Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Department of Employee Relations

Job Evaluation Report

City Service Commission Meeting: January 9th, 2024

Health Department

Current	Recommended
Laboratory Data Specialist PR 2EN: $47,136-$65,989 FN: Minimum recruitment at $55,187 (One Vacant Position)	Biothreat Coordinator PR 2MX: $78,527-$109,938 FN: Minimum recruitment at $83,418 (One Vacant Position)

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

Department – Department of Administration - ITMD

Current	Recommended
Administrative Specialist – Senior PR 2EX: $50,636-$65,989 (One Position)	Financial Specialist PR 2GX: $53,548-$74,974 FN: Minimum recruitment at $66,992 (One Position)

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

DPW – Operations - Forestry

Current	Recommended
One New Position	Urban Forestry Technical Services Manager PR 1GX: $69,119 - $96,768 FN: Recruitment is at $77,842 FN: GIC 4.8% (One Position)

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

Milwaukee Public Library

Current	Recommended
Facilities Control Specialist PR 3SN: $64,567 - $83,101 FN: Recruitment is at $83,101 (One Vacant Position)	HVAC Maintenance Technician Senior PR 7LN: $91,164 - $118,565 FN: Recruitment is at $92,875 (One Vacant Position)

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

Recommendations below include market competitive recruitment rates and recruitment flexibility to assist hiring departments in recruiting and retaining highly qualified candidates. The rates in this report are as of Pay Period 1, 2024 (December 24, 2023), and will change in Pay Period 2, 2024 (January 7, 2024) due to the 2% across the board increase. Job descriptions provided by departments were evaluated and discussions were held with respective department head's and HR personnel.

Biothreat Coordinator

Current	Recommended
Laboratory Data Specialist PR 2EN: $47,136-$65,989 FN: Minimum recruitment at $55,187 (One Vacant Position)	Biothreat Coordinator PR 2MX: $78,527-$109,938 FN: Minimum recruitment at $83,418 (One Vacant Position)

Background

The Health Department has requested the repurpose of a vacant Laboratory Data Specialist position to a new classification of Biothreat Coordinator. Discussions were held with Public Health Laboratory Director David Payne, and Health Human Resources Administrator Lindsey Nathan O'Connor. The department emphasized that position will ensure proper oversight of the MHDL Select Agent, Emergency Preparedness, and Biosafety programs. The department requested timely classification as this position will support the Republican National Convention.

Responsibilities and Minimum Requirements

This position supports the MHDL mission by overseeing the MHDL Select Agent, Emergency Preparedness, and Biosafety programs. The position plans, organizes, coordinates, and administers scientific training, outreach and emergency preparedness activities related to Select Agents and other high-risk or emerging pathogens, as part of the MHDL Laboratory Response Network for Biological Threats (LRN-B) Laboratory. The position provides technical support for development and performance of highly complex microbiological and molecular laboratory methods, techniques, and procedures for detecting and identifying Select Agents. The position also provides subject matter expertise in laboratory safety and serves as a resource for all MHDL safety needs.

Select Agent Program
- Serves as Alternate Responsible Official (ARO) and oversees daily operation of the LRN-B Laboratory
- Assists in development, validation, verification, and troubleshooting of scientific procedures, protocols, processes, and policies related to LRN-B testing.
- Develops and maintains training materials for LRN-B testing staff
- Monitors and oversees LRN-B proficiency testing, including providing reports of proficiency testing results
- Leads quality improvement initiatives to improve the MHDL LRN-B laboratory operations
- Assures compliance with DSAT, CLIA, and other applicable regulatory bodies. Maintains necessary permits (e.g., APHIS) for performing Select Agent testing
- Leads internal audits and assessments of LRN-B activities. Acts as primary MHDL representative during external audits and assessments of the LRN-B program.
- Serves as primary point of contact for external partners of the LRN-B program, including local, state and federal partners.
- Performs and interprets the results of laboratory tests used to identify the select agents that may be used as a tool of bioterrorism; reports result to appropriate agencies. The testing procedures include traditional microbiological techniques as well as molecular assays such as PCR.
- Orders equipment and supplies for the LRN-B laboratory. Responsible for determining the availability of new equipment and initiating purchase orders. Responsible for calibration, daily maintenance, and operation of equipment within the section.

- Maintains documents and records necessary for grant reviews, regulatory inspections, and programmatic review by the Responsible Official
- Responsible for initiating laboratory protocol during a suspected bioterrorism event, coordinating the collection and transport of specimens to the MHDL, and overseeing or conducting specimen evaluation, laboratory tests, shipment to a higher level of laboratory as needed, and reporting results.
- Attend relevant training courses in the instruction of how to respond to a bioterrorism incident or in the operation of equipment utilized in appropriate testing.

Emergency Preparedness
- Serves as the laboratory's primary point of contact for emergency programs and activities.
- Participates in developing and maintaining the laboratory Continuity Of Operations Plans (COOP), including surge planning.
- Participates in emergency response planning and execution of drills in collaboration with various local, state, federal programs. Completes after-action reports.

Safety
- Directs, manages and provides guidance for MHDL safety program and procedures as part of the senior management team.
- Develops and implement laboratory safety programs and SOPs.
- Serves as a Subject Matter Expert to provide senior management with guidance and support on chemical and biological safety
- Develops and implements risk assessment tools for MHDL, including PPE, packaging, specimen processing, etc.
- Interprets federal, state and agency guidelines for a safe/secure work environment.

Minimum qualifications include a Master's degree in microbiology, molecular biology, biochemistry, or a related field and four years of experience working in a CLIA certified clinical laboratory and/or experience in molecular diagnostics and/or microbiology. PhD in a related area of study is preferred.

Market Data Comparison for Emergency & Disaster Preparedness Coordinator from ERI

ERI defines an Emergency & Disaster Preparedness Coordinator as a position that Plans, develops and coordinates an organizations emergency and disaster preparedness strategy with the support of senior team members. Organizes and maintains emergency and disaster preparedness documentation that includes, but is not limited to, emergency exit strategies, lockdown procedures, designated safe locations, recovery procedures and emergency contact information. Trains managers, supervisors and other designated employees on emergency procedures and best practices. Enhances current emergency exercises and drill by collecting feedback from employees. Minimum qualifications include two years junior college or apprenticeship training.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Emergency & Disaster Preparedness Coordinator	Milwaukee, Wisconsin	Level 1	$57,208	$63,380	$69,263
Emergency & Disaster Preparedness Coordinator	Milwaukee, Wisconsin	Level 2	$65,504	$72,533	$79,298
Emergency & Disaster Preparedness Coordinator	Milwaukee, Wisconsin	Level 3	$76,295	$84,429	$92,332

ERI as of August 14th, 2023

Analysis and Recommendation

Based upon the above comparison to the market rates of pay in Southeastern Wisconsin, the recommendation is to classify the Biothreat Coordinator in Pay Range 2MX: $78,527-$109,938 with a minimum recruitment rate of $83,418.

Administrative Specialist – Senior

Current	Recommended
Administrative Specialist – Senior PR 2EX: $50,636-$65,989 (One Position)	Financial Specialist PR 2GX: $53,548-$74,974 FN: Minimum recruitment at $66,992 (One Position)

Background

The Department of Administration – ITMD has requested the reclassification of one Administrative Specialist – Senior to Financial Specialist. This position has taken on additional responsibilities as City IT functions have been consolidated into ITMD. The position now requires a stronger focus and responsibility on the entirety of ITMD finance operations, including responsibility for Citywide phone billing and AR associated with the invoices and IRI process. Division purchasing and contracting responsibilities have also increased, as this position helps manage over 60 vendor contracts and tracks budget amounts and renewal options associate with the contracts.

Responsibilities and Minimum Requirements

Accounts Receivable
- Generate invoices within FMIS; monitor daily receipts through the City Treasurer's Office; reconcile receipts against outstanding balances; resolve accounts receivable inquiries and maintain files; and develop/generate AR reports for division personnel, as requested.

Accounts Payable
- Process accounts payable invoices within FMIS; process purchase requisitions and purchase orders for ITMD; respond to related inquiries from vendors and ITMD personnel; and develop/generate AP reports for ITMD personnel, as requested

Payroll
- Lead all tasks related to division payroll operations; supervise department payroll clerk and perform duties as necessary; review and/or enter time card entries for staff; prepare payroll adjustments; process auto allowances; attend required meetings for payroll staff; prepare and maintain human resource records in paper and electronic formats; work with section managers to ensure pay progression processes are completed in timely manner; enroll staff in City of Milwaukee training programs; and gather and prepare data, documents and reports for ITMD personnel, as requested.

Finance
- Perform general accounting duties; conduct monthly reconciliation of outstanding invoice balances; maintain reports on accounts in arrears/delinquency with the ITMD Policy & Administration Manager; monitor monthly payments and budget amounts for contracted ITMD vendors; process contract change

orders as needed; and develop and manage financial data in the FMIS, Excel, Access, or other applicable software programs.

Purchasing
- Assist ITMD Policy & Administration Manager with procurement activity; and organize/maintain purchasing documents including contracts, BID and RFP files, including contacting and coordinating with vendors

Minimum qualifications include a Bachelor's degree in business, accounting, or closely related field.
Four years' experience performing payroll and financial functions using HCM and FMIS, respectively.

Urban Forestry Technical Services Manager

Current	Recommended
One New Position	Urban Forestry Technical Services Manager PR 1GX: $69,119 - $96,768 FN: Recruitment is at $77,842 FN: GIC 4.8% (One Position)

Background
The Department of Public Works has requested the classification of one new position of Urban Forestry Technical Services Manager. This position has been added to the 2024 budget as DPW Forestry's increased participation in the Arborist Apprenticeship Program and other workforce development initiatives, continued oversight of the ash treatment program, and more contracted work projects now and into the future. This position previously existed in the City, however was eliminated in 2013. Due the increase and expansion of the Forestry section, this fully grant funded position (for 5 years) is added to support in additional training and contracted project needs with the plan to eventually become a budgeted position after 5 years.

This position coordinates and manages the Technical Services for the Forestry Services Section of the DPW Operations Division. This includes development and implementation of in-service training programs, including the Urban Forestry Arborist Apprenticeship Program; development and coordination of independent and cooperative research projects related to plant health care and urban forestry management techniques and operations; coordination and supervision of three full-time Tree Protection Technicians; recruits, coordinates and shares supervisory responsibilities for up to 25 Urban Forestry Arborist Apprentices, 6 Urban Forestry Interns, and 3 Youth Arborist Apprentices annually; directs and monitors tree protection requirements for construction activities impacting trees and landscaping in the right-of-way; provides public information services; develops and coordinates hazardous materials management activities; and manages district snow and ice control operations. This position provides additional technical and administrative support to the Forestry Services Manager, DPW Operations Director, Operations Policy Analyst, and all districts in the Forestry Section, including contract administration. Duties and responsibilities include:

- Coordinates the field and classroom training for all new Urban Forestry Arborist Apprentices
- Develops and implements a comprehensive in-service training program for forestry personnel to include both in-house and outside instructional resources.

- Trains division personnel as instructors for in-service programs.
- Develops, acquires and maintains current written and visual instructional materials.
- Responsible for coordination of division's plant health care management program including: Diagnosis and treatment of pest problems including insects, diseases, abiotic disorders, and weeds; monitoring pest/disease incidence and population levels; coordinates, consults and makes recommendations on pesticide application programs including proper materials, equipment, calibration, methods, timing and personal protective equipment; coordinates, manages and supervises certain pesticide application programs, including the injection of ~8,300 ash street trees annually to manage public risk accompanying Emerald Ash Borer; monitors pesticide use; maintains pesticide application records, current pesticide label handbook, and pesticide manual; coordinates cooperative state and federal quarantine and control programs for exotic and invasive landscape pests (Ex. Gypsy Moth, Emerald Ash Borer, Oak Wilt, Etc.); and develops, implements and evaluates Forestry Section's action plans for invasive and exotic pests.
- Provides management and administrative support including: Contract administration; develops supporting specifications and requisitions for technical equipment and supplies; appears at Aldermanic committee, town hall, and neighborhood meetings to represent the Section when needed; recruits, interviews, and hires Urban Forestry Interns; and, coordinates Interns activities related to research and landscape management activities; recruits, interviews, hires, and disciplines Urban Forestry Arborist Apprentices and Youth Arborist Apprentices; and prepares various technical and administrative reports and documents
- Responsible for research and development activities, including: Design, development and/or evaluation of new methods, materials, and strategies for pest management, plant health care and urban forest management for maximum effectiveness and efficiency; serves as liaison and coordinator of cooperative research with universities, governmental agencies and private companies; researches, evaluates and administers various technical projects such as computerized street tree inventories and urban forestry management software applications; and keeps abreast of current published research and maintains a technical file covering all aspects of division operations.
- Manages district snow and ice control operations and field crew responses to weather related emergency conditions such as windstorms, ice storms and construction damage to trees. Subject to emergency call-out 24 hours a day.
- Responsible for division hazard materials management including: Assures division compliance with local, state, and federal pesticide and hazardous materials regulations governing storage, application, worker protection, disposal, and emergency response; requisition, deliver, and manage division's inventory of pesticides and chemicals; and maintain current file of material safety data sheets on all potentially hazardous substances in division use.
- Oversee construction activities including: Supervision of 3 Urban Forestry Technicians (Tree protection); coordinate and regulate contractor activities impacting city landscaping and trees.
- Other duties as assigned.

Minimum qualifications include a bachelor's degree in forestry, ornamental horticulture, forestry entomology, plant pathology, biology, plant science, or a related field. Minimum of two years' experience in technical instruction and materials development. Technology transfer and/or ornamental plant research is preferred.

Based off the comparable levels of duties and skills needed in comparison with an Urban Forestry Manager, DER Compensation recommends classifying this new position as an Urban Forestry Technical Services Manager in Pay Range 1GX ($69,119 - $96,768) with a recruitment rate of $77,842.

HVAC Maintenance Technician Senior

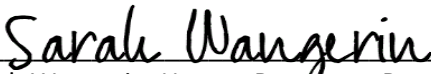| Current	Recommended
Facilities Control Specialist	HVAC Maintenance Technician Senior
PR 3SN: $64,567 - $83,101	PR 7LN: $91,164 - $118,565
FN: Recruitment is at $83,101	FN: Recruitment is at $92,875
(One Vacant Position)	(One Vacant Position)

The responsibilities of the Facilities Control Specialist position are comparable in nature of work and level of responsibility to other HVAC Maintenance Technician Senior positions already classified city wide, in Pay Range 7LN ($91,164 - $118,565) with a recruitment rate of $92,875.
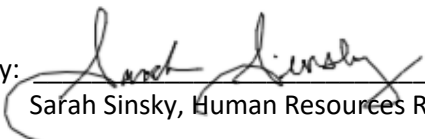
We therefore recommend the repurpose of one position 'Facilities Control Specialist' in the Milwaukee Public Library (Pay Range 3SN [$64,567 - $83,101 with a recruitment rate of $83,101]) be classified as a HVAC Maintenance Technician Senior in Pay Range 7LN ($91,164 - $118,565) with a recruitment rate of $92,875.
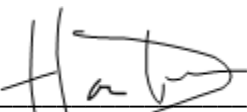
Action Required – Effective Pay Period 03, 2024 (January 21, 2024)
* Please see submitted addendum to CCFN for Salary and Position Ordinance changes.
Note: rates of pay reflect Salary Ordinance rates effective pay period 1, 2024. Addendum reflects rates 2% higher with the Across the Board Increase Effective Pay Period 2, 2024.

Prepared by: _____
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_____

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Mayor

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Department of Employee Relations

JOB EVALUATION REPORT   **Revised January 8th, 2024**

City Service Commission Meeting: January 9th, 2023

This city-wide job study aligns approximately 100 Information Technology titles and related classifications across 17 City departments. These recommendations have been sent in separate reports to the City Service Commission and the Fire and Police Commission as titles are often specific to a department. Titles highlighted in grey are specific to the Fire and Police Commission report.

The recommendations reallocate the rates of pay for classifications based upon a comparison to market rates of pay. These reallocations are not reclassifications. Employees in these titles will receive a rate increase only if their current base pay rate falls below the new minimum recruitment rate for their title.

In order to address internal equity issues, this report recommends that departments be allowed to request equity adjustments with the approval of DER. These may be requested when an eligible employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience in the same classification or performing similar work within the same department. Further, this report recommends that departments be allowed to request 3% transfer adjustments with the approval of DER. A transfer is defined as the appointment to a position within the same pay range or to a pay range with the same rates of pay.

The analysis and recommendation process included a review of a position's duties and responsibilities, impact and accountability, relationship responsibilities, working conditions, as well as minimum education and experience requirements.

This process also compared a classification's rate of pay to the cost of labor in Southeastern Wisconsin. Market data was sourced from ERI, a salary survey to which Employee Relations subscribes, and the CBIZ 2022 Public Pension Compensation Survey results.

This series covers only those positions for which the paramount requirement is knowledge of IT principles, concepts, and methods; e.g., data storage, software applications, networking. Information technology refers to systems and services used in the automated acquisition, storage, manipulation, management, movement, control, display, switching, interchange, transmission, assurance, or reception of information. Information technology includes computers, network components, peripheral equipment, software, firmware, services, and related resources.

Note: rates of pay reflect Salary Ordinance rates effective pay period 1, 2024. The report will go into effect pay period 3, 2024 after the General Wage Increase Effective Pay Period 2, 2024. Rates will be implemented 2% higher.

Background

Information Technology positions cover a wide range of specialized roles and work closely with other occupations that focus on data analysis and its functional applications throughout the City. Generally, these positions can be broken down into a few sub-groups. It should be noted that these sub-groups areas aren't always clear-cut when a position's full range of duties and responsibilities is considered, and many roles in IT may have significant overlap within multiple sub-groups. For example, the programming skills used in software development can be applied to data analysis roles and knowledge of cyber security best practices is a key consideration for IT infrastructure planning.

Job duties, responsibilities, and competencies in IT positions can change very quickly as technology changes. One key factor in classification and reclassification is the 'Increasing Complexity in the World of Work'. Citywide IT staff has

seen the City through major HR, Financial, and pension system updates and changes, Y2K in 1999-2000, and considerable departmental IT consolidation into ITMD in 2013. A number of reclassifications of IT positions over the past several years have been recommended for individuals who regularly apply advanced computer skills as part of their job. These responsibilities were generated by and emerged with the technology required by individual positions, City departments, and Citywide applications. This year IT staff will once again lead the City through a major HR and Financial system change, as well as taking on the additional duties and responsibilities of an additional pension system.

IT Support Series

Citywide, IT Support positions provide advanced IT support of computer help desk operations. Specializes in the support of computer operations and IT Helpdesk functions, including Identifying, troubleshooting and resolving complex computer problems. Prepares new servers, desktop computers and software applications for deployment.

Market Data - IT User Support Analyst

ERI defines an IT User Support Analyst as a position which installs, changes, and repairs minor problems of personal computer hardware and software systems, and gives technical assistance and training to system users. Answers client's inquiries concerning systems operation; diagnoses system hardware, software, and operator problems; and recommends or performs remedial actions to correct problems based on knowledge of system operation. Requires excellent working knowledge of personal computers and peripherals.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
IT User Support Analyst	Milwaukee, Wisconsin	Level 1	$49,691	$54,986	$60,003
IT User Support Analyst	Milwaukee, Wisconsin	Level 2	$57,242	$63,277	$69,041
IT User Support Analyst	Milwaukee, Wisconsin	Level 3	$67,154	$74,141	$80,873

ERI as of August 14th, 2023

Business Systems Series

Citywide, Business Systems positions oversee department network environments, provide application maintenance and support, user support, website administration, perform information systems projects and research, and perform upgrades for the most efficient, real-time data streams for users to meet mission critical goals. Develops an understanding of new technologies as they are introduced into the marketplace and determines how (if at all) those technologies might be applied to improve departmental business processes. Requires superior interpersonal and organizational skills and problem-solving abilities in order to develop and implement effective short- and long-term solutions.

Market Data – Business Systems Specialist

ERI defines a Business Systems Specialist as a position which provides specialized applications and systems expertise and assistance within an organization's Information Technology systems portfolio to improve the business systems processes and support business strategies. Analyzes new and existing technologies; and designs, implements, and supports critical business functions. Aids in process improvement activities and in development of procedures and policies.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Business Systems Specialist	Milwaukee, Wisconsin	Level 1	$66,167	$73,041	$79,664
Business Systems Specialist	Milwaukee, Wisconsin	Level 2	$74,541	$82,177	$89,608
Business Systems Specialist	Milwaukee, Wisconsin	Level 3	$85,503	$94,155	$102,674

ERI as of August 14th, 2023

Functional Applications Series

Citywide, Functional Applications positions coordinate and manage application projects related to departmental application modules and interfaces. Includes performing or directing others to perform: Configuration of the software and maintenance of system tables including tree structure. Data review to ensure data integrity. Performs analysis, design, testing, maintenance and operation of applications.

Market Data - Applications Analyst

ERI defines an Applications Analyst as a position that administers and maintains software infrastructures and applications. Collaborates with Application Developers and Software Engineers in the design and development new applications and improvement of existing applications. Runs application testing on designed programs, and provides accurate, quality analyses of new program applications.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Applications Analyst	Milwaukee, Wisconsin	Level 1	$67,894	$74,728	$81,313
Applications Analyst	Milwaukee, Wisconsin	Level 2	$78,908	$86,702	$94,350
Applications Analyst	Milwaukee, Wisconsin	Level 3	$92,769	$101,843	$110,923

ERI as of August 14th, 2023

Systems Analyst Series

Citywide, Systems Analyst positions are responsible for managing City technology systems by supporting, maintaining, and upgrading technical systems, including servers, desktop and laptop computers, smartphones, and software applications. Defines system and application architecture and provides vision, problem anticipation, and problem-solving ability to the organization. Analyze needs, desires, problems, and application requirements and determine appropriate solution within the application. Work with user in identifying source of problem and determining proper solution. Performs application programming, adhering to industry best practice; Improves code when possible; executes unit and system testing prior to implementation; integrates components with inhouse and third-party systems; troubleshoots and resolves problems that occur.

Market Data - Systems Analyst

ERI defines a Systems Analyst as a position that analyzes and solves computer problems, and assures technology meets the needs of the organization. Implements system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes. Plans and designs new computer systems or devises ways to apply existing systems resources to additional operations. Analyzes user requirements, procedures, and problems to automate processing or to improve existing computer system.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Systems Analyst	Milwaukee, Wisconsin	Level 1	$78,716	$86,510	$94,161
Systems Analyst	Milwaukee, Wisconsin	Level 2	$91,309	$100,367	$109,460
Systems Analyst	Milwaukee, Wisconsin	Level 3	$107,791	$118,600	$129,642

ERI as of August 14th, 2023

Information Security Series

Citywide, Information Security positions analyze security-related vulnerabilities and provide remediation; ensure proper security protocols, systems and procedures are implemented and followed. Protect the network from attack and security vulnerabilities; respond to and resolve problems found via alert and notification systems. Responsible for providing vision and leadership for developing and supporting information technology security initiatives and for serving as the main contact in the division

for IT audit activities. Directs the planning and implementation of IT systems, business operations, and facility defenses against security breaches and vulnerability issues. This position is also responsible for auditing existing systems, while directing the administration of security policies, activities, and standards. Responsible for planning, organizing and leading activities pertaining to the security, operations and maintenance of all structures, building and facilities.

Market Data - Information Security Engineer

ERI defines an Information Security Engineer as a position that plans, develops, and communicates organizational security policies, standards, and best practices to protect sensitive information and safeguard the computer networks, systems, and data. Researches emerging threats and recommends software and hardware solutions and procedures and security enhancements that neutralize those threats. Analyzes and enhances security controls throughout the company, its products, and its data stores.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Information Security Engineer	Milwaukee, Wisconsin	Level 1	$89,588	$99,275	$109,018
Information Security Engineer	Milwaukee, Wisconsin	Level 2	$106,831	$118,426	$130,232
Information Security Engineer	Milwaukee, Wisconsin	Level 3	$128,322	$142,285	$156,604

ERI as of August 14th, 2023

Management Series

Citywide, IT Management positions provide leadership or assistance in the planning, specification, and evaluation of technology-based solutions to meet the needs of the end user or department, ensuring that needs are met and supported by an optimal technology solution. Manages teams, oversees current and future information technology and telecommunications systems, administers contracts, and supplies reports. Researches, analyzes, and makes policy recommendations on information technology initiatives. Identifies major information and technology issues and trends that currently affect or will affect the department, preparing annual operating and capital budget requests, providing support and information to division managers on personnel-related, management, and other administrative issues. Plans and budgets for the modernization and upgrade of current systems in. May serve as liaison with Federal, State, and other municipal public safety agencies regarding technology collaboration and cooperation.

Market Data - Information Technology Manager

ERI defines an Information Technology Manager as a position that designs, develops, implements and manages an organization's information technology infrastructure, including computer application systems, computer and communication systems, network and related systems. Establishes and maintains information technology policies, procedures and standards.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Information Technology Manager	Milwaukee, Wisconsin	Level 1	$95,898	$106,501	$117,091
Information Technology Manager	Milwaukee, Wisconsin	Level 2	$109,760	$121,698	$133,658
Information Technology Manager	Milwaukee, Wisconsin	Level 3	$129,285	$143,083	$156,992

ERI as of August 14th, 2023

Market Data – Business Systems Manager

ERI defines a Business Systems Manager as a position which manages the business systems team. Develops and implements processes that insure reduced production time and improve efficiency. Defines

business requirements to set scope and objectives for projects. Assures that projects are completed by the deadline.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Business Systems Manager	Milwaukee, Wisconsin	Level 1	$104,182	$116,978	$130,122
Business Systems Manager	Milwaukee, Wisconsin	Level 2	$120,859	$135,415	$150,429
Business Systems Manager	Milwaukee, Wisconsin	Level 3	$143,345	$160,311	$177,989

ERI as of August 14th, 2023

Market Data – Application Development Manager

ERI defines an Applications Analyst as a position that manages and coordinates the development, creation, installation, and maintenance of computer programs to process data using business and scientific applications. Oversees and reviews work of programming personnel, and gives technical support and guidance. Analyzes workflow and assigns or schedules work to meet priorities and goals.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Application Development Manager	Milwaukee, Wisconsin	Level 1	$125,134	$139,336	$153,894
Application Development Manager	Milwaukee, Wisconsin	Level 2	$144,697	$160,887	$177,749
Application Development Manager	Milwaukee, Wisconsin	Level 3	$171,526	$190,580	$210,627

ERI as of August 14th, 2023

Market Data - Systems Integration Manager

ERI defines a Systems Integration Manager as a position that manages and coordinates activities of systems integration staff. Oversees testing, matching, and integration operations of internal or client systems. Plans, establishes, and enforces procedures and protocol for systems integration staff.

Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Systems Integration Manager	Milwaukee, Wisconsin	Level 1	$93,781	$103,309	$112,751
Systems Integration Manager	Milwaukee, Wisconsin	Level 2	$114,638	$126,353	$138,089
Systems Integration Manager	Milwaukee, Wisconsin	Level 3	$140,645	$155,034	$169,584

ERI as of August 14th, 2023

Market Data – Information Technology Manager – CBIZ 2022 Public Pension Compensation Survey

CBIZ defines an Information Technology Manager as a position that plans, organizes, and manages activities related to the design, development, support, and maintenance of the technology infrastructure of the organization. Directs staff in the maintenance and enhancement of networks and servers, software, data management, and telecommunications systems. 5+ years of relevant experience related to infrastructure services management and a bachelor's degree in computer science, information systems, or related field required. Supervisory experience preferred.

	Organizations Surveyed	Total Cash Compensation Percentiles		
		25th	50th	75th
All Organizations	35	99.5	113.7	135.5
Fund Management: Internal	14	111.7	115.7	138.1
Assets Under Management $2.5B - $10B	7	82	101.6	127.5
Number of Members 20K - 75K	7	100.1	111.3	123.5

CBIZ as of June 13th, 2022

*Note: Insufficient Data

Market Data – Information Technology Director – CBIZ 2022 Public Pension Compensation Survey

CBIZ defines an Information Technology Director as a position that directs, plans, and organizes activities related to the design, development, support, and maintenance of the technology of the organization. 7+ years of relevant experience related to information technology management and a bachelor's degree in computer science, information systems, or related field required.

	Organizations Surveyed	Total Cash Compensation Percentiles		
		25th	50th	75th
All Organizations	12	118.6	142.1	192.7
Fund Management: Internal	7	121.2	145.7	192.9
Assets Under Management $2.5B - $10B	1	ISD*	ISD*	ISD*
Number of Members 20K - 75K	3	ISD*	ISD*	ISD*

CBIZ as of June 13th, 2022
*Note: Insufficient Data

Chief Technology Officer

ERI defines an Chief Technology Officer as a position that heads all aspects of the organization's technological development, and oversees all technical aspects and technological resources, working with Executive Management for the purpose of organizational growth. Directs the organization's strategic direction, design, development, acquisition, implementation, and future growth; and directs division employees to attain the goals established in the organization's strategic plan. Identifies opportunities and risks, and establishes technical vision.

Job Title	Level	25th Percentile	Survey Mean	75th Percentile
Chief Technology Officer	Revenue: 10,000,000	$141,202	$191,734	$252,713
Chief Technology Officer	Revenue: 50,000,000	$197,028	$267,935	$353,359
Chief Technology Officer	Revenue: 100,000,000	$228,331	$310,472	$409,539
Chief Technology Officer	Revenue: 500,000,000	$311,019	$422,825	$557,956
Chief Technology Officer	Revenue: 1,000,000,000	$355,623	$483,436	$638,007

ERI as of August 14th, 2023

Market Data – Chief Technology Officer – CBIZ 2022 Public Pension Compensation Survey

CBIZ defines a Chief Technology Officer as a position that provides overall direction for the information technology division with the major and highly technical program responsibilities of computer technology and telecommunications. Serves as primary IT program advisor to the Board and senior leadership. 15+ years of experience in computer programming, systems administration, or information technology and a bachelor's degree in computer science or a related field required.

	Organizations Surveyed	Total Cash Compensation Percentiles		
		25th	50th	75th
All Organizations	44	130	157.9	191
Fund Management: Internal	17	136.5	185.6	196.8
Assets Under Management $2.5B - $10B	8	125.5	141.4	185
Number of Members 20K - 75K	9	132.6	180.2	185.5

CBIZ as of June 13th, 2022

Recommendations

The recommendations that follow are organized by 'Current Pay Range' and indicate titles by Department. Please note that these recommendations are shown only as non-resident wage rates. City residents receive the 3% incentive. Furthermore, current and recommended rates reflect rates prior to the 2% across the board, effective Pay Period 2, 2024.

Pay Range 1OX			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Employes' Retirement System – Chief Technology Officer One Position - ERS	1OX: $115,161-$161,221 Recruit Rate: $135,890	N/A	1RX: $137,918-$193,078 Recruit Rate: $153,530

Pay Range 1NX			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Chief Information Officer DOA-ITMD - One Position	1NX: $108,037-$151,255	N/A	1SX: $146,193-$204,662 Recruit Rate: $168,883
ITMD Policy and Administration Manager DOA-ITMD - One Position	1NX: $108,037-$151,255 Recruit Rate: $128,401	N/A	1PX: $122,746-$171,838 Recruit Rate: $134,790

Pay Range 1MX			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Police Information Systems Director Police Dept - One Position	1MX: $101,356-$141,906 Recruit Rate: $113,521	N/A	1PX: $122,746-$171,838 Recruit Rate: $128,401

Pay Range 1JX			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Associate Library Director Library - Two Positions	1JX: $83,692-$117,177 Recruit Rate: $94,363	N/A	1OX: $115,161-$161,221
Business Systems Manager Assessor - One Position	1JX: $83,692-$117,177 Recruit Rate: $96,345	N/A	1LX: $95,097-$133,131 Recruit Rate: $105,980
Functional Applications Manager Comptroller - One Position	1JX: $83,692-$117,177 Recruit Rate: $102,938	N/A	1LX: $95,097-$133,131 Recruit Rate: $105,980

Pay Range 1IX and 2MX			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Court IT Manager Muni Court - One Position	1IX: $78,528-$109,938	N/A	1LX: $95,097-$133,131 Recruit Rate: $105,980
Emergency Communications Project Manager Dept Emer Comm - One Position	1IX: $78,528-$109,938 Recruit Rate: $95,163	Business Systems Manager	1LX: $95,097-$133,131 Recruit Rate: $105,980
ERS Applications Development Manager ERS - One Position	1IX: $78,528-$109,938	N/A	1PX: $122,746-$171,838 Recruit Rate: $128,401
ERS Systems Manager ERS - One Position	1IX: $78,528-$109,938	N/A	1OX: $115,161-$161,221 Recruit Rate: $122,537
Fire Information Technology Manager Fire Dept - One Position	1IX: $78,528-$109,938	N/A	1OX: $115,161-$161,221 Recruit Rate: $122,537

Information Services Manager DOA-ITMD - One Position	1IX: $78,528-$109,938	N/A	1OX: $115,161-$161,221 Recruit Rate: $126,353
Information Services Manager-MPD Police Dept - One Position	1IX: $78,528-$109,938	IT Support Services Manager	1LX: $95,097-$133,131 Recruit Rate: $105,980
Systems Integration Manager DOA-ITMD - One Position	1IX: $78,528-$109,938	N/A	1OX: $115,161-$161,221 Recruit Rate: $126,353
Water Information Technology Manager Water Works - One Position	1IX: $78,528-$109,938	N/A	1OX: $115,161-$161,221 Recruit Rate: $122,537
ERS Network Security Administrator ERS - One Position	2MX: $78,528-$109,938 Recruit Rate: $86,380	N/A	2RX: $108,037-$151,255 FN: Recruit at any rate with DER approval.

Pay Range 1HX and 2LX/2LN			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Business Systems Administrator Assessor - One Position	1HX: $73,688-$103,160 Recruit Rate: $81,056	N/A	1IX: $78,528-$109,938 Recruit Rate: $93,542
Database Administrator DOA-ITMD - One Position	1HX: $73,688-$103,160	N/A	1OX: $115,161-$161,221
Fire Information Systems Manager Fire Dept - One Position	1HX: $73,688-$103,160	N/A	1KX: $89,222-$124,914 Recruit Rate: $104,677
IT Project Manager DOA-ITMD - Two Positions	1HX: $73,688-$103,160	N/A	1NX: $108,037-$151,255 Recruit Rate: $114,209
Water Plant Automation Manager Water Works - One Position	1HX: $73,688-$103,160 Recruit Rate: $86,854	N/A	1LX: $95,097-$133,131 Recruit Rate: $105,160
Court Applications and Software Developer Muni Court - Three Positions	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2MX: $78,528-$109,938 Recruit Rate: $93,542
Emergency Communications System Administrator Dept Emer Comm - Two Positions	2LX: $73,688-$103,160 Recruit Rate: $81,056	Business Systems Administrator	1IX: $78,528-$109,938 Recruit Rate: $93,542
ERS Database Administrator ERS - One Position	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2SX: $115,161-$161,221 FN: Recruit at any rate with DER approval.
ERS Server Administrator ERS - One Position	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2MX: $78,528-$109,938 Recruit Rate: $86,380
ERS Software Developer ERS - One Position	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2SX: $115,161-$161,221 FN: Recruit at any rate with DER approval.
Public Safety Systems Administrator DOA-ITMD - Two Positions Police Dept - Two Positions	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2MX: $78,528-$109,938 Recruit Rate: $93,542
Systems Analyst-Project Leader DOA-ITMD - Two Positions Police Dept - One Position	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2OX: $89,222-$124,914 Recruit Rate: $104,677 FN: Recruit at any rate with DER approval.
Telecommunications Analyst-Project Leader DOA-ITMD - One Position	2LX: $73,688-$103,160 Recruit Rate: $81,056	N/A	2OX: $89,222-$124,914 Recruit Rate: $104,677 FN: Recruit at any rate with DER approval.

Pay Ranges 1GX and 2KX			
Current Title	Current Rate	Recommended Title	Recommended Rate
Data Services Manager Police Dept - One Position	1GX: $69,119-$96,768	Applications Support Manager	1LX: $95,097-$133,131 Recruit Rate: $105,980
IT Support Services Supervisor DOA-ITMD - One Position	1GX: $69,119-$96,768	N/A	1LX: $95,097-$133,131 Recruit Rate: $94,961
Network Manager DNS - One Position	1GX: $69,119-$96,768	Data Services Manager	1HX: $73,688-$103,160 Recruit Rate: $84,813
Network Manager Library - One Position	1GX: $69,119-$96,768	Library Information Services Manager	1LX: $95,097-$133,131 Recruit Rate: $96,345
Network Manager Police Dept - One Position	1GX: $69,119-$96,768	Network Infrastructure Manager	1LX: $95,097-$133,131 Recruit Rate: $105,980
Functional Applications Analyst-Senior Comptroller - One Position Fire Dept - One Position	2KX: $69,119-$96,768 Recruit Rate: $76,030	N/A	2LX: $73,688-$103,160 Recruit Rate: $82,201
Telecommunications Engineer DOA-ITMD - One Position	2KX: $69,119-$96,768	N/A	2LX: $73,688-$103,160 Recruit Rate: $88,989

Pay Range 1FX and 2JX/2JN			
Current Title	Current Rate	Recommended Title	Recommended Rate
Water Information Technology Supervisor Water Works - Two Positions	1FX: $64,857-$90,796	N/A	1IX: $78,528-$109,938 Recruit Rate: $86,854
Water Plant Automation Supervisor Water Works - One Position	1FX: $64,857-$90,796 Recruit Rate: $69,003	Water Automation Network Administrator	2MX: $78,528-$109,938 Recruit Rate: $96,345
Bioinformatician Health - One Position	2JN: $64,857-$90,796 Recruit Rate: $75,439	N/A	2LN: $73,688-$103,160 Recruit Rate: $81,056
Comptroller Network Administrator Comptroller - One Position	2JX: $64,857-$90,796 Recruit Rate: $71,341	N/A	2JX: $64,857-$90,796 Recruit Rate: $74,728
Database Analyst Police Dept - One Position	2JX: $64,857-$90,796	N/A	2KX: $69,119-$96,768 Recruit Rate: $80,909
DPW Operations Business Analyst DPW- OPS - One Position	2JX: $64,857-$90,796 Recruit Rate: $71,341	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
Epidemiologist Health - Two Positions	2JX: $64,857-$90,796 Recruit Rate: $68,230	N/A	2KX: $69,119-$96,768 Recruit Rate: $79,082
Epidemiologist Health - One Position	2JX: $64,857-$90,796 Recruit Rate: $68,230	Epidemiologist - Senior	2LX: $73,688-$103,160 Recruit Rate: $86,990
Financial Systems Analyst Comptroller - One Position	2JX: $64,857-$90,796 Recruit Rate: $71,341	N/A	2JX: $64,857-$90,796 Recruit Rate: $74,728
Functional Applications Analyst Comptroller - Underfill title	2JX: $64,857-$90,796 Recruit Rate: $71,341	N/A	2JX: $64,857-$90,796 Recruit Rate: $74,728
Real Estate Modeler Assessor - One Position	2JX: $64,857-$90,796	N/A	2LX: $73,688-$103,160 Recruit Rate: $86,637

Pay Range 1EX and 2IX/2IN			
Current Title	Current Rate	Recommended Title	Recommended Rate
Telecommunications Supervisor DOA-ITMD - One Position	1EX: $60,824-$85,151 Recruit Rate: $73,834	N/A	1LX: $95,097-$133,131 Recruit Rate: $97,899

Current Title	Current Rate	Recommended Title	Recommended Rate
Water Plant Automation Controls Engineer Water Works - Four Positions	2IN: $60,824-$85,151 Recruit Rate: $65,681	N/A	2LN: $73,688-$103,160 Recruit Rate: $85,038
Benefits Systems Analyst DER - One Position	2IX: $60,824-$85,151 Recruit Rate: $69,287	N/A	2JX: $64,857-$90,796 Recruit Rate: $73,041
Business Systems Coordinator ERS - One Position	2IX: $60,824-$85,151	N/A	2LX: $73,688-$103,160 Recruit Rate: $84,813
Business Systems Coordinator Treasurer - One Position	2IX: $60,824-$85,151	Business Systems Analyst	2JX: $64,857-$90,796 Recruit Rate: $73,041
GIS Developer-Senior Water Works - One Position	2IX: $60,824-$85,151	GIS Analyst - Senior	2JX: $64,857-$90,796 Recruit Rate: $76,030
GIS Developer-Senior DOA-ITMD - One Position	2IX: $60,824-$85,151	N/A	2JX: $64,857-$90,796 Recruit Rate: $76,030
HRIS Analyst DER - One Position	2IX: $60,824-$85,151 Recruit Rate: $69,287	Functional Applications Administrator	2OX: $89,222-$124,914 Recruit Rate: $104,677 FN: Recruit at any rate with DER approval.
IT Security and Audit Compliance Analyst DOA-ITMD - One Position	2IX: $60,824-$85,151	Information Security Manager	2OX: $89,222-$124,914 Recruit Rate: $104,677 FN: Recruit at any rate with DER approval.
IT Security and Audit Compliance Analyst DOA-ITMD - One Position	2IX: $60,824-$85,151	N/A	2JX: $64,857-$90,796 Recruit Rate: $71,341
Network Administrator ERS - One Position DOA-ITMD - One Position	2IX: $60,824-$85,151	N/A	2KX: $69,119-$96,768 Recruit Rate: $76,030
Public Safety Geographic Information Analyst DOA-ITMD - One Position	2IX: $60,824-$85,151	N/A	2JX: $64,857-$90,796 Recruit Rate: $71,341
Systems Analyst-Senior DOA-ITMD - Five Positions Police Dept - One Position	2IX: $60,824-$85,151	N/A	2MX: $78,528-$109,938 Recruit Rate: $95,161
Systems Analyst-Senior Fire Dept - One Position	2IX: $60,824-$85,151	Fire Systems Analyst-Senior	2LX: $73,688-$103,160 Recruit Rate: $86,510
Systems Security Administrator Police Dept - One Position	2IX: $60,824-$85,151	Systems Security Manager	1LX: $95,097-$133,131 Recruit Rate: $105,980
Telecommunications Analyst-Senior DOA-ITMD - Two Positions	2IX: $60,824-$85,151	N/A	2LX: $73,688-$103,160 Recruit Rate: $88,989
Water Systems Analyst-Senior Water Works - One Position	2IX: $60,824-$85,151	N/A	2KX: $69,119-$96,768 Recruit Rate: $76,030

Pay Ranges 1DX AND 2HX/2HN			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Water Systems and Project Manager Water Works - One Position	1DX: $57,081-$79,909	Water Project Manager	1HX: $73,688-$103,160 Recruit Rate: $81,056
IT Support Specialist-Lead DOA-ITMD - Four Positions	2HN: $57,081-$79,909 Recruit Rate: $66,137	N/A	2LN: $73,688-$103,160 Recruit Rate: $86,328
Laboratory Information Systems Specialist Health - One Position	2HN: $57,081-$79,909 Recruit Rate: $65,454	N/A	2KN: $69,119-$96,768 Recruit Rate: $76,030
Network Analyst-Senior Library - One Position	2HN: $57,081-$79,909 Recruit Rate: $66,137	Library Information Services Supervisor	1IX: $78,528-$109,938 Recruit Rate: $86,328

Data and Evaluation Coordinator Health - Five Positions	2HX: $57,081-$79,909 Recruit Rate: $59,912	N/A	2KX: $69,119-$96,768 Recruit Rate: $76,030
Data Communications Specialist Police Dept - One Position	2HX: $57,081-$79,909	Applications Support Analyst	2JX: $64,857-$90,796 Recruit Rate: $74,728
Technical Writer Police Dept - One Position	2HX: $57,081-$79,909 Recruit Rate: $63,835	N/A	2KX: $69,119-$96,768 Recruit Rate: $76,030
Water Security Manager Water Works - One Position	2HX: $57,081-$79,909	Water Emergency Response and Security Manager	1LX: $95,097-$133,131 Recruit Rate: $105,160

Pay Ranges 2GX AND 2GN			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Database Associate DOA-ITMD - One Position Water Works - One Position	2GX: $53,548-$74,974	N/A	2JX: $64,857-$90,796 Recruit Rate: $71,341
IT Project Coordinator DOA-ITMD - Two Positions Police Dept - One Position	2GX: $53,548-$74,974 Recruit Rate: $59,061	N/A	2JX: $64,857-$90,796 Recruit Rate: $71,341
Network Coordinator-Senior CCCC - One Position	2GX: $53,548-$74,974	N/A	2JX: $64,857-$90,796 Recruit Rate: $71,341
Network Coordinator-Senior Water Works - Two Positions	2GX: $53,548-$74,974	IT Support Specialist-Senior	2JN: $64,857-$90,796 Recruit Rate: $74,141
GIS Analyst DOA-ITMD - Two Positions	2GN: $53,548-$74,974 Recruit Rate: $59,060	N/A	2HN: $57,081-$79,909 Recruit Rate: $65,454
HRIS Audit Coordinator DER - One Position	2GN: $53,548-$74,974 Recruit Rate: $65,004	N/A	2JN: $64,857-$90,796 Recruit Rate: $74,728
IT Support Specialist-Senior City Attorney - One Position	2GN: $53,548-$74,974 Recruit Rate: $59,060	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
IT Support Specialist-Senior Muni Court - Two Positions	2GN: $53,548-$74,974 Recruit Rate: $59,060	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
IT Support Specialist-Senior Fire Dept - Two Positions DOA-ITMD - Seven Positions Police Dept - Seven Positions	2GN: $53,548-$74,974 Recruit Rate: $59,060	N/A	2JN: $64,857-$90,796 Recruit Rate: $74,141
Lead Program Information Specialist Health - One Position	2GN: $53,548-$74,974 Recruit Rate: $53,548	N/A	2JX: $64,857-$90,796 Recruit Rate: $76,030
Programmer Analyst DOA-ITMD - Two Positions Police Dept - One Position	2GN: $53,548-$74,974 Recruit Rate: $59,060	N/A	2LN: $73,688-$103,160 Recruit Rate: $86,637

Pay Ranges 2EX AND 2EN			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Network Coordinator-Associate Water Works - Two Positions	2EX: $50,636-$65,989	IT Support Specialist	2HN: $57,081-$79,909 Recruit Rate: $63,277
Systems Analyst-Assistant Fire Dept - Two Positions	2EX: $50,636-$65,989	Business Systems Analyst	2JX: $64,857-$90,796 Recruit Rate: $73,041
IT Support Specialist Treasurer - One Position	2EN: $47,136-$65,989 Recruit Rate: $52,765	Business Systems Analyst	2JX: $64,857-$90,796 Recruit Rate: $73,041

IT Support Specialist Library - Two Positions	2EN: $47,136-$65,989 Recruit Rate: $52,765	IT Support Specialist-Senior	2JN: $64,857-$90,796 Recruit Rate: $74,141
IT Support Specialist DOA-ITMD - Six Positions Library - Two Positions	2EN: $47,136-$65,989 Recruit Rate: $52,765	N/A	2HN: $57,081-$79,909 Recruit Rate: $63,277

TECHNICIANS			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Geographic Information Technician I DOA-ITMD - Underfill title	3BN: $34,439-$41,585	N/A	3PN: $49,629-$75,710 Recruit Rate: $56,598
Geographic Information Technician II DOA-ITMD - One Position	3FN: $40,064-$49,076	N/A	3QN: $52,606-$81,767 Recruit Rate: $59,428
Helpdesk Specialist I Police Dept - Underfill title	3FN: $40,064-$49,076 Recruit Rate: $43,163	N/A	3QN: $52,606-$81,767 Recruit Rate: $59,428
Information Technology Specialist DOA-ITMD - One Position	3GN: $42,153-$50,197	N/A	3QN: $52,606-$81,767 Recruit Rate: $54,336
Helpdesk Specialist II Police Dept - Ten Positions	3IN: $45,047-$53,824 Recruit Rate: $46,831	N/A	3RN: $55,763-$72,430 Recruit Rate: $62,399
Water Plant Automation Technician Water Works - Three Positions	3MN: $50,119-$63,489	Water Plant Automation Technician Senior	3VN: $79,475-$92,191 Recruit Rate: $79,475
		Water Plant Automation Technician	3TN: $71,993-$83,512 Recruit Rate: $71,993
Programmer II DOA-ITMD - One Position	3NN: $46,765-$63,772 Recruit Rate: $51,337	N/A	3QN: $52,606-$81,767 Recruit Rate: $61,714
Communications Facilities Coordinator DOA-ITMD - Four Positions	3SN: $64,567-$83,101 Recruit Rate: $69,004	N/A	3UN: $75,690-$87,801 Recruit Rate: $75,690

PARAPROFESSIONALS			
Current Title	**Current Rate**	**Recommended Title**	**Recommended Rate**
Internet Analyst DOA-ITMD - Underfill title	5DN: $37,717-$44,650 Recruit Rate: $40,238	N/A	5JN: $48,998-$59,453 Recruit Rate: $51,749
Internet Analyst-Senior DOA-ITMD - One Position	5FN: $42,153-$50,197	N/A	5KN: $56,876-$69,950 Recruit Rate: $54,336
Program Assistant II Library - One Position	5FN: $42,153-$50,197 Recruit Rate: $44,257	Facilities Program Assistant	5KN: $56,876-$69,950 Recruit Rate: $57,620
IT Support Associate DOA-ITMD - Three Positions	5GN: $43,291-$51,964	N/A	5KN: $56,876-$69,950 Recruit Rate: $56,876
Water Plant Maintenance Assistant Water Works - Two Positions	5IN: $48,220-$56,878 Recruit Rate: $49,709	Water Program Assistant	5ON: $58,456-$70,929 Recruit Rate: $60,569
Docketing Specialist City Attorney - One Position	5JN: $48,998-$59,453 Recruit Rate: $55,728	N/A	5KN: $56,876-$69,950 Recruit Rate: $62,355
Docketing Specialist-Senior City Attorney - One Position	5KN: $56,876-$69,950 Recruit Rate: $58,514	N/A	2IN: $60,824-$85,151 Recruit Rate: $66,585

ADMINISTRATIVE SUPPORT			
Current Title	Current Rate	Recommended Title	Recommended Rate
Administrative Assistant II DOA-ITMD - One Position	6HN: $38,578-$43,555 Recruit Rate: $39,359	ITMD Administrative Assistant	6ON: $51,337-$58,617 Recruit Rate: $49,399
Office Assistant IV Library - One Position	6HN: $38,578-$43,555 Recruit Rate: $46,831	IT Support Associate	5KN: $56,876-$69,950 Recruit Rate: $56,876

Reclassified positions

Milwaukee Public Library

Current Title	Current Pay Range	New Title	Recommended Pay Range
Network Manager Library - One Position	1GX: $69,119-$96,768	Library Information Services Manager	1LX: $95,097-$133,131 Recruit Rate: $96,345
Network Analyst-Senior Library - One Position	2HN: $57,081-$79,909 Recruit Rate: $66,137	Library Information Services Supervisor	1IX: $78,528-$109,938 Recruit Rate: $86,328
IT Support Specialist Library - Two Position	2EN: $47,136-$65,989 Recruit Rate: $52,765	IT Support Specialist-Senior	2JN: $64,857-$90,796 Recruit Rate: $74,141
Office Assistant IV Library - One Position	6HN: $38,578-$43,555 Recruit Rate: $46,831	IT Support Associate	5KN: $56,876-$69,950 Recruit Rate: $56,876

The Milwaukee Public Library has requested the reclassification of IT positions in the Information Technology Section of their Technical Services division.

The **Network Manager** serves as unit manager for the Library Information Technology Department and has primary administrative responsibility personnel management and the development, installation, security, technology, budget and support of IT related systems and services within all MPL locations.
- Oversees monitoring of system resources, system and network operability, data integrity and recoverability, and analysis of network performance.
- Approves and directs proper methods to document system(s) configuration(s) and IT resources.
- Authorizes, defines, communicates, and enforces necessary standards, policies and procedures for the efficient, safe, and effective use of IT services, systems, and equipment within the library and on library IT equipment.
- Approves and develops short and long-range IT strategies for unit and departmental growth and innovation to meet employee and patron needs.

The **Network Analyst - Senior** is the key technical backup to the MPL Network Manager. This position identifies and researches hardware and system software to support and enhance automated services, develops specifications for purchase of needed hardware and software, and installs, configures, and supports computer hardware and software.
- Oversees deployment of patches, fixes, and updates to IT systems.
- Engages with manager and Library IT team to recommend and ensure data and systems security is consistent with City of Milwaukee information security policies and standards.
- Directs staff and outside vendors in resolution of complex technical problems impacting MPL, including acting as primary technician when necessary.
- Manages backups of data from multiple servers and ensures integrity, security, and recoverability of data.
- Performs full supervisory range of duties for IT staff along with the Network Manager.

The remainder of the IT staff in the Library consists of four **IT Support Specialists** and an **Office Assistant IV**. The Library requested the creation of two *IT Support Specialist - Senior* positions by repurposing two

vacant *IT Support Specialist* positions. The Library indicated the need for more senior support staff to take on more complex support issues and to serve as a lead worker to manage the performance of and supportive communication about project-based work. This project work necessitates increasingly complex IT knowledge and skills in alignment with the general objectives and operations of a complex IT environment, along with knowledge of the library and the patrons and staff served. Also included is an *Office Assistant IV*, which the Library indicated performs a more technical support and troubleshooting resolution tasks than administrative support. The position is primarily responsible for staffing the IT Help Desk, which provides a single point of contact and first line technical support and resolution for all MPL computer system users' and locations' IT-related issues and questions. The position also provides coordination of IT support for MPL computer systems and the intake, tracking, and reporting of Help Desk support requests.

We recommend the creation of a structure that represents the progressively higher level of responsibility and more complex IT support issues and projects. This recommended structure reflects the already existing IT Support structure in the Information Technology Management Division of DOA. ITMD utilizes recruitment at lower levels and grows their own staff to promote into higher level titles.

Milwaukee Water Works

Current Title	Current Pay Range	New Title	Recommended Pay Range
Water Security Manager Water Works - One Position	2HX: $57,081-$79,909	Water Emergency Response and Security Manager	1JX: $83,692-$117,177 Recruit Rate: $105,160
Water Plant Automation Systems Supervisor Water Works - One Position	1FX: $64,857-$90,796 Recruit Rate: $69,003	Water Automation Network Administrator	2MX: $78,528-$109,938 Recruit Rate: $96,345

The Milwaukee Water Works has requested the study of IT related and Automation positions in the Administrative section of their Business Operations and the Plant Automation Section of their Plants – South Organization division.

The *Water Security Manager* is responsible for planning, organizing and leading activities pertaining to the security, operations and maintenance of all structures, building and facilities owned and/or operated by Milwaukee Water Works (MWW).
- Oversees Facility Management: Monitor and evaluate operations and maintenance activities for productivity, efficiency and effectiveness.
- Emergency Management: Act as the Emergency Management Coordinator for MWW to include development and coordination of MWW emergency response plans.
- Security Management: Ensure physical security systems are functioning optimally.
- Policy Management: Develop and manage various security-related policies and plans, including asset management and protection, building access, emergency/disaster recovery.

Minimum qualifications include a Bachelor's degree in architecture, criminal justice, building security management or a related field from an accredited college or university.
Three years of experience conducting facilities operations that include security, emergency, project and building maintenance management related to the essential functions of this position.

The *Water Plant Automation Systems Supervisor* develops, manages and implements changes to Milwaukee Water Works (MWW) Supervisory Control and Data Acquisition (SCADA) network and supports the SCADA hardware and software which collects data, generates reports and monitors water treatment processes, pumping station pumps and pressure, distribution system pressure and suburban water meters.
- Network Administration: Maintain the isolated SCADA-side Active Directory network.

- o Administer SCADA, Windows Active Directory, Rockwell server software suites, security, switches and appropriate licensing.
- Systems and Application Support: Provide developmental and functional support of SCADA-side production servers and software.
  - o Design, maintain and monitor various SCADA-side systems and database applications.

Minimum qualifications include a Bachelor's degree in Information Management, Computer Science, Mathematics, Business Administration or a related field from an accredited college or university. Five years of experience in professional systems analysis.

Department of Administration - ITMD

Current Title	Current Pay Range	New Title	Recommended Pay Range
IT Security and Audit Compliance Analyst DOA-ITMD - One Position	2IX: $60,824-$85,151	Information Security Manager	2NX: $83,692-$117,177 Recruit Rate: $104,677

The Department of Administration – ITMD has requested the reclassification of one position of IT Security and Audit Compliance Analyst to Information Security Manager to reflect new and changed job duties and responsibilities performed by the incumbent.

The *IT Security and Audit Compliance Analyst* is responsible for monitoring and evaluating IT systems for protection from cybersecurity attacks. The position helps develop and manage the City's cybersecurity framework, prevents and responds to potential IT security threats, monitors computer networks and systems for security issues and documents all security issues or breaches. The changes to duties and responsibilities include:

- Supervisory duties of one position of IT Security and Audit Compliance Analyst.
- Lead City cybersecurity efforts and work with all City IT departments on cybersecurity initiatives and framework.
- Serve as the City's contact point for PCI security compliance and preparing annual reporting for continued compliance.

The department indicated that overall cybersecurity responsibility lies with the CIO, but, in lieu of a Chief Information Security Officer (CISO), a high-level position to serve as a resource to City IT departments is recommended. Based on added and changed duties and responsibilities, a higher level of expertise will be required for this level of responsibility. The addition of a high-level cybersecurity certification like CISSP or CISM to minimum qualifications for the Information Security Manager is recommended.

Minimum qualifications include a Bachelor's degree in computer science, information management, information technology or closely related field from an accredited college or university and four years of progressively responsible experience in information technology, including one year performing advanced functions related to IT security. ISSEP/CISSP certification or other IT security certifications.

City Treasurer

Current Title	Current Pay Range	New Title	Recommended Pay Range
Business Systems Coordinator Treasurer - One Position	2IX: $60,824-$85,151	Business Systems Analyst	2JX: $64,857-$90,796 Recruit Rate: $73,041
IT Support Specialist Treasurer - One Position	2EN: $47,136-$65,989 Recruit Rate: $52,765	Business Systems Analyst	2JX: $64,857-$90,796 Recruit Rate: $73,041

The City Treasurer's office has requested the evaluation of one position of **Business Systems Coordinator** and one position of **IT Support Specialist** to better reflect job duties and responsibilities being performed by the incumbents.

These positions in the City Treasurer's department serve as the department's business systems administrators, information security officers, and resident technical experts on the department's business information systems, procedures, hardware, and software applications. Incumbents assume responsibility for documenting tasks relating to the Munis Tax System administration. Utilizes downloads to create numerous reports via the Munis Tax System and iNovah Cashier System.

The department also indicated that both positions in the department have taken on all IT functions in the office instead of any lead worker or higher-level functions assigned to one incumbent. To best reflect the actual work being performed in the department, we recommend that one position of Business Systems Coordinator be reclassified to IT Support Specialist.

Health Department – Policy, Innovation, and Engagement

Current Title	Current Pay Range	New Title	Recommended Pay Range
Epidemiologist Health - One Position	2JX: $64,857-$90,796 Recruit Rate: $68,230	Epidemiologist - Senior	2LX: $73,688-$103,160 Recruit Rate: $86,990

The Milwaukee Health Department has requested the repurpose of an **Epidemiologist** position in their Policy, Innovation, and Engagement branch. After evaluation of the position and the skill sets required to complete the work successfully, it was determined a higher caliber skill set is required.

The Senior Epidemiologist conducts ongoing and systematic assessment of the health of the community, including the timely collection, analysis, interpretation, dissemination, and use of public health data. Health data is obtained through field research, observation, questionnaires, studies, and through public health record and surveillance systems. This senior position would assist staff in recognizing and achieving program priorities, goals, and objectives.

Additional duties and responsibilities for the Epidemiologist – Senior include:
Team Coordination and Support
- Provide direct coaching and mentorship to epidemiologists and data team members
- Collaborate on strategic priorities for the Data and Evaluation Division
- Serve as Health Data and Evaluation Director designee as needed
- Support the department's academic partnerships

Minimum qualifications include a Bachelor's degree in Microbiology or Molecular Biology, Bacteriology, Environmental Science, or equivalent with strong working knowledge in microbiological and molecular techniques and 2 years of experience in a microbiological laboratory (e.g. academic, clinical, commercial, etc.). Masters' degree is preferred, but could be compensated with experience in the above areas.

Titles Evaluated – No Change Recommended

Current Title	Current Pay Range	New Title	Recommended Pay Range
FMIS Project Manager Comptroller - One Position	2MX: $78,528-$109,938 Recruit Rate: $96,345	N/A	2MX: $78,528-$109,938 Recruit Rate: $96,345
Business Systems Specialist CCCC – One Position	2HX: $57,081-$79,909	N/A	2HX: $57,081-$79,909
Database Specialist DCD - One Position	5GN: $43,291-$51,964 Recruit Rate: $43,890	N/A	5GN: $43,291-$51,964 Recruit Rate: $43,890

DER has evaluated titles above and included them in the analysis throughout the report, but no change in pay range or rate is recommended in relation to market data.

Retitled positions
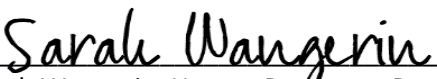
Network Manager DNS - One Position	1GX: $69,119-$96,768	Data Services Manager	1HX: $73,688-$103,160 Recruit Rate: $84,813
HRIS Analyst DER - One Position	2IX: $60,824-$85,151 Recruit Rate: $69,287	Functional Applications Administrator	2OX: $89,222-$124,914 Recruit Rate: $104,677
GIS Developer-Senior DOA-ITMD - One Position	2IX: $60,824-$85,151	GIS Analyst - Senior	2JX: $64,857-$90,796 Recruit Rate: $76,030
Network Coordinator-Senior Water Works - Two Positions	2GX: $53,548-$74,974	IT Support Specialist-Senior	2JN: $64,857-$90,796 Recruit Rate: $74,141
IT Support Specialist-Senior City Attorney - One Position	2GN: $53,548-$74,974 Recruit Rate: $59,060	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
IT Support Specialist-Senior Muni Court - Two Positions	2GN: $53,548-$74,974 Recruit Rate: $59,060	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
DPW Operations Business Analyst DPW- OPS - One Position	2JX: $64,857-$90,796 Recruit Rate: $71,341	Business Systems Coordinator	2LX: $73,688-$103,160 Recruit Rate: $84,813
Network Coordinator-Associate Water Works - Two Positions	2EX: $50,636-$65,989	IT Support Specialist	2HN: $57,081-$79,909 Recruit Rate: $63,277

The Department of Employee Relations recommends the above title changes to better reflect the duties and responsibilities of the positions.
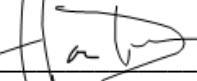
Action Required - Effective Pay Period 03, 2024 (January 21, 2024)

* See addendum included in CCFN for Salary and Position Ordinance changes.

Note: rates of pay reflect Salary Ordinance rates effective Pay Period 1, 2024. Addendum reflects rates 2% higher with the Across the Board Increase Effective Pay Period 2, 2024.

Prepared by: ___*Sarah Wangerin*___
Sarah Wangerin, Human Resources Representative

Reviewed by: _____
Andrea Knickerbocker, Human Resources Manager

Reviewed by: _____
Harper Donahue IV, Employee Relations Director

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Labor Relations, Room 701 ▪ Phone (414) 286-3398, Fax 286-0900
www.milwaukee.gov/der

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City of Milwaukee Fiscal Impact Statement

A

Date 1/10/2024	**File Number** 231316	☒ **Original** ☐ **Substitute**

Subject Communication from the Department of Employee Relations regarding the costs of classification reports approved at the City Service Commission on January 9th, 2024.

B

Submitted By (Name/Title/Dept./Ext.) Sarah Wangerin/ Human Resources Representative / Employee Relations

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) _____

E

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages		$0.00	$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		$ 0.00	$ 0.00

F	**Assumptions used in arriving at fiscal estimate.**	The total cost for 2024 is $2,322,427. Please see attached spreadsheet for details. Cost breakdown is in attached spreadsheet.

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.**

City Service Commission Meeting of January 9, 2024
Finance and Personnel Committee Meeting of January 10, 2024

NEW COSTS FOR 2024

	Pos.	Dept	From	PR	To	PR	CURRENT Annual	NEW Annual	EffPP	Costs	Rollup	Rollup+ Sal
	1	Assessor	Business Systems Administrator	1HX	Business Systems Administrator	1IX	$104,930	$101,243	3	N/A Above Recruitment Rate		
	1	Assessor	Business Systems Manager	1JX	Business Systems Manager	1LX	$111,805	$114,704	3	$2,677	$375	$3,051
	1	Assessor	Real Estate Modeler	2JX	Real Estate Modeler	2LX	$81,765	$92,841	3	$10,224	$1,431	$11,656
	1	CCCC	Network Coordinator-Senior	2GX	Network Coordinator-Senior	2JX	$85,117	$77,215	3	N/A Above Recruitment Rate		
	1	City Attorney	IT Support Specialist-Senior	2GN	Business Systems Coordinator	2LX	$62,049	$90,887	3	$26,620	$3,727	$30,346
	1	City Attorney	Docketing Specialist	5JN	Docketing Specialist	5KN	$59,133	$66,820	3	$7,096	$1,451	$8,547
	1	City Attorney	Docketing Specialist-Senior	5KN	Docketing Specialist-Senior	2IN	$67,623	$72,067	3	$4,102	$839	$4,941
	1	Comptroller	Comptroller Network Administrator	2JX	Comptroller Network Administrator	2JX	$72,768	$78,524	3	$5,313	$744	$6,057
Vacant	1	Comptroller	Financial Systems Analyst	2JX	Financial Systems Analyst	2JX	$72,768	$76,222	3	$3,188	$446	$3,635
Underfill	0	Comptroller	Functional Applications Analyst	2JX	Functional Applications Analyst	2JX	$72,768	$76,222	3	N/A Underfill Title		
	1	Comptroller	Functional Applications Analyst-Senior	2KX	Functional Applications Analyst-Senior	2LX	$91,962	$88,968	3	N/A Above Recruitment Rate		
	1	Comptroller	Functional Applications Manager	1JX	Functional Applications Manager	1LX	$104,997	$111,364	3	$5,877	$823	$6,700
	1	DER	Benefits Systems Analyst	2IX	Benefits Systems Analyst	2JX	$77,888	$79,054	3	N/A Above Recruitment Rate		
	1	DER	HRIS Analyst	2IX	Functional Applications Administrator	2OX	$80,072	$113,295	3	$30,667	$4,293	$34,961
	1	DER	HRIS Audit Coordinator	2GN	HRIS Audit Coordinator	2JX	$72,390	$80,880	3	$7,837	$1,097	$8,934
	1	DNS	Network Manager	1GX	Data Services Manager	1HX	$88,950	$91,796	3	$2,627	$368	$2,995
	1	DOA-ITMD	Chief Information Officer	1NX	Chief Information Officer	1SX	$125,959	$182,787	3	$52,457	$7,344	$59,801
	1	DOA-ITMD	Communications Facilities Coordinator	3SN	Communications Facilities Coordinator	3UN	$77,156	$81,110	3	$3,650	$746	$4,396
	1	DOA-ITMD	Communications Facilities Coordinator	3SN	Communications Facilities Coordinator	3UN	$73,440	$78,748	3	$4,900	$1,002	$5,902
	1	DOA-ITMD	Communications Facilities Coordinator	3SN	Communications Facilities Coordinator	3UN	$75,424	$81,921	3	$5,997	$1,226	$7,224
	1	DOA-ITMD	Communications Facilities Coordinator	3SN	Communications Facilities Coordinator	3UN	$86,885	$81,921	3	N/A Above Recruitment Rate		
	1	DOA-ITMD	Database Administrator	1HX	Database Administrator	1OX	$112,607	$124,642	3	$11,110	$1,555	$12,665
Vacant	1	DOA-ITMD	Database Associate	2GX	Database Associate	2JX	$54,619	$77,128	3	$20,778	$2,909	$23,687
	1	DOA-ITMD	Administrative Specialist – Senior	2EX	Financial Specialist	2GX	$69,140	$71,086	3	$1,796	$251	$2,047
Underfill	0	DOA-ITMD	Geographic Information Technician I	3BN	Geographic Information Technician I	3PN	$35,128	$57,730	3	N/A Underfill Title		
	1	DOA-ITMD	Geographic Information Technician II	3FN	Geographic Information Technician II	3QN	$42,091	$63,684	3	$19,932	$4,076	$24,008
	1	DOA-ITMD	GIS Analyst	2GN	GIS Analyst	2HN	$62,049	$70,142	3	$7,471	$1,528	$8,998
	1	DOA-ITMD	GIS Analyst	2GN	GIS Analyst	2HN	$78,768	$70,843	3	N/A Above Recruitment Rate		
Vacant	1	DOA-ITMD	GIS Developer-Senior	2IX	GIS Analyst - Senior	2JX	$62,041	$77,551	3	$14,317	$2,004	$16,321
	1	DOA-ITMD	IT Security and Audit Compliance Analyst	2IX	Information Security Manager	2OX	$81,891	$108,906	3	$24,936	$3,491	$28,428
	1	DOA-ITMD	Information Services Manager	1IX	Information Services Manager	1OX	$99,001	$135,401	3	$33,600	$4,704	$38,304
	1	DOA-ITMD	Information Technology Specialist	3GN	Information Technology Specialist	3QN	$42,996	$56,531	3	$12,494	$2,555	$15,049
Underfill	0	DOA-ITMD	Internet Analyst	5DN	Internet Analyst	5JN	$41,043	$52,784	3	N/A Underfill Title		
	1	DOA-ITMD	Internet Analyst-Senior	5FN	Internet Analyst-Senior	5KN	$46,899	$58,810	3	$10,995	$2,248	$13,243
Vacant	1	DOA-ITMD	IT Project Coordinator	2GX	IT Project Coordinator	2JX	$60,242	$72,768	3	$11,563	$1,619	$13,182
	1	DOA-ITMD	IT Project Coordinator	2GX	IT Project Coordinator	2JX	$62,049	$77,215	3	$13,999	$1,960	$15,959
	1	DOA-ITMD	IT Project Manager	1HX	IT Project Manager	1NX	$97,557	$123,611	3	$24,050	$3,367	$27,417
	1	DOA-ITMD	IT Project Manager	1HX	IT Project Manager	1NX	$88,050	$123,611	3	$32,826	$4,596	$37,421
	1	DOA-ITMD	IT Security and Audit Compliance Analyst	2IX	IT Security and Audit Compliance Analyst	2JX	$62,041	$79,102	3	$15,749	$2,205	$17,953
	1	DOA-ITMD	IT Support Associate	5GN	IT Support Associate	5KN	$44,767	$59,174	3	$13,298	$2,720	$16,018
	2	DOA-ITMD	IT Support Associate	5GN	IT Support Associate	5KN	$46,110	$60,949	3	$27,395	$5,602	$32,997
	1	DOA-ITMD	IT Support Services Supervisor	1GX	IT Support Services Supervisor	1LX	$90,933	$102,779	3	$10,935	$1,531	$12,465
	1	DOA-ITMD	IT Support Specialist	2EN	IT Support Specialist	2HN	$56,623	$68,486	3	$10,950	$2,239	$13,190
	1	DOA-ITMD	IT Support Specialist	2EN	IT Support Specialist	2HN	$53,820	$65,833	3	$11,089	$2,268	$13,357
Vacant	2	DOA-ITMD	IT Support Specialist	2EN	IT Support Specialist	2HN	$53,820	$64,542	3	$19,795	$4,048	$23,843
	2	DOA-ITMD	IT Support Specialist	2EN	IT Support Specialist	2HN	$55,435	$67,808	3	$22,843	$4,671	$27,515
	1	DOA-ITMD	IT Support Specialist-Lead	2HN	IT Support Specialist-Lead	2LN	$81,507	$90,714	3	$8,498	$1,738	$10,236
	1	DOA-ITMD	IT Support Specialist-Lead	2HN	IT Support Specialist-Lead	2LN	$83,952	$93,435	3	$8,754	$1,790	$10,544
Vacant	1	DOA-ITMD	IT Support Specialist-Lead	2HN	IT Support Specialist-Lead	2LN	$67,460	$88,055	3	$19,011	$3,888	$22,898
	1	DOA-ITMD	IT Support Specialist-Lead	2HN	IT Support Specialist-Lead	2LN	$69,484	$93,435	3	$22,109	$4,521	$26,630
	1	DOA-ITMD	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	$71,034	$77,908	3	$6,345	$1,298	$7,643
	1	DOA-ITMD	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	$62,563	$77,908	3	$14,164	$2,897	$17,061
Vacant	1	DOA-ITMD	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	$60,241	$75,624	3	$14,199	$2,904	$17,103
	1	DOA-ITMD	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	$62,495	$80,245	3	$16,385	$3,351	$19,735
	3	DOA-ITMD	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	$62,049	$80,245	3	$50,389	$10,305	$60,694
	1	DOA-ITMD	Administrative Assistant II	6HN	ITMD Administrative Assistant	6ON	$42,591	$52,937	3	$9,551	$1,953	$11,504
	1	DOA-ITMD	ITMD Policy and Administration Manager	1IX	ITMD Policy and Administration Manager	1PX	$137,427	$145,888	3	$7,810	$1,093	$8,904

Sarah Wangerin

January 8th, 2024

		Department	Current Title	Code	Proposed Title	Code						
	1	DOA-ITMD	Network Administrator	2IX	Network Administrator	2KX	$89,460	$82,289	3	N/A Above Recruitment Rate		
	1	DOA-ITMD	Programmer Analyst	2GN	Programmer Analyst	2LN	$66,563	$91,038	3	$22,593	$4,620	$27,213
Vacant	1	DOA-ITMD	Programmer Analyst	2GN	Programmer Analyst	2LN	$60,241	$88,370	3	$25,964	$5,310	$31,274
	1	DOA-ITMD	Programmer II	3NN	Programmer II	3QN	$56,114	$66,795	3	$9,859	$2,016	$11,875
	1	DOA-ITMD	Public Safety Geographic Information Analyst	2IX	Public Safety Geographic Information Analyst	2JX	$69,485	$74,966	3	$5,060	$708	$5,768
	2	DOA-ITMD	Public Safety Systems Administrator	2LX	Public Safety Systems Administrator	2MX	$91,795	$97,321	3	$10,202	$1,428	$11,630
	1	DOA-ITMD	Systems Analyst-Project Leader	2LX	Systems Analyst-Project Leader	2OX	$108,380	$113,295	3	$4,537	$635	$5,172
	1	DOA-ITMD	Systems Analyst-Project Leader	2LX	Systems Analyst-Project Leader	2OX	$85,158	$113,295	3	$25,973	$3,636	$29,609
	1	DOA-ITMD	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	$69,368	$99,995	3	$28,272	$3,958	$32,230
	1	DOA-ITMD	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	$71,449	$102,995	3	$29,120	$4,077	$33,197
	1	DOA-ITMD	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	$70,726	$102,995	3	$29,787	$4,170	$33,957
	1	DOA-ITMD	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	$68,502	$102,995	3	$31,840	$4,458	$36,297
Vacant	1	DOA-ITMD	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	$62,041	$97,064	3	$32,329	$4,526	$36,856
	1	DOA-ITMD	Systems Integration Manager	1IX	Systems Integration Manager	1OX	$96,118	$132,772	3	$33,835	$4,737	$38,572
	1	DOA-ITMD	Telecommunications Analyst-Project Leader	2LX	Telecommunications Analyst-Project Leader	2OX	$84,434	$109,995	3	$23,594	$3,303	$26,898
	1	DOA-ITMD	Telecommunications Analyst-Senior	2IX	Telecommunications Analyst-Senior	2LX	$83,786	$96,315	3	$11,566	$1,619	$13,185
	1	DOA-ITMD	Telecommunications Analyst-Senior	2IX	Telecommunications Analyst-Senior	2LX	$68,580	$96,315	3	$25,602	$3,584	$29,186
	1	DOA-ITMD	Telecommunications Engineer	2KX	Telecommunications Engineer	2LX	$105,629	$96,315	3	N/A Above Recruitment Rate		
	1	DOA-ITMD	Telecommunications Supervisor	1EX	Telecommunications Supervisor	1LX	$86,854	$102,872	3	$14,786	$2,070	$16,856
	1	DPW-OPS	DPW Operations Business Analyst	2JX	Business Systems Coordinator	2LX	$89,959	$91,796	3	$1,696	$237	$1,933
Vacant	1	DPW-OPS	New Position	N/A	Urban Forestry Technical Services Manager	1GX	N/A	N/A	3	N/A Included in 2024 budget		
	1	ERS	Business Systems Coordinator	2IX	Business Systems Coordinator	2LX	$89,460	$91,796	3	$2,156	$302	$2,458
	1	ERS	Chief Technology Officer	1OX	Chief Technology Officer	1RX	$138,607	$159,733	3	$19,500	$2,730	$22,230
	1	ERS	ERS Applications Development Manager	1IX	ERS Applications Development Manager	1PX	$115,501	$138,972	3	$21,665	$3,033	$24,698
	1	ERS	ERS Database Administrator	2LX	ERS Database Administrator	2SX	$105,223	$119,814	3	$13,468	$1,886	$15,354
	1	ERS	ERS Network Security Administrator	2MX	ERS Network Security Administrator	2RX	$93,953	$113,525	3	$18,067	$2,529	$20,596
	1	ERS	ERS Server Administrator	2LX	ERS Server Administrator	2MX	$82,677	$89,870	3	$6,639	$930	$7,569
	1	ERS	ERS Software Developer	2LX	ERS Software Developer	2SX	$104,459	$121,012	3	$15,280	$2,139	$17,419
	1	ERS	ERS Systems Manager	1IX	ERS Systems Manager	1OX	$102,366	$132,625	3	$27,931	$3,910	$31,842
	1	ERS	Network Administrator	2IX	Network Administrator	2KX	$63,902	$82,289	3	$16,973	$2,376	$19,349
Vacant	1	Health	Bioinformatician	2JN	Bioinformatician	2LN	$76,948	$82,677	3	$5,289	$1,082	$6,370
Vacant	1	Health	Laboratory Data Specialist	2EN	Biothreat Coordinator	2MX	$55,187	$83,418	3	$26,059	$3,648	$29,708
	1	Health	Data and Evaluation Coordinator	2HX	Data and Evaluation Coordinator	2KX	$80,033	$82,289	3	$2,083	$292	$2,375
	1	Health	Data and Evaluation Coordinator	2HX	Data and Evaluation Coordinator	2KX	$75,429	$79,102	3	$3,390	$475	$3,865
	2	Health	Data and Evaluation Coordinator	2HX	Data and Evaluation Coordinator	2KX	$77,692	$81,475	3	$6,984	$978	$7,961
	1	Health	Data and Evaluation Coordinator	2HX	Data and Evaluation Coordinator	2KX	$81,151	$81,475	3	N/A Above Recruitment Rate		
	1	Health	Epidemiologist	2JX	Epidemiologist	2KX	$71,682	$84,745	3	$12,058	$1,688	$13,746
	1	Health	Epidemiologist	2JX	Epidemiologist	2KX	$89,474	$82,277	3	N/A Above Recruitment Rate		
Vacant	1	Health	Epidemiologist	2JX	Epidemiologist - Senior	2LX	$69,594	$88,730	3	$17,664	$2,473	$20,137
	1	Health	Laboratory Information Systems Specialist	2HN	Laboratory Information Systems Specialist	2KN	$66,764	$79,893	3	$12,119	$2,478	$14,597
	1	Health	Lead Program Information Specialist	2GN	Lead Program Information Specialist	2KN	$75,741	$82,289	3	$6,045	$1,236	$7,281
	1	Library	Associate Library Director	1JX	Associate Library Director	1OX	$116,347	$123,408	3	$6,518	$913	$7,431
	1	Library	Associate Library Director	1JX	Associate Library Director	1OX	$98,001	$121,012	3	$21,241	$2,974	$24,214
Vacant	1	Library	Facilities Control Specialist	3SN	Facilities Control Specialist	7KN	$84,763	$90,221	3	$5,039	$1,030	$6,069
	1	Library	Program Assistant II	5FN	Facilities Program Assistant	5KN	$52,737	$62,364	3	$8,886	$1,817	$10,703
	1	Library	Office Assistant IV	6HN	IT Support Associate	5KN	$41,350	$60,949	3	$18,092	$3,700	$21,791
	2	Library	IT Support Specialist	2EN	IT Support Specialist	2HN	$63,396	$67,808	3	$8,145	$1,666	$9,811
	1	Library	IT Support Specialist	2EN	IT Support Specialist	2HN	$55,435	$67,808	3	$11,422	$2,336	$13,757
	1	Library	IT Support Specialist	2EN	IT Support Specialist	2HN	$55,435	$68,486	3	$12,047	$2,464	$14,511
Vacant	1	Library	IT Support Specialist	2EN	IT Support Specialist-Senior	2JN	$53,820	$75,624	3	$20,126	$4,116	$24,242
	1	Library	Network Manager	1GX	Library Information Services Manager	1LX	$84,897	$104,277	3	$17,889	$2,505	$20,394
	1	Library	Network Analyst-Senior	2HN	Library Information Services Supervisor	1IX	$69,484	$93,435	3	$22,109	$3,095	$25,204
	1	Muni Court	IT Support Specialist-Senior	2GN	Business Systems Coordinator	2LX	$76,407	$90,887	3	$13,366	$1,871	$15,237
	1	Muni Court	IT Support Specialist-Senior	2GN	Business Systems Coordinator	2LX	$74,181	$89,122	3	$13,792	$1,931	$15,722
Vacant	1	Muni Court	Court Applications and Software Developer	2LX	Court Applications and Software Developer	2MX	$82,677	$95,413	3	$11,756	$1,646	$13,401
	1	Muni Court	Court Applications and Software Developer	2LX	Court Applications and Software Developer	2MX	$86,700	$100,240	3	$12,499	$1,750	$14,249
	1	Muni Court	Court Applications and Software Developer	2LX	Court Applications and Software Developer	2MX	$82,677	$98,294	3	$14,415	$2,018	$16,434
	1	Muni Court	Court IT Manager	1IX	Court IT Manager	1LX	$95,509	$113,569	3	$16,671	$2,334	$19,005
	1	Treasurer	Business Systems Coordinator	2IX	Business Systems Analyst	2JX	$63,902	$79,054	3	$13,987	$1,958	$15,945
	1	Treasurer	IT Support Specialist	2EN	Business Systems Analyst	2JX	$59,603	$79,054	3	$17,955	$2,514	$20,469
	1	Water Works	Database Associate	2GX	Database Associate	2JX	$56,258	$81,031	3	$22,868	$3,201	$26,069
	1	Water Works	GIS Developer-Senior	2IX	GIS Developer-Senior	2JX	$71,631	$79,102	3	$6,896	$965	$7,861
Vacant	1	Water Works	Facilities Control Specialist	3SN	HVAC Maintenance Technician Senior	7LN	$84,763	$95,875	3	$10,258	$2,098	$12,355
Vacant	1	Water Works	Network Coordinator-Associate	2EX	IT Support Specialist	2HN	$51,649	$64,542	3	$11,902	$2,434	$14,335
	1	Water Works	Network Coordinator-Associate	2EX	IT Support Specialist	2HN	$51,649	$65,833	3	$13,093	$2,678	$15,771

Pos.		Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
Vacant	2	Water Works	Network Coordinator-Senior	2GX	IT Support Specialist-Senior	2JN	$54,619	$75,624	3	$38,778	$7,930	$46,708
	1	Water Works	Water Plant Automation Systems Supervisor	1FX	Water Automation Network Administrator	2MX	$70,384	$98,272	3	$25,743	$3,604	$29,347
Vacant	1	Water Works	Water Security Manager	2HX	Water Emergency Response and Security Manager	1LX	$58,223	$107,263	3	$45,268	$6,338	$51,606
	1	Water Works	Water Information Technology Manager	1IX	Water Information Technology Manager	1OX	$84,339	$128,762	3	$41,006	$5,741	$46,746
	1	Water Works	Water Information Technology Supervisor	1FX	Water Information Technology Supervisor	1IX	$79,557	$94,005	3	$13,336	$1,867	$15,203
	1	Water Works	Water Information Technology Supervisor	1FX	Water Information Technology Supervisor	1IX	$68,699	$93,074	3	$22,500	$3,150	$25,650
	1	Water Works	Water Plant Automation Controls Engineer	2IN	Water Plant Automation Controls Engineer	2LN	$74,399	$89,358	3	$13,809	$2,824	$16,633
	1	Water Works	Water Plant Automation Controls Engineer	2IN	Water Plant Automation Controls Engineer	2LN	$72,414	$91,127	3	$17,274	$3,532	$20,806
	1	Water Works	Water Plant Automation Controls Engineer	2IN	Water Plant Automation Controls Engineer	2LN	$69,005	$91,127	3	$20,421	$4,176	$24,597
	1	Water Works	Water Plant Automation Controls Engineer	2IN	Water Plant Automation Controls Engineer	2LN	$66,995	$89,358	3	$20,643	$4,221	$24,864
	1	Water Works	Water Plant Automation Manager	1HX	Water Plant Automation Manager	1LX	$91,248	$113,818	3	$20,833	$2,917	$23,750
	1	Water Works	Water Plant Automation Technician	3MN	Water Plant Automation Technician	3TN	$53,254	$74,902	3	$19,982	$4,086	$24,069
Vacant	1	Water Works	Water Plant Automation Technician	3MN	Water Plant Automation Technician	3TN	$51,121	$73,433	3	$20,595	$4,212	$24,807
	1	Water Works	Water Plant Automation Technician	3MN	Water Plant Automation Technician	3TN	$52,655	$77,149	3	$22,609	$4,624	$27,233
Underfill	0	Water Works	Water Plant Automation Technician	3MN	Water Plant Automation Technician	3TN	$51,121	$73,433	3	N/A Underfill Title		
	1	Water Works	Water Plant Maintenance Assistant	5IN	Water Program Assistant	5ON	$58,015	$63,646	3	$5,198	$1,063	$6,261
	1	Water Works	Water Plant Maintenance Assistant	5IN	Water Program Assistant	5ON	$55,237	$65,555	3	$9,525	$1,948	$11,472
Vacant	1	Water Works	Water Systems and Project Manager	1DX	Water Project Manager	1HX	$58,223	$82,677	3	$22,573	$3,160	$25,734
	1	Water Works	Water Systems Analyst-Senior	2IX	Water Systems Analyst-Senior	2KX	$73,358	$82,289	3	$8,244	$1,154	$9,398
	146									$1,996,118	$326,309	$2,322,427

Assume effective date is Pay Period 3, 2023 (February 4th, 2024) unless otherwise indicated.
Note: Totals may not be to the exact dollar due to rounding.

NEW COSTS FOR FULL YEAR

Pos.		Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
	1	Assessor	Business Systems Administrator	1HX	Business Systems Administrator	1IX	$104,930	$101,243	1	N/A Above Recruitment Rate		
	1	Assessor	Business Systems Manager	1JX	Business Systems Manager	1LX	$111,805	$114,704	1	$2,900	$406	$3,306
	1	Assessor	Real Estate Modeler	2JX	Real Estate Modeler	2LX	$81,765	$92,841	1	$11,077	$1,551	$12,627
	1	CCCC	Network Coordinator-Senior	2GX	Network Coordinator-Senior	2JX	$85,117	$77,215	1	N/A Above Recruitment Rate		
	1	City Attorney	IT Support Specialist-Senior	2GN	Business Systems Coordinator	2LX	$62,049	$90,887	1	$28,838	$4,037	$32,875
	1	City Attorney	Docketing Specialist	5JN	Docketing Specialist	5KN	$59,133	$66,820	1	$7,687	$1,572	$9,259
	1	City Attorney	Docketing Specialist-Senior	5KN	Docketing Specialist-Senior	2IN	$67,623	$72,067	1	$4,444	$909	$5,353
	1	Comptroller	Comptroller Network Administrator	2JX	Comptroller Network Administrator	2JX	$72,768	$78,524	1	$5,756	$806	$6,562
	1	Comptroller	Financial Systems Analyst	2JX	Financial Systems Analyst	2JX	$72,768	$76,222	1	$3,454	$484	$3,938
Underfill	0	Comptroller	Functional Applications Analyst	2JX	Functional Applications Analyst	2JX	$72,768	$76,222	1	N/A Underfill Title		
	1	Comptroller	Functional Applications Analyst-Senior	2KX	Functional Applications Analyst-Senior	2LX	$91,962	$88,968	1	N/A Above Recruitment Rate		
	1	Comptroller	Functional Applications Manager	1JX	Functional Applications Manager	1LX	$104,997	$111,364	1	$6,367	$891	$7,258
	1	DER	Benefits Systems Analyst	2IX	Benefits Systems Analyst	2JX	$77,888	$79,054	1	N/A Above Recruitment Rate		
	1	DER	HRIS Analyst	2IX	Functional Applications Administrator	2OX	$80,072	$113,295	1	$33,223	$4,651	$37,874
	1	DER	HRIS Audit Coordinator	2GN	HRIS Audit Coordinator	2JX	$72,390	$80,880	1	$8,490	$1,189	$9,678
	1	DNS	Network Manager	1GX	Data Services Manager	1HX	$88,950	$91,796	1	$2,846	$398	$3,244
	1	DOA-ITMD	Chief Information Officer	1NX	Chief Information Officer	1SX	$125,959	$182,787	1	$56,828	$7,956	$64,784
	1	DOA-ITMD	Communications Facilities Coordinator	3SN	Communications Facilities Coordinator	3UN	$77,156	$81,110	1	$3,954	$809	$4,763
	1	DOA-ITMD	Communications Facilities Coordinator	3SN	Communications Facilities Coordinator	3UN	$73,440	$78,748	1	$5,308	$1,085	$6,393
	1	DOA-ITMD	Communications Facilities Coordinator	3SN	Communications Facilities Coordinator	3UN	$75,424	$81,921	1	$6,497	$1,329	$7,825
	1	DOA-ITMD	Communications Facilities Coordinator	3SN	Communications Facilities Coordinator	3UN	$86,885	$81,921	1	N/A Above Recruitment Rate		
	1	DOA-ITMD	Database Administrator	1HX	Database Administrator	1OX	$112,607	$124,642	1	$12,035	$1,685	$13,720
	1	DOA-ITMD	Database Associate	2GX	Database Associate	2JX	$54,619	$77,128	1	$22,509	$3,151	$25,661
	1	DOA-ITMD	Administrative Specialist – Senior	2EX	Financial Specialist	2GX	$69,140	$71,086	1	$1,946	$272	$2,218
Underfill	0	DOA-ITMD	Geographic Information Technician I	3BN	Geographic Information Technician I	3PN	$35,128	$57,730	1	N/A Underfill Title		
	1	DOA-ITMD	Geographic Information Technician II	3FN	Geographic Information Technician II	3QN	$42,091	$63,684	1	$21,593	$4,416	$26,008
	1	DOA-ITMD	GIS Analyst	2GN	GIS Analyst	2HN	$62,049	$70,142	1	$8,093	$1,655	$9,748
	1	DOA-ITMD	GIS Analyst	2GN	GIS Analyst	2HN	$78,768	$70,843	1	N/A Above Recruitment Rate		
	1	DOA-ITMD	GIS Developer-Senior	2IX	GIS Analyst - Senior	2JX	$62,041	$77,551	1	$15,510	$2,171	$17,681
	1	DOA-ITMD	IT Security and Audit Compliance Analyst	2IX	Information Security Manager	2OX	$81,891	$108,906	1	$27,015	$3,782	$30,797
	1	DOA-ITMD	Information Services Manager	1IX	Information Services Manager	1OX	$99,001	$135,401	1	$36,400	$5,096	$41,496
	1	DOA-ITMD	Information Technology Specialist	3GN	Information Technology Specialist	3QN	$42,996	$56,531	1	$13,535	$2,768	$16,303
Underfill	0	DOA-ITMD	Internet Analyst	5DN	Internet Analyst	5JN	$41,043	$52,784	1	N/A Underfill Title		
	1	DOA-ITMD	Internet Analyst-Senior	5FN	Internet Analyst-Senior	5KN	$46,899	$58,810	1	$11,911	$2,436	$14,347
	1	DOA-ITMD	IT Project Coordinator	2GX	IT Project Coordinator	2JX	$60,242	$72,768	1	$12,527	$1,754	$14,280
	1	DOA-ITMD	IT Project Coordinator	2GX	IT Project Coordinator	2JX	$62,049	$77,215	1	$15,166	$2,123	$17,289
	1	DOA-ITMD	IT Project Manager	1HX	IT Project Manager	1NX	$97,557	$123,611	1	$26,055	$3,648	$29,702
	1	DOA-ITMD	IT Project Manager	1HX	IT Project Manager	1NX	$88,050	$123,611	1	$35,561	$4,979	$40,540

Sarah Wangerin

January 8th, 2024

1	DOA-ITMD	IT Security and Audit Compliance Analyst	2IX	IT Security and Audit Compliance Analyst	2JX	$62,041	$79,102	1	$17,061	$2,389	$19,449
1	DOA-ITMD	IT Support Associate	5GN	IT Support Associate	5KN	$44,767	$59,174	1	$14,407	$2,946	$17,353
2	DOA-ITMD	IT Support Associate	5GN	IT Support Associate	5KN	$46,110	$60,949	1	$29,678	$6,069	$35,747
1	DOA-ITMD	IT Support Services Supervisor	1GX	IT Support Services Supervisor	1LX	$90,933	$102,779	1	$11,846	$1,658	$13,504
1	DOA-ITMD	IT Support Specialist	2EN	IT Support Specialist	2HN	$56,623	$68,486	1	$11,863	$2,426	$14,289
1	DOA-ITMD	IT Support Specialist	2EN	IT Support Specialist	2HN	$53,820	$65,833	1	$12,013	$2,457	$14,470
2	DOA-ITMD	IT Support Specialist	2EN	IT Support Specialist	2HN	$53,820	$64,542	1	$21,444	$4,385	$25,830
2	DOA-ITMD	IT Support Specialist	2EN	IT Support Specialist	2HN	$55,435	$67,808	1	$24,747	$5,061	$29,808
1	DOA-ITMD	IT Support Specialist-Lead	2HN	IT Support Specialist-Lead	2LN	$81,507	$90,714	1	$9,207	$1,883	$11,089
1	DOA-ITMD	IT Support Specialist-Lead	2HN	IT Support Specialist-Lead	2LN	$83,952	$93,435	1	$9,483	$1,939	$11,422
1	DOA-ITMD	IT Support Specialist-Lead	2HN	IT Support Specialist-Lead	2LN	$67,460	$88,055	1	$20,595	$4,212	$24,807
1	DOA-ITMD	IT Support Specialist-Lead	2HN	IT Support Specialist-Lead	2LN	$69,484	$93,435	1	$23,951	$4,898	$28,850
1	DOA-ITMD	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	$71,034	$77,908	1	$6,874	$1,406	$8,280
1	DOA-ITMD	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	$62,563	$77,908	1	$15,344	$3,138	$18,482
1	DOA-ITMD	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	$60,241	$75,624	1	$15,382	$3,146	$18,528
1	DOA-ITMD	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	$62,495	$80,245	1	$17,750	$3,630	$21,380
3	DOA-ITMD	IT Support Specialist-Senior	2GN	IT Support Specialist-Senior	2JN	$62,049	$80,245	1	$54,588	$11,163	$65,752
1	DOA-ITMD	Administrative Assistant II	6HN	ITMD Administrative Assistant	6ON	$42,591	$52,937	1	$10,346	$2,116	$12,462
1	DOA-ITMD	ITMD Policy and Administration Manager	1IX	ITMD Policy and Administration Manager	1PX	$137,427	$145,888	1	$8,461	$1,185	$9,646
1	DOA-ITMD	Network Administrator	2IX	Network Administrator	2KX	$89,460	$82,289	1	N/A Above Recruitment Rate		
1	DOA-ITMD	Programmer Analyst	2GN	Programmer Analyst	2LN	$66,563	$91,038	1	$24,476	$5,005	$29,481
1	DOA-ITMD	Programmer Analyst	2GN	Programmer Analyst	2LN	$60,241	$88,370	1	$28,128	$5,752	$33,880
1	DOA-ITMD	Programmer II	3NN	Programmer II	3QN	$56,114	$66,795	1	$10,681	$2,184	$12,865
1	DOA-ITMD	Public Safety Geographic Information Analyst	2IX	Public Safety Geographic Information Analyst	2JX	$69,485	$74,966	1	$5,481	$767	$6,249
2	DOA-ITMD	Public Safety Systems Administrator	2LX	Public Safety Systems Administrator	2MX	$91,795	$97,321	1	$11,052	$1,547	$12,599
1	DOA-ITMD	Systems Analyst-Project Leader	2LX	Systems Analyst-Project Leader	2OX	$108,380	$113,295	1	$4,915	$688	$5,603
1	DOA-ITMD	Systems Analyst-Project Leader	2LX	Systems Analyst-Project Leader	2OX	$85,158	$113,295	1	$28,137	$3,939	$32,076
1	DOA-ITMD	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	$69,368	$99,995	1	$30,628	$4,288	$34,916
1	DOA-ITMD	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	$71,449	$102,995	1	$31,547	$4,417	$35,963
1	DOA-ITMD	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	$70,726	$102,995	1	$32,269	$4,518	$36,787
1	DOA-ITMD	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	$68,502	$102,995	1	$34,493	$4,829	$39,322
1	DOA-ITMD	Systems Analyst-Senior	2IX	Systems Analyst-Senior	2MX	$62,041	$97,064	1	$35,024	$4,903	$39,927
1	DOA-ITMD	Systems Integration Manager	1IX	Systems Integration Manager	1OX	$96,118	$132,772	1	$36,654	$5,132	$41,786
1	DOA-ITMD	Telecommunications Analyst-Project Leader	2LX	Telecommunications Analyst-Project Leader	2OX	$84,434	$109,995	1	$25,561	$3,578	$29,139
1	DOA-ITMD	Telecommunications Analyst-Senior	2IX	Telecommunications Analyst-Senior	2LX	$83,786	$96,315	1	$12,529	$1,754	$14,284
1	DOA-ITMD	Telecommunications Analyst-Senior	2IX	Telecommunications Analyst-Senior	2LX	$68,580	$96,315	1	$27,736	$3,883	$31,618
1	DOA-ITMD	Telecommunications Engineer	2KX	Telecommunications Engineer	2LX	$105,629	$96,315	1	N/A Above Recruitment Rate		
1	DOA-ITMD	Telecommunications Supervisor	1EX	Telecommunications Supervisor	1LX	$86,854	$102,872	1	$16,018	$2,243	$18,261
1	DPW-OPS	DPW Operations Business Analyst	2JX	Business Systems Coordinator	2LX	$89,959	$91,796	1	$1,837	$257	$2,094
1	DPW-OPS	New Position	N/A	Urban Forestry Technical Services Manager	1GX	N/A	N/A	1	N/A Included in 2024 budget		
1	ERS	Business Systems Coordinator	2IX	Business Systems Coordinator	2LX	$89,460	$91,796	1	$2,336	$327	$2,663
1	ERS	Chief Technology Officer	1OX	Chief Technology Officer	1RX	$138,607	$159,733	1	$21,125	$2,958	$24,083
1	ERS	ERS Applications Development Manager	1IX	ERS Applications Development Manager	1PX	$115,501	$138,972	1	$23,471	$3,286	$26,757
1	ERS	ERS Database Administrator	2LX	ERS Database Administrator	2SX	$105,223	$119,814	1	$14,590	$2,043	$16,633
1	ERS	ERS Network Security Administrator	2MX	ERS Network Security Administrator	2RX	$93,953	$113,525	1	$19,573	$2,740	$22,313
1	ERS	ERS Server Administrator	2LX	ERS Server Administrator	2MX	$82,677	$89,870	1	$7,193	$1,007	$8,200
1	ERS	ERS Software Developer	2LX	ERS Software Developer	2SX	$104,459	$121,012	1	$16,553	$2,317	$18,871
1	ERS	ERS Systems Manager	1IX	ERS Systems Manager	1OX	$102,366	$132,625	1	$30,259	$4,236	$34,495
1	ERS	Network Administrator	2IX	Network Administrator	2KX	$63,902	$82,289	1	$18,387	$2,574	$20,962
1	Health	Bioinformatician	2JN	Bioinformatician	2LN	$76,948	$82,677	1	$5,729	$1,172	$6,901
1	Health	Laboratory Data Specialist	2EN	Biothreat Coordinator	2MX	$55,187	$83,418	1	$28,231	$3,952	$32,183
1	Health	Data and Evaluation Coordinator	2HX	Data and Evaluation Coordinator	2KX	$80,033	$82,289	1	$2,257	$316	$2,572
1	Health	Data and Evaluation Coordinator	2HX	Data and Evaluation Coordinator	2KX	$75,429	$79,102	1	$3,673	$514	$4,187
2	Health	Data and Evaluation Coordinator	2HX	Data and Evaluation Coordinator	2KX	$77,692	$81,475	1	$7,565	$1,059	$8,625
1	Health	Data and Evaluation Coordinator	2HX	Data and Evaluation Coordinator	2KX	$81,151	$81,475	1	N/A Above Recruitment Rate		
1	Health	Epidemiologist	2JX	Epidemiologist	2KX	$71,682	$84,745	1	$13,063	$1,829	$14,892
1	Health	Epidemiologist	2JX	Epidemiologist	2KX	$89,474	$82,277	1	N/A Above Recruitment Rate		
1	Health	Epidemiologist	2JX	Epidemiologist - Senior	2LX	$69,594	$88,730	1	$19,136	$2,679	$21,815
1	Health	Laboratory Information Systems Specialist	2HN	Laboratory Information Systems Specialist	2KN	$66,764	$79,893	1	$13,129	$2,685	$15,814
1	Health	Lead Program Information Specialist	2GN	Lead Program Information Specialist	2KN	$75,741	$82,289	1	$6,548	$1,339	$7,887
1	Library	Associate Library Director	1JX	Associate Library Director	1OX	$116,347	$123,408	1	$7,061	$989	$8,050
1	Library	Associate Library Director	1JX	Associate Library Director	1OX	$98,001	$121,012	1	$23,011	$3,222	$26,232
1	Library	Facilities Control Specialist	3SN	Facilities Control Specialist	7KN	$84,763	$90,221	1	$5,458	$1,116	$6,575
1	Library	Program Assistant II	5FN	Facilities Program Assistant	5KN	$52,737	$62,364	1	$9,626	$1,969	$11,595
1	Library	Office Assistant IV	6HN	IT Support Associate	5KN	$41,350	$60,949	1	$19,599	$4,008	$23,607

2	Library	IT Support Specialist	2EN	IT Support Specialist	2HN	$63,396	$67,808	1	$8,824	$1,804	$10,628
1	Library	IT Support Specialist	2EN	IT Support Specialist	2HN	$55,435	$67,808	1	$12,373	$2,530	$14,904
1	Library	IT Support Specialist	2EN	IT Support Specialist	2HN	$55,435	$68,486	1	$13,051	$2,669	$15,720
1	Library	IT Support Specialist	2EN	IT Support Specialist-Senior	2JN	$53,820	$75,624	1	$21,804	$4,459	$26,262
1	Library	Network Manager	1GX	Library Information Services Manager	1LX	$84,897	$104,277	1	$19,380	$2,713	$22,093
1	Library	Network Analyst-Senior	2HN	Library Information Services Supervisor	1IX	$69,484	$93,435	1	$23,951	$3,353	$27,305
1	Muni Court	IT Support Specialist-Senior	2GN	Business Systems Coordinator	2LX	$76,407	$90,887	1	$14,480	$2,027	$16,507
1	Muni Court	IT Support Specialist-Senior	2GN	Business Systems Coordinator	2LX	$74,181	$89,122	1	$14,941	$2,092	$17,033
1	Muni Court	Court Applications and Software Developer	2LX	Court Applications and Software Developer	2MX	$82,677	$95,413	1	$12,735	$1,783	$14,518
1	Muni Court	Court Applications and Software Developer	2LX	Court Applications and Software Developer	2MX	$86,700	$100,240	1	$13,541	$1,896	$15,436
1	Muni Court	Court Applications and Software Developer	2LX	Court Applications and Software Developer	2MX	$82,677	$98,294	1	$15,617	$2,186	$17,803
1	Muni Court	Court IT Manager	1IX	Court IT Manager	1LX	$95,509	$113,569	1	$18,060	$2,528	$20,588
1	Treasurer	Business Systems Coordinator	2IX	Business Systems Analyst	2JX	$63,902	$79,054	1	$15,152	$2,121	$17,274
1	Treasurer	IT Support Specialist	2EN	Business Systems Analyst	2JX	$59,603	$79,054	1	$19,451	$2,723	$22,174
1	Water Works	Database Associate	2GX	Database Associate	2JX	$56,258	$81,031	1	$24,773	$3,468	$28,242
1	Water Works	GIS Developer-Senior	2IX	GIS Developer-Senior	2JX	$71,631	$79,102	1	$7,470	$1,046	$8,516
1	Water Works	Facilities Control Specialist	3SN	HVAC Maintenance Technician Senior	7LN	$84,763	$95,875	1	$11,112	$2,272	$13,385
1	Water Works	Network Coordinator-Associate	2EX	IT Support Specialist	2HN	$51,649	$64,542	1	$12,893	$2,637	$15,530
1	Water Works	Network Coordinator-Associate	2EX	IT Support Specialist	2HN	$51,649	$65,833	1	$14,184	$2,901	$17,085
2	Water Works	Network Coordinator-Senior	2GX	IT Support Specialist-Senior	2JN	$54,619	$75,624	1	$42,010	$8,591	$50,601
1	Water Works	Water Plant Automation Systems Supervisor	1FX	Water Automation Network Administrator	2MX	$70,384	$98,272	1	$27,888	$3,904	$31,793
1	Water Works	Water Security Manager	2HX	Water Emergency Response and Security Manager	1LX	$58,223	$107,263	1	$49,040	$6,866	$55,906
1	Water Works	Water Information Technology Manager	1IX	Water Information Technology Manager	1OX	$84,339	$128,762	1	$44,423	$6,219	$50,642
1	Water Works	Water Information Technology Supervisor	1FX	Water Information Technology Supervisor	1IX	$79,557	$94,005	1	$14,448	$2,023	$16,470
1	Water Works	Water Information Technology Supervisor	1FX	Water Information Technology Supervisor	1IX	$68,699	$93,074	1	$24,375	$3,413	$27,788
1	Water Works	Water Plant Automation Controls Engineer	2IN	Water Plant Automation Controls Engineer	2LN	$74,399	$89,358	1	$14,959	$3,059	$18,019
1	Water Works	Water Plant Automation Controls Engineer	2IN	Water Plant Automation Controls Engineer	2LN	$72,414	$91,127	1	$18,713	$3,827	$22,540
1	Water Works	Water Plant Automation Controls Engineer	2IN	Water Plant Automation Controls Engineer	2LN	$69,005	$91,127	1	$22,122	$4,524	$26,646
1	Water Works	Water Plant Automation Controls Engineer	2IN	Water Plant Automation Controls Engineer	2LN	$66,995	$89,358	1	$22,363	$4,573	$26,936
1	Water Works	Water Plant Automation Manager	1HX	Water Plant Automation Manager	1LX	$91,248	$113,818	1	$22,569	$3,160	$25,729
1	Water Works	Water Plant Automation Technician	3MN	Water Plant Automation Technician	3TN	$53,254	$74,902	1	$21,648	$4,427	$26,075
1	Water Works	Water Plant Automation Technician	3MN	Water Plant Automation Technician	3TN	$51,121	$73,433	1	$22,311	$4,563	$26,874
1	Water Works	Water Plant Automation Technician	3MN	Water Plant Automation Technician	3TN	$52,655	$77,149	1	$24,493	$5,009	$29,502
Underfill 0	Water Works	Water Plant Automation Technician	3MN	Water Plant Automation Technician	3TN	$51,121	$73,433	1	N/A Underfill Title		
1	Water Works	Water Plant Maintenance Assistant	5IN	Water Program Assistant	5ON	$58,015	$63,646	1	$5,631	$1,152	$6,783
1	Water Works	Water Plant Maintenance Assistant	5IN	Water Program Assistant	5ON	$55,237	$65,555	1	$10,318	$2,110	$12,428
1	Water Works	Water Systems and Project Manager	1DX	Water Project Manager	1HX	$58,223	$82,677	1	$24,455	$3,424	$27,878
1	Water Works	Water Systems Analyst-Senior	2IX	Water Systems Analyst-Senior	2KX	$73,358	$82,289	1	$8,931	$1,250	$10,182
146									$2,162,461	$353,502	$2,515,962

Note: Totals may not be to the exact dollar due to rounding.