



Department of Administration

Cavalier Johnson
Mayor

Danielle Rodriguez
Director

Steven L. Mahan
Deputy Director

July 14, 2026

Steven Mahan, DOA Deputy Director
City of Milwaukee
200 E Wells St, Room 606
Milwaukee, WI 53202

Jackie Q Carter, Director
Department of Employee Relations
City Hall – Room 706
200 East Wells St
Milwaukee, WI 53202

Dear Director Carter:

The Department of Administration – Intergovernmental Relations Division (IRD) is requesting the re-exemption of the Government Relations Manager – Senior position.

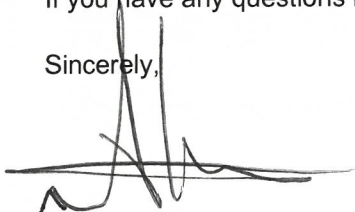
The Government Relations Manager – Senior position serves as a lobbyist for the Administration, undertaking a broad portfolio of assignments and responsibilities representing City government at state and federal levels. This position will directly interact with outside levels of government, to directly advocate on the City's behalf, which requires a significant amount of discretion and experience. The Government Relations Manager – Senior will also require a candidate with significant experience in advocacy and direct interactions with outside elected officials.

City lobbyists hold a unique and critical position within City Hall, tasked with representing and advocating for City policy to outside governmental entities. This requires specific skill sets, political understanding, and experience unique to these positions. The exemption of this positions will permit IRD to select a candidate who will assist in advancing these positions, while remaining sensitive to the highly political and volatile nature of this position.

Enclosed please find the job description for this position.

If you have any questions regarding this request, please feel free to contact me at 414-708-0973.

Sincerely,



Steven Mahan

JOB DESCRIPTION

FOR DER USE ONLY

Vacancy No.

City Service
Commission:
Fire & Police
Commission:

Finance
Committee:
Common
Council:

Instructions: Complete all sections. Refer to the *Guidelines for Preparing Job Descriptions* for instructions on completing specific items.

1. Date Prepared/ Revised: 07/08/2026		2. Present Incumbent: Vacant		Is incumbent underfilling position? YES ☐ NO ☒ If YES, indicate Underfill Title in box 10.	
3. Date Filled:		4. Previous Incumbent: Kathryn Jaeger			
5. Department: Administration, Dept. of			Bureau: Division: Intergovernmental Relations		Unit: Section:
6. Work Location:			Telephone: Email:		Work Schedule: Hours: 8am – 4:45pm / Days: M-F (Flexible)
7. Represented by a Union? ☐ Yes ☒ No		8. Bargaining Unit: Management, General City If in District Council 48, which local?			9. FLSA Status (check one): ☒ Exempt ☐ Non-Exempt
10.	Official Title: Government Relations Manager - Senior			Pay Range	Job Code
				2OX	5996
	Underfill Title (if applicable): Government Relations Manager			2MX	5997
	Requested Title (if applicable):				
Recommended Title (DER Use Only):				Approved by: Date:	

11. BASIC FUNCTION OF POSITION:

Manages and implements intergovernmental priorities as identified by city departments and elected officials. Promotes and advances the city's legislative and policy agenda at various levels of government. Seeks and secures intergovernmental funding opportunities. Researches and prepares reports on policy issues affecting the City. Performs duties independently in the absence of the Legislative Liaison Director. Takes on special projects as assigned by the Legislative Liaison Director.

12. DESCRIPTION OF JOB (Check if description applies to **Official Title** ☒ or **Underfill Title** ☐):

A. ESSENTIAL FUNCTIONS/Duties and Responsibilities: (Refer to the "Guidelines for Preparing Job Descriptions" for instructions on determining Essential Functions.)

% of Time	ESSENTIAL FUNCTION
15	Analyzes legislative bills to determine whether they affect the City of Milwaukee and makes recommendations on positions to be taken thereon. Works closely in coordination with other city departments to develop and/or monitor proposed and pending legislation at various levels of government.
15	Researches and prepares concise reports on local, state and federal policy as directed by the Legislative Liaison Director. Prepares background information necessary to educate the decision-making process of the Common Council and the Mayor's Office.
15	Supports the Legislative Liaison Director in the development of the state and federal legislative agendas. Assists the Legislative Liaison Director in communicating legislative updates to the Mayor, Common Council and city department heads. Works to have proposed legislation drafted per instructions from the Legislative Liaison Director, Mayor and Common Council (Judiciary and Legislation Committee) for introduction in the State Legislature and U.S. Congress in a timely manner. Proactively seeks introduction and passage of such legislation. Works to obtain amendments as necessary.
15	Conducts lobbying activity at various levels of government to advance the city's legislative agenda as directed by the Legislative Liaison Director. Prepares compelling testimony and speaks in support or opposition to proposed legislation before committees of the governing bodies of various levels of government. Assists as directed in the effort to seek additional state and federal funds. Proactively develops and maintains positive relationships with elected and agency officials at various levels of

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% of Time	ESSENTIAL FUNCTION
	government, as well as other lobbying entities and membership organizations. Coordinates meetings between these entities and the Mayor, Common Council and city departments,
10	Serves as a liaison between the Budget Office and Intergovernmental Relations Division within the Department of Administration. Under the direction of the Budget and Management Director identifies opportunities to improve the City's fiscal capacity through State or Federal Legislative change. Works with IRD to include and advance those initiatives through the Legislative process as appropriate.
10	Prepares concise background documentation on policy and legislative issues as directed by the Legislative Liaison Director. Prepares supporting information for press releases, letters, resolutions and ordinances. Drafts letters on behalf of the Mayor, members of the Common Council and city department heads.
10	Manages special projects and special initiatives of city-wide importance. Identifies and develops organizational changes that improve productivity, service quality or that diversify revenues. Provides general policy and advocacy support for the Mayor, Common Council and Department of Administration.
5	- Identify and track ongoing external revenues that come to the City from the State, Federal or other levels of government. Track the status of legislation that affects those funding sources and identify opportunities to secure or increase funding as appropriate through the legislative agenda. - Identify other external funding sources and coordinate with the City's Grant Manager as appropriate.
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B. PERIPHERAL DUTIES:

% of Time	PERIPHERAL DUTY
5	Other duties as assigned
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C. NAME AND TITLE OF IMMEDIATE SUPERVISOR:

Jordan Primakow, Legislative Liaison Director

D. SUPERVISION RECEIVED: (Describe the extent to which work assignments and methods are outlined, reviewed, and approved by this position's supervisor.)

General supervision by the Legislative Liaison Director. The ability to work independently and judgment is required on a daily basis

E. SUPERVISION EXERCISED:

Total number of employees for whom responsible, either directly or indirectly = 0.

Direct Supervision: List the number and titles of personnel directly supervised. Specify the kind and extent of supervision exercised by indicating one or more of the following:

or supervision exercised by indicating one or more of the following:		
a. Assign duties	e. Sign or approve work	
b. Outline methods	f. Make hiring recommendations	
c. Direct work in progress	g. Prepare performance appraisals	
d. Check or inspect completed work	h. Take disciplinary action or effectively recommend such	
Number Supervised	Job Title	Extent of Supervision Exercised <i>(Select those that apply from list above, a - h)</i>

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a. Assign duties		e. Sign or approve work
b. Outline methods		f. Make hiring recommendations
c. Direct work in progress		g. Prepare performance appraisals
d. Check or inspect completed work		h. Take disciplinary action or effectively recommend such
Number Supervised	Job Title	Extent of Supervision Exercised <i>(Select those that apply from list above, a - h)</i>

F. MINIMUM QUALIFICATIONS REQUIRED: (Indicate the MINIMUM qualifications required to enter the job.)

i. Education and Experience:

Bachelor's degree in political science, public policy, business administration, or a closely related field from an accredited college or university.

Four years of related experience working directly with State and/or Federal government, preferably in a policy or advocacy related position.

Equivalent combinations of education and experience may also be considered.

ii. Knowledge, Skills and Abilities:

Research and Analysis

- Excellent research, analytical, oral and written communication
- Monitor state and federal aid and analyze county, state and federal legislation affecting the City.
- Ability to read and interpret legislation and other complicated documents.
- Knowledge of governmental processes, governmental finance, legislative analysis and public policy issues facing municipalities.

Communication and Reporting

- Skill in interpersonal relations including the ability to establish effective working relationships with a variety of individuals
- Personality characteristics which would enable him/her to meet and get along easily with others and to inspire trust and confidence in those they meet.
- Ability to persuasively communicate and advocate for city goals and objectives.
- Ability to make effective appearances and speeches before committees and public meetings.
- Ability to consolidate complex material into concise and informative reports.

Critical Thinking and Judgement

- Ability to work proactively under pressure in a fast-paced, deadline-driven environment.
- Ability to work in a respectful and bipartisan manner with sound political judgement.
- Honesty, integrity and credibility.

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- iii. Certifications, Licenses, Registrations:
Eligibility to obtain State of Wisconsin Lobbying license. Drivers license
- iv. Other Requirements:

13. PHYSICAL AND ENVIRONMENTAL DEMANDS: TOOLS AND EQUIPMENT USED

The Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008 requires job descriptions to provide detailed information regarding the physical demands required to perform the essential functions of a job; the conditions under which the job is performed; and the tools and equipment the employee will be required to use on the job. Reasonable accommodations may be made to enable qualified individuals to perform the essential duties and responsibilities of the job for each of the categories listed below.

- G. PHYSICAL ACTIVITY OF THE POSITION:** (List the physical activities that are representative of those that must be met to successfully perform the essential functions of the job).

CHECK ALL THAT APPLY:

☐	Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles, and the like; using feet and legs and/or hands and arms. Body agility is emphasized. Check only if the amount and kind of climbing required exceeds that required for ordinary locomotion.
☐	Balancing: Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. Check only if the amount and kind of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.
☐	Stooping: Bending body downward and forward by bending spine at the waist. Check only if it occurs to a considerable degree and requires full use of the lower extremities and back muscles.
☐	Kneeling: Bending legs at knee to come to a rest on knee or knees.
☐	Crouching: Bending the body downward and forward by bending leg and spine.
☐	Crawling: Moving about on hands and knees or hands and feet.
☐	Reaching: Extending Hand(s) and arm(s) in any direction.
☒	Standing: Particularly for sustained periods of time.
☒	Walking: Moving about on foot to accomplish tasks, particularly for long distances.
☐	Pushing: Using upper extremities to exert force in order to draw, press against something with steady force in order to thrust forward, downward or outward.
☐	Pulling: Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
☐	Lifting: Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. Check only if it occurs to a considerable degree and requires substantial use of the upper extremities and back muscles.
☒	Fingering: Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm, as in handling.
☐	Grasping: Applying pressure to an object with fingers and palm.
☐	Feeling: Perceiving attributes of objects such as size, shape, temperature or texture by touching with the skin, particularly that of the fingertips.
☒	Talking: Expressing or exchanging ideas by means of the spoken word. Those activities which demand detailed or important instructions spoken to other workers accurately, loudly or quickly.
☐	Hearing: Perceiving the nature of sounds with no less than a 40 db loss. Ability to receive oral communication and make fine discriminations in sound.
☐	Repetitive Motions: Substantial movements (motions) of the wrist, hands, and/or fingers.
☒	Driving: Minimum standards required by State Law (including license).

- H. PHYSICAL REQUIREMENTS OF THE POSITION:** (List the physical requirements that are essential functions of the job.)

CHECK ONE:

☒	Sedentary Work: Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
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☐	Light Work: Exerting up to 10 pounds of force occasionally and/or negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated for Light Work.
☐	Medium Work: Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
☐	Heavy Work: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
☐	Very Heavy Work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

- I. **VISUAL ACUITY REQUIREMENTS:** (List the visual acuity requirements that are essential functions of the job.)

CHECK ONE:

☒	Operators (Electronic Equipment), Inspection, Close Assembly, Clerical, Administrative: This is a minimum standard for use with those whose job requires work done at close visual range (i.e. preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small parts, operation of machines, using measurement devices, assembly or fabrication of parts).
☐	Machine Operators, Mechanics, Skilled Tradespeople: This is a minimum standard for use with those whose work deals with machines where the seeing job is at or within arm's reach. This also includes mechanics and skilled tradespeople and those who do work of a non-repetitive nature such as carpenters, technicians, service people, plumbers, painters, mechanics, etc. (If the machine operator also inspects, check the "Operators" box.)
☐	Mobile Equipment Operators: This is a minimum standard for use with those who operate cars, trucks, forklifts, cranes, and high lift equipment.
☐	Other: This is a minimum standard based on the criteria of accuracy and neatness of work for janitors, sweepers, etc.

- J. **THE CONDITIONS THE WORKER WILL BE SUBJECT TO IN THIS POSITION:**

List the environmental/working conditions to which the employee may be exposed while performing the essential functions of the job. Include scheduling considerations such as on-call for emergencies, rotating shift, etc. **Approximate Percentage of time performing field work:** ____%

CHECK ALL THAT APPLY:

☒	None: The worker is not substantially exposed to adverse environmental conditions (such as typical office or administrative work).
☐	The worker is subject to inside environmental conditions: Protection from weather conditions but not necessarily from temperature changes (i.e. warehouses, covered loading docks, garages, etc.)
☐	The worker is subject to outside environmental conditions: No effective protection from weather.
☐	The worker is subject to extreme cold: Temperatures below 32 degrees for period of more than one hour.
☐	The worker is subject to extreme heat: Temperatures above 100 degrees for periods of more than one hour.
☐	The worker is subject to noise: There is sufficient noise to cause the worker to shout in order to be heard above the surrounding noise level.
☐	The worker is subject to vibration: Exposure to oscillating movements of the extremities or whole body.
☐	The worker is subject to hazards: Includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places or exposure to chemicals.
☐	The worker is subject to atmospheric conditions: One or more of the following conditions that affect the respiratory system or the skin: Fumes, odors, dust, mists, gases or poor ventilation.
☐	The worker is subject to oil: There is air and/or skin exposure to oils and other cutting fluids.
☐	The worker is required to wear a respirator.

- K. **MACHINE, TOOLS, EQUIPMENT, ELECTRONIC DEVICES, SOFTWARE, ETC. USED BY POSITION:**

List equipment needed to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.)

CHECK ALL THAT APPLY:

☐ Camera and photographic equipment	☒ Office Equipment (desk, chair, telephone, etc.)
☐ Cleaning supplies	☒ Office supplies (pens, staplers, pencils, etc.)
☐ Commercial vehicle	☐ Packing materials (boxes, shrink wrap, etc.)
☐ Data processing equipment	☒ PC equipment (monitor, keyboard, printer, etc.)
☐ Handcart	☒ PC software
☐ Hand tools (please list):	

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☐ Office Machines (<i>check all that apply</i>):	☒ Copier	☒ Facsimile	☒ Calculator	☐ Cash register
☐ Other (<i>please list</i>):				

- L. SUPPLEMENTARY INFORMATION:** (Indicate any other information which further explains the importance, difficulty, or uniqueness of the position, such as its scope of responsibility related to finances, equipment, people, information, etc. Also indicate success factors such as personal characteristics that contribute to an individual's ability to perform well in the job, and any other special considerations.)

This position requires travel to Madison and other cities as directed, estimated to be 20% of total hours.

- M. I believe that the statements made above in describing this job are complete and accurate.**



Signature of Department Head or Designated Representative

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Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole Fleck
Labor Negotiator

TO: Board of City Civil Service Commissioners

FROM: Kristin Hennessy Urban
Human Resources Manager

DATE: July 16, 2026

RE: Request to **re-exempt** the position of Government Relations Manager – Sr.

<u>Position Title</u>	<u># of Positions</u>	<u>Pay Range</u>
Government Relations Manager-Sr.	1	\$92,478-\$115,501

Please find attached a request from DOA Deputy Director Steven to re-exempt the Government Relations Manager position and the job description.

The Government Relations Manager works closely with the Mayor's Office to analyze legislative bills at the state and federal levels of government to determine their effect on the City of Milwaukee and to advise policymakers on positions to take on that legislation. Additionally, the incumbent works closely with City departments to develop or monitor proposed and pending legislation and to determine what legislation should be drafted for consideration at other levels of government. The incumbent will serve as a key adviser to the Mayor regarding proposed legislation and in the development of legislation for introduction in the State legislature and in the US Congress. Accordingly, the incumbent's approach must be consistent with that of the vision and direction of the Mayor's Office.

Development and promotion of the City's legislative agenda require a confidential approach and alignment with the Mayor's Office's policy direction. For the reasons above, I recommend that the request to re-exempt the position of Government Relations Manager be approved.