Rollup | Total<br>Rollup+ Sal |
|-------------|--------|---------------------------|-----|---------------------------|-----|-------------------|---------------|-----------------------------|--------|----------------------|
| 3           | Police | Assistant Chief of Police | 4RX | Assistant Chief of Police | 4RX | N/A               | N/A           | N/A Recruitment Flexibility |        |                      |
| 3           |        |                           |     |                           |     |                   |               | \$0                         | \$0    | \$0                  |