



Department of Employee Relations

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September 30, 2021

To the Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 210915 - "Communication from the Department of Employee Relations amending the Salary Ordinance to add recruitment flexibility to the titles of Public Health Nurse Supervisor, Health Data Evaluation Director, and Public Health Strategist within the Milwaukee Health Department.

Dear Committee Members:

This communication requests an amendment to the 2021 Salary Ordinance to allow recruitment flexibility for the following titles:

Public Health Nurse Supervisor – Pay Range 1EX \$58,462 - \$81,844*
Health Data Evaluation Director – Pay Range 1GX \$66,435 - \$93,010*
Public Health Strategist – Pay Range 2IX \$58,462 - \$81,844*

*Note that residents receive a rate 3% higher

Commissioner of Health Kirsten Johnson has requested that these positions have a footnote that allows recruitment flexibility similar to other classifications in the Milwaukee Health Department (MHD) in pay ranges 1EX, 1GX, and 2IX. The specific footnote provides "Recruitment at any rate in the pay range with the approval of DER".

The Milwaukee Health Department (MHD) is actively striving to be a strategically forward thinking organization and is seeking to recruit highly skilled candidates for the position of Public Health Nurse Supervisor. Recruitments for Public Health Nurse Supervisor have recently provided few, but qualified candidates. MHD strongly believes that adding the flexibility to offer any rate in the pay range will allow MHD to select the most qualified candidates and place a competitive offer.

To provide a parallel structure for recruitment, MHD is also seeking a recruitment footnote for the Health Data Evaluation Director that is consistent with Health Strategy Director position (1GX). Adding the flexibility to offer any rate in the pay range will allow MHD to negotiate with candidates as was done for the Health Strategy Director position. We further recommend altering the footnote for the Health Strategy Director to allow recruitment anywhere in the range with only DER approval.

Lastly, MHD has requested recruitment flexibility for the title Public Health Strategist. This is a relatively new position that has been posted for the first time for recruitment. The Health Department wants to ensure that in an extremely competitive market that they are able to negotiate with highly qualified candidates when the time comes.

The requested recruitment flexibility for these titles would assist the Health Department in hiring highly qualified candidates. This communication therefore requests adding footnotes that allow recruitment at any rate in the pay range with the approval of DER to the titles of Public Health Nurse Supervisor in Pay Range 1EX (\$58,462 - \$81,844 wage rate) (\$60,216 - \$84,300 resident incentive rate); Health Data Evaluation Director in Pay Range 1GX (\$66,435 - \$93,010 wage rate) (\$68,428 - \$95,800 resident incentive rate); and Public Health Strategist in Pay Range 2IX (\$58,462 - \$81,844 wage rate) (\$60,216 - \$84,300 resident incentive rate). This communication further requests that we alter the footnote for the Health Strategy Director in Pay Range 1GX (\$66,435 - \$93,010 wage rate) (\$68,428 - \$95,800 resident incentive rate) to allow recruitment anywhere in the range with only DER approval.

Action Required – Effective Pay Period 22, 2021 (October 17, 2021)

In the Salary Ordinance:

Under Pay Range 1EX:

- Add footnotes (15) and (31) to the title “Public Health Nurse Supervisor”

Under Pay Range 1GX:

- Add footnotes (8) and (19) to the title “Health Data Evaluation Director”
- Remove footnotes (2) and (13) and replace with (8) and (19) for the title “Health Strategy Director”

Under Pay Range 2IX:

- Add footnotes (6) and (12) to the title “Public Health Strategist”

Respectfully submitted,



Makda Fessahaye
Employee Relations Director

**Department of Employee Relations
Fiscal Note Spreadsheet**

Finance and Personnel Committee Meeting of October 6, 2021

NEW COSTS FOR 2021

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
5	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1EX	N/A	N/A	N/A	Recruitment Flexibility	
1	Health	Health Data and Evaluation Director	1GX	Health Data and Evaluation Director	1GX	N/A	N/A	N/A	Recruitment Flexibility	
8	Health	Public Health Strategist	2IX	Public Health Strategist	2IX	N/A	N/A	N/A	Recruitment Flexibility	
1	Health	Health Strategy Director	1GX	Health Strategy Director	1GX	N/A	N/A	N/A	Recruitment Flexibility Change	

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Assume effective date is Pay Period 22, 2021 (October 17, 2021).
Costs will depend on the actual request for an individual being appointed to these positions.

NEW COSTS FOR FULL YEAR

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
5	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1EX	N/A	N/A	N/A	Recruitment Flexibility	
1	Health	Health Data and Evaluation Director	1GX	Health Data and Evaluation Director	1GX	N/A	N/A	N/A	Recruitment Flexibility	
8	Health	Public Health Strategist	2IX	Public Health Strategist	2IX	N/A	N/A	N/A	Recruitment Flexibility	
1	Health	Health Strategy Director	1GX	Health Strategy Director	1GX	N/A	N/A	N/A	Recruitment Flexibility Change	

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