



Department of Employee Relations

Cavalier Johnson

Mayor

Jackie Q. Carter

Employee Relations Director

Molly King

Employee Benefits Director

Nicole Fleck

Labor Negotiator

July 2, 2026

To: The City Service Commission
 From: Andrea Knickerbocker, Human Resources Manager
 Subject: Probationary Period Recommendations for Studied Position(s)

The following positions are being recommended for study at the July 7, 2026 meeting of the City Service Commission. Accordingly, we make the following recommendations related to the probationary period.

Department of Public Works – Infrastructure Division

Current	Recommended
Management Civil Engineer - Senior PR 1KX (\$90,006– \$131,235) FN Recruitment is at \$116,493 (One Vacant Position)	Civil Engineer IV PR 2NX (\$85,366 – \$123,106) FN Recruitment is at \$102,506 (One Vacant Position)
New Position (One Position)	Senior Transportation Analyst Planner PR 2MN (\$80,098 – \$115,501) FN Recruitment is at \$94,758 (One Position)
Not applicable as they are vacant positions.	

Milwaukee Health Department

Current	Recommended
Emergency Response Planning Director PR 1IX (\$80,098 - \$115,501) FN Recruitment is at \$95,932 (One Position)	Public Health Emergency Preparedness Director PR 1IX (\$80,098 - \$115,501) FN Recruitment is at \$95,932 (One Position)
Not applicable as this is a title change only.	

Department of Public Works-Operations Division

Current	Recommended
Self Help Yard Supervisor PR 1EX (\$62,041 - \$89,460) FN Recruitment rate is at \$72,768 (Two Positions)	Drop Off Center Supervisor PR 1EX (\$62,041 - \$89,460) FN Recruitment rate is at \$72,768 (Two Positions)
Not applicable as this is a title change only.	

Various (City Attorney, Department of Employee Relations, Milwaukee Public Library)

Current	Recommended
Business Finance Manager PR 1IX (\$85,366 - \$123,106)	Business Finance Manager PR 1LX (\$96,998 - \$139,868)

FN: Recruitment rate is \$98,272 One Position – City Attorney One Position – DER One Position - MPL	FN: Recruitment rate is \$116,493 One Position – City Attorney One Position – DER One Position - MPL
No new probationary period recommended as there are not any changes in level of duties and responsibilities – reallocation to different pay range to better align with comparable classifications.	

Department of City Development

Current	Recommended
Budget Manager – City Development PR 1IX (\$85,366 - \$123,106) FN: Recruitment rate is \$98,272 (One Position)	Budget Manager – City Development PR 1LX (\$96,998 - \$139,868) FN: Recruitment rate is \$116,493 (One Position)
No new probationary period recommended as there are not any changes in level of duties and responsibilities – reallocation to different pay range to better align with comparable classifications.	

Department of Employee Relations

Current	Recommended
Worker's Compensation and Safety Manager PR 1JX (\$85,366 - \$123,106) FN: Recruitment rate is \$104,997 (One Position)	Worker's Compensation and Safety Manager PR 1LX (\$96,998 - \$139,868) FN: Recruitment rate is \$116,493 (One Position)
No new probationary period recommended as there are not any changes in level of duties and responsibilities – reallocation to different pay range to better align with comparable classifications.	

Reclassifications:

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Human Resources Analyst One Position - DCD	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	Human Resources Analyst - Senior	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
No new probationary period recommended as the incumbent has been performing the duties for some time.			