



Department of Employee Relations

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Mayor

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Director

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Labor Negotiator

September 30, 2025

To the Honorable
Fire and Police Commission
City of Milwaukee

“Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to the title of Fire Chief and clarifying the recruitment flexibility authority for the title Chief of Police.”

Dear Fire and Police Commission Members:

This communication requests amendment to the 2025 Salary Ordinances to allow recruitment flexibility for the title of ‘Fire Chief’ in Pay Range 4ZX. This will give the City of Milwaukee’s Fire and Police Commission the ability in the future to recruit above the minimum recruitment rate and the ability to address pay compression considerations if someone were to promote into the title. This will provide consistency for both the Chief of Police and the Fire Chief.

Furthermore, this communication requests an amendment to the current language to provide clarity on the approving authority for the recruitment flexibility for the ‘Chief of Police’. Currently there is no authority listed in the footnote, and it should be noted that the Fire and Police Commission has the ability to appoint at any point in the pay range for this classification.

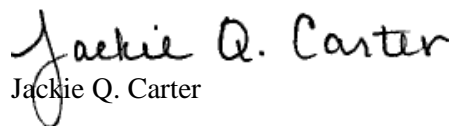
Action Required – Effective Pay Period 22, 2025 (October 12, 2025)

In the 2025 Salary Ordinance:

Under Pay Range 4ZX

- Edit footnote (1) to read:
 - (1) Recruitment may be at any rate in the pay range with the approval of the Fire and Police Commission.
- Apply footnote (1) to the title ‘Fire Chief’

Respectfully submitted,


Jackie Q. Carter