



**Department of Employee Relations**

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**Job Evaluation Report**

Fire and Police Commission Meeting: July 6, 2023

This first of two city-wide job study reports address the market rates of pay, alignment, and career structures for all skilled craft, service, maintenance and related classifications across city government. The recommendations in this report specifically deal with service, maintenance and related classifications. Next cycle, DER Compensation will submit the second half of this report addressing the skilled craft titles and related classifications. Furthermore, the recommendations have been sent in separate reports to the City Service Commission and the Fire and Police Commission.

The necessity to study these positions are long overdue as there are documented recruitment and retention difficulties, hemorrhaging contractor costs, and the looming impact to services offered to the constituents of the City of Milwaukee. There are high vacancy rates in these positions city wide, but most notably would be in the Milwaukee Water Works, the Department of Public Works – Operations, and the Department of Public Works – Infrastructure. The incumbents of these areas work hard and take pride in their work to provide the services to the constituents of the City of Milwaukee, but the vacancies are making it near impossible to keep up.

Various factors have led to this point – the loss of labor unions who maintained a market rate on a consistent basis, aging equipment that the city is maintaining or replacing, and even residual implications from COVID -19. Due to the City’s precarious position in regards to the lack of staff to fulfill services expected by constituents, these two reports are essential so as to retain our staff and give the departments the ability to recruit before the year end so as to ensure there isn’t a stoppage in services.

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 required. This process also compared classifications’ rate of pay to the cost of labor in southeastern Wisconsin. Market data was sourced from ERI, a salary survey for which Employee Relations subscribes, the Bureau of Labor Statistics, MRA, as well as the prevailing wage for Milwaukee County. The City of Milwaukee needs to ensure that we pay the industry standard and this report further recommends that these rates are assessed and maintained yearly so as to avoid falling behind in market rates again.

The Department of Employee Relations Compensation, Staffing, and the various affected Departments will work closely together to establish minimum qualifications, where necessary, for the recommended new positions. This report will recommend that incumbents impacted by a newly created career path are placed at the first step and will then have a matrix implemented at the same time of the report to ensure incumbents are placed appropriately with their years of experience and credentials. This will be the same method for the second half of this report addressing the skilled crafts next cycle. For positions that have been aligned due to the market study, we are going to implement the report and a matrix at the same time to again ensure employees are placed appropriately in the pay range for their years of experience and credentials. A proposed timeline for these implementations is attached to this report’s Common Council File number as an addendum.

The goal of this report and its recommendations is to ensure that the City of Milwaukee becomes the preferred employer in the City of Milwaukee and no longer a training ground for southeastern Wisconsin.

Current Title	Current Pay Range	New Title	Recommended Pay Range
<b>City Laborer</b> Three Positions - Police	8DN: \$35,225 - \$42,084 Recruit Rate: \$38,331	N/A	8AN: \$43,982 - \$52,550 FN: Employees who attain and maintain a CDL to be paid an additional 3% biweekly.
<b>Custodial Worker II – City Laborer</b> One Position – Fire 39 Positions – Police	8DN: \$35,225 - \$42,084 Recruit Rate: \$37,953	<b>Custodial Worker 1</b>	8AN: \$43,982 - \$52,550
<b>New Title</b>	N/A	<b>Custodial Worker 2</b>	8BN: \$46,181 - \$56,122
<b>New Title</b>	N/A	<b>Custodial Worker 3</b>	8CN: \$48,490 - \$57,011
<b>Inventory Control Assistant I</b> Underfill Title	6GN: \$35,349 - \$41,556	<b>Inventory Control Assistant 1</b>	8BN: \$46,181 - \$56,122 Recruit Rate: \$48,381
<b>Inventory Control Assistant II</b> One Position – Police	6HN: \$38,278 - \$43,555		
<b>New Title</b>	N/A	<b>Inventory Control Assistant 2</b>	8DN: \$50,800 - \$58,928
<b>New Title</b>	N/A	<b>Inventory Control Assistant 3</b>	8EN: \$53,340 - \$63,800
<b>New Title</b>	N/A	<b>Temporary City Laborer</b>	9MN: \$32,460 - \$33,824 Recruit Rate: \$38,331

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

This recommendation will completely restructure the pay ranges for Section 8: Service and Maintenance in the salary ordinance. This will be the same for Section 7: Skilled Craft in the next report. Below is a chart reflecting the new ranges for Section 8 so as to eliminate confusion:

	MINIMUM BIWEEKLY	MINIMUM ANNUAL	MAXIMUM BIWEEKLY	MAXIMUM ANNUAL
8AN	\$1,691.62	\$43,982.12	\$2,021.15	\$52,549.90
8BN	\$1,776.20	\$46,181.20	\$2,158.53	\$56,121.78
8CN	\$1,865.01	\$48,490.26	\$2,192.73	\$57,010.98
8DN	\$1,953.84	\$50,799.84	\$2,266.45	\$58,927.70
8EN	\$2,051.53	\$53,339.78	\$2,453.85	\$63,800.10
8FN	\$2,195.12	\$57,073.12	\$2,576.54	\$66,990.04
8GN	\$2,304.87	\$59,926.62	\$2,705.34	\$70,338.84
8HN	\$2,351.27	\$61,133.02	\$2,730.47	\$70,992.22
8IN	\$2,449.96	\$63,698.96	\$2,841.96	\$73,890.96
8JN	\$2,518.21	\$65,473.46	\$2,982.67	\$77,549.42

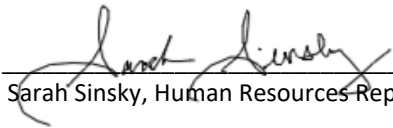
\*Note: Residents receive a rate that is 3% higher.

Footnotes for these titles will remain the same unless footnoted assignment rates were rolled into the title’s new recruitment rates.

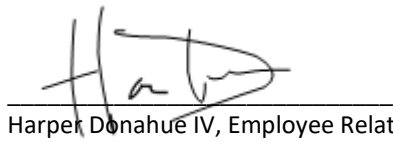
Extensive conversations were held with department heads, HR staff, managers, supervisor, and questionnaires were sent out to various employees in each title covered in this and in the forthcoming second report. DER Compensation would like to take this time to thank the countless employees that took the time and effort to assist in these monumental reports that will get the City back on track to being the preferred employer within the City of Milwaukee.

**Action Required – Effective Pay Period 16, 2023 (July 23, 2023)**

**\* Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

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