



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole Fleck
Labor Negotiator

June 16, 2026

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 260215 – Communication from the Department of Employee Relations relating to classification studies scheduled for the June 16, 2026 City Service Commission Meeting.

Dear Committee Members:

The following classifications and pay recommendations are scheduled to be heard at the Civil Service Commission meeting on June 16, 2026.

Department of City Development – General Management and Policy Development

Current	Recommended
Housing Programs Manager PR 1JX (\$85,366 - \$123,106) FN: Recruitment rate is \$104,997 (One Position)	Housing Programs Manager PR 1KX (\$91,006 - \$131,235) FN: Recruitment rate is \$111,899 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Department of Administration – Community Development Grants Administration Division

Current	Recommendation
Continuum of Care Specialist PR 2GX (\$58,656 - \$78,768) FN: Recruitment is at \$66,992 (One Position)	Technical Communications Specialist PR 2GX (\$58,656 - \$78,768) FN: Recruitment is at \$66,992 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Department of Administration – Information Technology Management Division

Current	Recommended
ITMD Administrative Assistant PR 6KN (\$49,095 - \$60,681) FN: Recruitment rate is \$50,387 (One Position)	Administrative Assistant III PR 5IN (\$57,620 - \$74,186) (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Health Department

Current	Recommendation
Data and Evaluation Coordinator PR 2KX (\$70,501 - \$101,665) FN: Recruitment is at \$77,551 (One Position)	Information Systems Project Coordinator PR 2LX (\$75,162 - \$108,380) FN: Recruitment is at \$88,730 (One Position)

Health Department – Clinical Services Division – Sexual & Reproductive Health

Current	Recommended
Public Health Nurse 3 PR 2IN (\$62,041 - \$89,460) FN: Recruitment rate is \$78,021 FN: An employee will receive a special attainment rate of \$30 biweekly for a related nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate. (One Vacant Position)	Nurse Practitioner PR 2OX (\$91,006 - \$131,235) FN: Recruitment rate is \$99,897 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

CITY WIDE HR/BUS OPS MARKET STUDY

Pay Range 10X (\$117,464 - \$169,379)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounts Director One Position - Comptroller	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	Accounting Director	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485
ERS Chief Financial Officer One Position - ERS	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485
Financial Services Director One Position - Comptroller	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485
Investments and Financial Services Director One Position - City Treasurer	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485

Pay Range 1MX (\$103,384 - \$149,086)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Audit Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
City Payroll Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Finance and Administration Manager One Position - DCD One Position - DNS	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Fire and Police Commission Audit Manager One Position - FPC	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Fire and Police Commission Staffing Services Manager One Position - FPC	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Grants Fiscal Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Health Budget and Administration Manager One Position - MHD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Human Resources Manager Two Positions - DER	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	Staffing Administration Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
		Compensation Administration Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Police Budget and Administration Manager* One Position - MPD	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Retirement Plan Manager One Position - ERS	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Revenue and Financial Services Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Water Financial Manager One Position - DPW-Water Works	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Worker's Compensation and Safety Manager One Position - DER	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987

*Fire and Police Commission Report Only

Pay Ranges 1LX (\$96,988 - \$139,868)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Administrative Services Manager One Position – DOA One Position – DPW - Admin	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
City Attorney Human Resources Administrator One Position – City Attorney	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
DCD Human Resources Administrator One Position – DCD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
DNS Human Resources Administrator One Position - DNS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Emergency Communications Finance Manager* One Position – DEC	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Emergency Communications Human Resources Administrator* One Position – DEC	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
ERS Human Resources Administrator One Position – ERS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Fire Human Resources Administrator* One Position – MFD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Health Human Resources Administrator One Position - MHD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Infrastructure Human Resources Administrator One Position – DPW-Infra	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Library Human Resources Administrator One Position - MPL	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Operations Human Resources Administrator One Position – DPW-Ops	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Pension Accounting Manager Three Positions – ERS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Police Human Resources Administrator* One Position - MPD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Port Finance and Administration Officer One Position - Port	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Tax Billing and Collection Manager One Position – City Treasurer	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Water Works Human Resources Administrator One Position - MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493

*Fire and Police Commission Report Only

Pay Ranges 1KX and 20X (\$91,006 - \$131,235)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager – City Development One Position - DCD	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Administrative Services Manager – Assessor One Position – ASSR	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Administrative Services Manager – Court One Position – Municipal Court	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant Accounting Manager One Position – Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant City Payroll Manager One Position - Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant Grant Fiscal Manager One Position - Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Benefits and Wellness Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Budget and Fiscal Policy Manager Three Positions - DOA	2MX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	20X: \$91,006 - \$131,235 Recruit Rate: \$108,967
Budget Manager – City Development One Position – DCD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Business Finance Manager One Position – City Attorney One Position – DER One Position – MFD* One Position – MPL	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

Business Operations Manager One Position – City Clerk Two Positions – DPW-Admin One Position – DPW-Infra	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Compensation Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Disability Specialist – Lead One Position - ERS	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
ERS Business Operations Analyst One Position - ERS	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Fire Health and Safety Manager* One Position - MFD	2MX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	2OX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Human Resources Supervisor One Position - MHD One Position – MPD*	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
MPD Safety Division Manager* One Position - MPD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Procurement and Compliance Manager One Position – DCD One Position - MPL	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Procurement Manager One Position – DOA	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Safety Manager One Position – DPW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Accounting Manager One Position – MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Business Operations Manager One Position - MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Workforce Planning and Certification Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

*Fire and Police Commission Report only

Pay Ranges 1IX and 2MX (\$80,098 - \$115,501)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Budget and Fiscal Policy Analyst IV Three Positions - DOA	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Compensation Analytics Specialist - Lead One Position - DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$85,305	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Customer Services Manager One Position – City Treasurer	1HX: \$75,162 - \$105,223 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Employee Assistance and Resource Coordinator One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Fire and Police Commission Compliance Auditor One Position - FPC	2MX: \$80,098 - \$115,501 Recruit Rate: \$80,098	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
HRIS Auditor – Lead One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$83,240	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Risk Management and Safety Officer One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Water Billing and Collections Manager One Position – MWW	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Water Customer Service Manager One Position – MWW	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793

Pay Ranges 1HX and 2LX (\$75,162 - \$108,380)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Senior Accountant	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Accounting and Grant Specialist Two Positions – MPD* Two Positions – DPW-Infra	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Accounting Supervisor One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Auditor – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Senior Auditor – Grant Accounting	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Budget and Fiscal Policy Analyst III	2KX: \$70,501 - \$101,665	N/A	2LX: \$75,162 - \$108,380

Underfill Title	Recruit Rate: \$77,551		Recruit Rate: \$86,175
Business Operations Specialist - Senior One Position - DER	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
City Payroll Specialist – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
DCD Accountant – Lead Two Positions - DCD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Disability Specialist – Senior Two Positions – ERS	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire and Police Commission Investigator Two Positions - FPC	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire and Police Commission Senior Auditor One Position - FPC	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire Compliance Officer* One Position - MFD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Grant Budget Specialist One Position – DCD Two Positions – MHD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Grant Compliance Manager Three Positions – DOA One Position – MPD*	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Health and Safety Officer* One Position - MPD	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Human Resources Representative Seven Positions – DER Three Positions – FPC Two Positions - MHD One Position – MPL Three Positions – MPD* Three Positions – DPW-Admin One Position – DPW-Infra Two Positions – DPW-Ops One Position – MWW	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Lead Pension Specialist One Position - ERS	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Leave Administration Coordinator One Position – DER One Position – DPW-Admin	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Pension Accounting Specialist Two Positions – ERS	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Pension Services Administrator	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Police Payroll Supervisor* One Position - MPD	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Procurement Specialist Five Positions – DOA One Position – MPL	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Safety Supervisor One Position – DPW-Admin	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Senior Auditor Four Positions - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Senior Financial Analyst One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Time Tracking Lead One Position - Comptroller	2KX: \$70,501 - \$101,665	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$78,325
Worker's Compensation Specialist One Position – DER	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175

*Fire and Police Commission Report only

Pay Range 1GX, 2KN and 2KX (\$70,501 - \$101,664)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant III Two Positions – DPW-Admin Three Positions – MWW	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Accounting Specialist Eleven Positions – Comptroller One Position – MFD*	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859

Auditor Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Benefits Systems Analyst One Position - DER	2JX: \$66,154 - \$92,612 Recruit Rate: \$74,502	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Budget and Fiscal Policy Analyst II Underfill title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Business Analyst – Senior One Position – DOA Two Positions – DCE	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Business Inclusion Program Coordinator One Position – DCE	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Compensation Analytics Specialist One Position – DER	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Contract Compliance Officer One Position – DCE One Position – DPW Admin	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Customer Service Specialist Two Positions – City Treasurer	1FX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Deferred Compensation Plan Coordinator One Position – Deferred Comp	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Disability Specialist Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Diversity Recruiter One Position - DER	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Emergency Communications Human Resources Analyst – Senior* One Position - DEC	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	Human Resources Analyst - Senior	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Financial Analyst Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Fire and Police Commission Auditor Two Positions - FPC	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Grant Monitor 13 Positions - DOA	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Health and Safety Specialist* One Position - MPD	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
HRIS Auditor Two Positions – DER One Position – FPC	2JN: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KN: \$70,501 - \$101,665 Recruit Rate: \$78,859
Human Resources Analyst -Senior Two Positions – DER One Position – MFD* One Position – DPW Infra	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Investments and Financial Services Coordinator One Position – City Treasurer	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Library Business Analyst One Position - MPL	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management Accountant – Senior One Position – DEC* One Position – ERS One Position – MHD One Position – MPL One Position – DPW Admin	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management Accountant – Senior Two Positions - ERS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	Pension Accounting Specialist	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management and Accounting Officer One Position – DPW Admin One Position – DPW Infra	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Pension Specialist – Senior Three Positions - ERS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Position Control Specialist One Position – FPC	2JN: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KN: \$70,501 - \$101,665 Recruit Rate: \$78,859
Purchasing Agent – Senior Two Positions – DOA One Position – DCD	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Recruiter	2JX: \$66,154 - \$92,612	N/A	2KX: \$70,501 - \$101,665

Two Positions - FPC	Recruit Rate: \$72,768		Recruit Rate: \$78,859
Safety Specialist – Senior Two Positions – MPD* Three Positions – DPW Admin	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Tax Collection and Enforcement Coordinator One Position – City Treasurer	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Water Collections Supervisor One Position - MWW	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Water Customer Service Supervisor Three Positions - MWW	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Worker's Compensation Analyst One Position - DER	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859

*Fire and Police Commission Report Only

Pay Ranges 1FX, 2JN, and 2JX (\$66,154 - \$95,390)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Associate Auditor Underfill Title – Comptroller	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Budget and Fiscal Policy Analyst I Underfill Title – DOA-Budget	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Business Analyst Underfill Title – DOA-Purchasing	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Business Finance Officer One Position – DOA-ECO	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
City Payroll Specialist Three Positions - Comptroller	2IN: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Finance Specialist One Position – Port Milwaukee	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Housing Programs Specialist Three Positions - DCD	2EN: \$48,079 - \$69,328 Recruit Rate: \$61,960	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Human Resources Analyst One Position – DCD Two Positions – DNS Two Positions – DER	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Investigator/Adjuster Two Positions – City Attorney	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Investments and Financial Services Specialist One Position – City Treasurer	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Management Services Analyst One Position – ERS	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Pension Specialist Underfill Title - ERS	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Purchasing Agent Underfill Title	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Revenue Collection Manager One Position – City Treasurer	1EX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	1FX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Safety Specialist Underfill Title	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Test Administration Specialist One Position - DER	2IX: \$62,041 - \$89,460 Recruit Rate: \$70,672	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Time Tracking Specialist Underfill Title	2IN: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Water Claims Specialist One Position – MWW	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Water Payroll Specialist One Position – MWW	2IN: \$62,041 - \$89,460 Recruit Rate: \$65,137	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768

Pay Range 2IN (\$62,041 - \$89,760)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Benefit Services Coordinator Three Positions - ERS	2GN: \$54,619 - \$78,768 Recruit Rate: \$66,304	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672
Revenue Collection Specialist One Position – City Treasurer	2GN: \$54,619 - \$78,768 Recruit Rate: \$64,264	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672
Test Administration Coordinator One Position - FPC	2GN: \$54,619 - \$78,768 Recruit Rate: \$66,304	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672

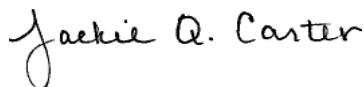
Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Court Business Manager One Position – Municipal Court	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Court Financial Operations Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Accounting Coordinator II Three Positions – MHD	2FN: \$51,250 - \$73,907 Recruit Rate: \$62,529	Finance Specialist	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Human Resources Assistant One Position – MHD	5JN: \$60,036 - \$77,296 Recruit Rate: \$62,229	Human Resources Representative	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Human Resources Assistant One Position – MHD	5JN: \$60,036 - \$77,296 Recruit Rate: \$62,229	Health Payroll Specialist	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Transportation Financial Analyst One Position	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Financial Manager	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

Note: Residents receive a 4% Resident Incentive Allowance.

Respectfully,



Jackie Q. Carter, Employee Relations Director

Attachments: Job Evaluation Reports
 Fiscal Impact Statement



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: June 16, 2026

Department of City Development – General Management and Policy Development

Current	Recommended
Housing Programs Manager PR 1JX (\$85,366 - \$123,106) FN: Recruitment rate is \$104,997 (One Position)	Housing Programs Manager PR 1KX (\$91,006 - \$131,235) FN: Recruitment rate is \$111,899 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

The Department of City Development has requested the reallocation of one position of Housing Programs Manager within the Housing Development Section to from Pay Range 1JX to Pay Range 1KX. A job description was provided and discussions were held with Lafayette Crump, Commissioner Department of City Development, and Vanessa Armstrong, Department of City Development Human Resources Administrator.

Background

Prior to the 2024 reclassification study, the Housing Programs Manager position was in the same Pay Range as the following DCD positions: Commercial Property Disposition Manager, Long Range Planning Manager, Neighborhood Business Development Administrator, and Residential Property Disposition Manager. All of these DCD positions, including the Housing Programs Manager, provide a similar level of responsibility and supervision. Reallocating the Housing Programs Manager from Pay Range 1JX to Pay Range 1KX will create parity with the other DCD positions.

Analysis

Under the direction of the Redevelopment & Special Projects Manager, this position is responsible for overseeing, directing and coordinating the staff and programs for the Department's housing and neighborhood redevelopment activities. Duties and responsibilities include:

- 20% Manage expenditure of federal CDBG (Community Development Block Grant) and HOME (Home Investment Partnership Program) funds, City Strong Neighborhood Program funds, City housing funds and other resources allocated to the department's housing and neighborhood development programs and activity. Establish and implement procedures to ensure compliance with federal regulations, City policies and funder requirements with respect to general program requirements, including program applications, contractor participation and performance, fund disbursement and reporting.
- 15% Direct the activities of housing and neighborhood redevelopment staff in order to achieve desired goals. Build and maintain a culture of outstanding client service and creative problem-solving.

- 15% Formulate housing policy and new programming initiatives to respond to, neighborhood needs, Mayoral priorities, and funding opportunities. Represent the Department and Administration in policy and program discussions with elected officials, community partners, philanthropic organizations and residents. Serve as the public face of the department's housing rehabilitation and preservation programs and neighborhood initiatives.
- 15% Develop, cultivate and maintain partnerships with local community organizations, lenders, residents and other stakeholders to support the City's housing and neighborhood redevelopment goals.
- 10% Provide direction and staff support to the Neighborhood Improvement Development Corporation, a City-operated non-profit housing development organization. Set agendas for NIDC board meetings, recruit new board members, and communicate with board members to ensure board is informed of and supports departmental initiatives.
- 10% Seek and develop outside sources of funding (such as grants from foundations) to leverage resources for City housing initiatives.
- 10% Assist in the preparation of the annual budget for the Department's housing and neighborhood redevelopment activities.
- 5% Perform other duties as assigned.

Minimum qualifications include a Bachelor's Degree from an accredited college or university in business, real estate development, public policy, or a closely related field or equivalent, plus a minimum of five (5) years of experience in managing and coordinating neighborhood redevelopment activities and programs. Master's degree preferred.

This position requires a high degree of personal initiative and independence. General policy direction and assistance in strategic planning is provided.

Recommendation

This position provides supervision, duties and responsibilities which are consistent with the supervision, duties and responsibilities of the following DCD positions:

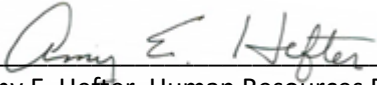
Classification	Function
Commercial Property Disposition Manager PR 1KX (\$91,006 - \$131,235) FN: Recruitment rate is \$111,899	Provides management of real estate initiatives and staff responsible for the same. Complex project management duties, including acquisition projects, commercial building and vacant land commercial real estate disposition, brownfield redevelopment of private and publicly owned assets, disposition and reuse of abandoned personal property, and development of new initiatives for blight reduction and urban renewal. Manages urban renewal and catalytic economic development activities. Manages multiple staff

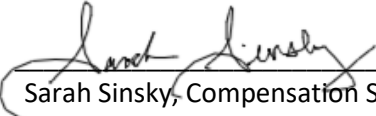
	responsible for complex real estate sales and development projects.
Neighborhood Business Development Administrator PR 1KX (\$91,006 - \$131,235) FN: Recruitment rate is \$111,899	Responsible for the management of a variety of commercial revitalization financing programs that generate private investment and new development. Position manages staff that implement these programs and maintain relationships with Business and Neighborhood Improvement Districts. Duties include strategy development, creation of work plans for targeted neighborhood initiatives, oversight of grant programs, facilitation of legislative processes, public outreach, promotion of opportunities to the private sector and reporting to policy-makers.
Residential Property Disposition Manager PR 1KX (\$91,006 - \$131,235) FN: Recruitment rate is \$111,899	Directs activities and staff involved in the maintenance, marketing, preservation and disposition of City-owned, tax-foreclosed (in rem) residential real estate (1 to 4 units).

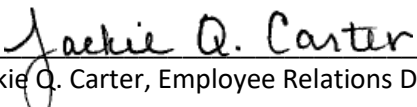
These duties, responsibilities, and requirements are currently comparable to the work performed by DCD positions: Commercial Property Disposition Manager, Neighborhood Business Development Administrator and Residential Property Disposition Manager. Based on this comparison, the recommendation is to reallocate the Housing Programs Manager position from Pay Range 1JX (\$85,366 - \$123,106) to Pay Range 1KX (\$91,006 - \$131,235). Recruitment rate is \$111,899.

Action Required – Effective Pay Period 15, 2026 (July 5, 2026)

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

Prepared by: 
Amy E. Hefter, Human Resources Representative

Reviewed by: 
Sarah Sinsky, Compensation Supervisor

Reviewed by: 
Jackie Q. Carter, Employee Relations Director



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: June 16, 2026

Department of Administration – Community Development Grants Administration Division

Current	Recommendation
Continuum of Care Specialist PR 2GX (\$58,656 - \$78,768) FN: Recruitment is at \$66,992 (One Position)	Technical Communications Specialist PR 2GX (\$58,656 - \$78,768) FN: Recruitment is at \$66,992 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Background

The Department of Administration has requested a retitle for the Continuum of Care Specialist located in the Community Development Grants Administration Division. Discussions were held with Carl Chopp, the department's Administrative Services Manager.

Duties, Responsibilities, and Requirements

The Technical Communications Specialist supports grant compliance by focusing on communications, software systems integration, and ensuring accurate data collection and reporting. The position will also be responsible for translating complex program and compliance data into dashboards and messaging that keeps the community informed.

Develop external communications related to programs, initiatives, and departmental updates.

- Translate complex data, system changes, and outcomes into clear, accessible messaging for diverse audiences.
- Maintain content for digital platforms, including websites, dashboards, and reporting tools.
- Collaborate with program and operations staff to ensure communications are accurate, timely, and aligned with organizational goals.
- Support storytelling efforts by integrating data, visuals, and narratives that highlight impact and progress.

Support the implementation and maintenance of software systems used for grant management, compliance tracking, and reporting.

- Develop user guides and training materials focused on compliant data entry and system use.
- Assist with user testing, documentation, and training materials to support staff adoption and success with ERP and other systems.
- Monitor system performance and recommend enhancements based on user feedback and organizational needs.
- Design and maintain data collection processes to support program tracking, reporting, and evaluation.

Work with staff to ensure accurate, consistent, and timely data entry across systems.

- Conduct regular data quality checks and resolve discrepancies as needed.

- Translate data into clear visualizations that support decision-making and transparency.
- Regularly update dashboards to ensure data accuracy and relevance.
- Translate data into clear visualizations that support decision-making and transparency.
- Regularly update dashboards to ensure data accuracy and relevance.

Minimum requirements include a bachelor's degree in public administration, marketing, business administration, urban planning, liberal arts or similar field.

Changes to Duties and Responsibilities

Based upon a change in grant funding, the basic function of this position has changed to provide technical communication support for multiple grant activities throughout CDGA. The position will maintain content for digital platforms, including websites, dashboards, and reporting tools for multiple grants within CDGA. The position previously performed these responsibilities primarily in support of Continuum of Care activities. The position's new responsibilities will remain very similar to the previous role.

This position will:

- maintain content for digital platforms, including websites, dashboards, and reporting tools for multiple grants within CDGA.
- support storytelling efforts by integrating data, visuals, and narratives that highlight the impact and progress of CDGA supported programs and activities.
- support the transition to and utilization of new software such as the ERP grant reporting and compliance modules.
- assist in creation of user guides and will provide training to staff to ensure a successful transition and continued grant reporting, monitoring and compliance within CDGA.

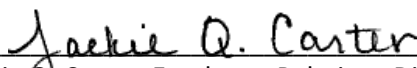
These changes will support the department's ability to capture and utilize data to communicate the positive impact and success of CDGA and CDGA supported programs and activities.

Based upon the revised responsibilities, this communication recommends the title of Technical Communications Specialist in pay range 2GX (\$58,656 - \$78,768, with a minimum rate of \$66,992.) This recommendation does not change the position's compensation.

Action Required – Effective Pay Period 15, 2026 (July 5, 2026)

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

Prepared by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Jackie Q. Carter, Employee Relations Director



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: June 16, 2026

Department of Administration – Information Technology Management Division

Current	Recommended
ITMD Administrative Assistant PR 6KN (\$49,095 - \$60,681) FN: Recruitment rate is \$50,387 (One Position)	Administrative Assistant III PR 5IN (\$57,620 - \$74,186) (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

The Department of Administration (DOA), Information Technology Management Division (ITMD) has requested the reclassification of one vacant position of 'ITMD Administrative Assistant' in Pay Range 6KN within the Policy and Administration Section to a position of 'Administrative Assistant III' in Pay Range 5IN. A job description was provided and discussions were held with Erica Roberts, ITMD Policy and Administration Manager.

The overall volume of work processed by the ITMD Administration and Policy section has increased considerably over the past several years, due to ITMD being the contract holder for more services needed by city departments. This has resulted an increase in billing, requisitions, invoicing, and IRI's being issued on a weekly and monthly basis. ITMD also acquired responsibility for IT management of the Department of Emergency Communications, which has increased the number of contracts and software. It has become necessary to divide the total volume of work between the Financial Specialist and ITMD Administrative Assistant in order to stay current with the increased workload and avoid delays.

The position of ITMD Administrative Assistant has been assigned additional duties with higher levels of responsibility including billing, invoicing, IRIs, contract management, requisition entry, complex payroll functions (adjustments, new employee entry, payroll calculations, and error correction), and Procard processing. Previously this position focused primarily on reception work, scheduling, basic payroll duties and phone billing.

Under the direction of the ITMD Policy and Administration Manager and Financial Specialist, the Administrative Assistant III performs various administrative support functions for the ITMD's Policy and Administration section including accounting, payroll, and business administration functions.

55% Accounting Support:

- Process requisitions, purchase orders, and Procard orders for ITMD.
- Assist in the maintenance of accounting records including but not limited to billing, filing, and recordkeeping.
- Process invoices for ITMD, including internal reimbursable accounts and external customer billings.

25% Payroll Processing and Support:

- Perform division payroll tasks including bi-weekly timecards, adjustments, and sick leave incentive payments.
- Perform data entry, timesheet verification and payroll calculations.
- Maintain and process absence paperwork. File supporting documentation in personnel and medical files. Follow up with managers and employees regarding required documentation.
- Create documentation for changes or errors on payroll.

15% Administrative Support:

- Perform various administrative duties, including personnel-related functions such as staff management and scheduling, coordination of division initiatives.
- Act as division representative for city-wide fundraising campaigns.
- Provide additional administrative support to ITMD Policy and Administration Manager and Financial Specialist.
- Provide reception area support.

5% Peripheral Duty: Other duties as assigned.

Minimum qualifications include an Associate's degree in business/office management, accounting or similar. Two years of increasingly responsible experience performing administrative duties in an office setting. -OR- Four (4) years of progressively responsible administrative/accounting experience in an office setting, performing duties related to the essential functions listed above. Equivalent combination of related education and experience may be considered.

As this position will be taking on additional duties and responsibilities to meet operational needs of accounting support, payroll processing and support, and administrative support. These duties and responsibilities are consistent with the duties and responsibilities of an Administrative Assistant III.

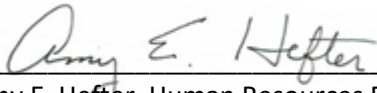
Classification	Function
Administrative Assistant III PR 5IN (\$57,620 - \$74,186) Department: Milwaukee Police Department	Provides high-level administrative support for the Police Information Systems Director and provides direction to the office support staff of the Information Technology (IT) Division. Duties include processing and monitoring bi-weekly payroll.
Administrative Assistant III PR 5IN (\$57,620 - \$74,186) Department: Milwaukee Health Department	Provides confidential administrative support and performs a wide array of complex administrative support tasks for the Communications and Public Relations Division of the Milwaukee Health Department (MHD). Coordinate the collection of data needed to fulfill these requests, in concert with representatives from across the department and city as needed. Directly handle high-profile, difficult, or complex open records requests, including records and reviewing, redacting, and responding to requests.

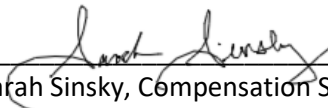
Classification	Function
Administrative Assistant III PR 5IN (\$57,620 - \$74,186) Department: Municipal Court	Serves as the sole clerical support to the Municipal Judges and the Court's management team. Provide assistance with budget preparation which includes: Purchasing, Financial Information System (FMIS) payment processing and monitoring, budget control and procurement. Performs personnel payroll and reporting functions including: Time entry, payroll processing and adjustments to City Time, and preparation of reports.

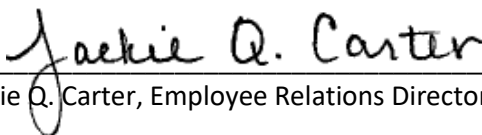
Based off the duties and responsibilities, this position is now performing work comparable to other Administrative Assistants III classified city-wide. This report recommends reclassifying one vacant position of ITMD Administrative Assistant in Pay Range 6KN (\$49,095 - \$60,681) as an Administrative Assistant III in Pay Range 5IN (\$57,620 - \$74,186).

Action Required – Effective Pay Period 15, 2026 (July 5, 2026)

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

Prepared by: 
Amy E. Heffer, Human Resources Representative

Reviewed by: 
Sarah Sinsky, Compensation Supervisor

Reviewed by: 
Jackie Q. Carter, Employee Relations Director



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: June 16, 2026

Health Department

Current	Recommendation
Data and Evaluation Coordinator PR 2KX (\$70,501 - \$101,665) FN: Recruitment is at \$77,551 (One Position)	Information Systems Project Coordinator PR 2LX (\$75,162 - \$108,380) FN: Recruitment is at \$88,730 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Background

The Milwaukee Health Department has recently implemented OCHIN Epic, an Electronic Health Record and practice management platform. This platform is designed for community health centers, rural hospitals and ambulatory clinics. It enables secure, nationwide, shared access to patient records, improving care coordination, efficiency, and telehealth support.

The department has also implemented Clinisys, a laboratory information management software platform. Clinisys platforms are commonly used by healthcare organizations, hospitals, and laboratories to support diagnostics and public health initiatives.

The Health department utilizes these systems in the department's clinics for patient care and in the laboratory for patient samples.

The Milwaukee Health Department has requested the reclassification of one Data and Evaluation Coordinator that will take on responsibility for implementing and supporting these platforms. A new job description was provided and discussions were held with Lindsey Nathan O'Connor, Health Human Resources Administrator, and Sarah Wallisch, Human Resources Representative.

Responsibilities

The Information Systems Project Coordinator is responsible for managing the implementation and ongoing support of the Electronic Health Record (Epic via OCHIN) and Clinisys Laboratory Information Management System. The Project Coordinator participates in complex decision-making; developing implementation strategies, definition, scope, and software analysis; and maintaining project plans, budget, and timelines. The Project Coordinator will ensure system stability and continuous improvement by managing daily operations, planning upgrades, and coordinating with external vendors and MHD end users. Key duties include system maintenance and enhancements, vendor coordination, and coordinating staff training with program superusers. Responsibilities and requirements include:

System Maintenance & Optimization

- Oversee daily operations & maintenance of the OCHIN Epic EHR & Clinisys LIMS platforms, monitoring performance and minimizing downtime.
- Vendor & Stakeholder Collaboration: Liaise with OCHIN Epic and Clinisys support teams, as well as internal IT, clinical, and laboratory staff, to address technical issues, implement updates, and define project requirements.
- Enhancements & Upgrades: Lead planning and implementation of system enhancements and upgrades, coordinating testing and validation. Supervise post-go-live review and optimization activities to ensure successful deployments.

Project Management

- Develop project plans, timelines, and documentation. Track progress, communicate status to stakeholders, and manage scope changes, risks, and deliverables throughout the project lifecycle.
- Manages Post-Implementation Lifecycle of EHR and LIMS Projects: Oversees all phases following the initial go-live, including stabilization, system optimization, user support, and transition to long-term maintenance. Ensures continuous improvement, vendor coordination, and alignment with operational goals across the organization.
- Coordinates Ongoing Project Execution, Support, and Accountability. Partners with internal teams and external vendors to resolve technical and operational issues, manage enhancements, and track progress toward performance goals.
- Post-Implementation Communication & Oversight: Maintains clear and consistent communication of post-implementation goals, system performance metrics, enhancement priorities, and progress updates through regular team touchpoints, status briefings, and internal and external stakeholder meetings.

Regulatory Compliance & Security

- Along with the MHD Compliance Analyst, ensure systems comply with HIPAA, CLIA, and other relevant regulations. Manage user access controls and data security measures, maintaining thorough documentation of configurations and audit logs.

User Support & Training

- Serve as a subject-matter expert for the EHR and LIMS systems. Provide technical support, and coordinate and develop training materials as well as conduct user training sessions in conjunction with Superusers, to ensure seamless adoption of new features and workflows.

Data Reporting

- Collaborate with MHD & OCHIN data analysts and epidemiologists to support the development and validation of reports from the EHR to ensure data integrity and availability.

Minimum requirements include a Bachelor's Degree in Information Technology, Business Administration, or Healthcare, or related degree program. Three years of public health, healthcare, data and evaluation, data modernization or closely related experience. Ability to manage complex IT projects including all elements of scope, schedule, budget, risk evaluation, quality, system integration, staffing, and communication driving the process with a big picture analysis.

Changes to Duties and Responsibilities

With the department-wide implementation of the Epic/OCHIN Electronic Health Records system the Information Systems Project Coordinator has taken on increased responsibility for project implementation and system support. Along with the increase of knowledge, the position serves in a lead role and provides subject matter expertise to Health department staff on the systems. The position is responsible for leading the planning and implementation for enhancements and upgrades to the systems. The position acts as liaison between the Milwaukee Health department and the external support teams for the EHR and LIMS platforms. By taking on the system support of the EHR in the Health department, this position has enabled client-facing positions in the department to continue to perform their jobs with minimal disruption.

Analysis and Recommendation

Other positions in city departments with similar responsibilities, skills, and knowledge include:

Title	PR	PR Min	Title Min	Title Max
Epidemiologist-Senior	2LX	\$75,162	\$88,730	\$108,380
Business Systems Coordinator	2LX	\$75,162	\$86,509	\$108,380
Compensation Analytics Specialist-Lead	2LX	\$75,162	\$85,305	\$108,380
Functional Applications Analyst-Senior	2LX	\$75,162	\$83,845	\$108,380
Epidemiologist	2KX	\$70,501	\$80,664	\$101,665
Data and Evaluation Coordinator	2KX	\$70,501	\$77,551	\$101,665
Laboratory Information Systems Specialist	2KX	\$70,501	\$77,550	\$101,665

Epidemiologist-Senior

The position is part of the Data and Evaluation Division in the Policy, Innovation, and Engagement Branch of the City of Milwaukee Health Department. The position conducts ongoing and systematic assessment of the health of the community, including the timely collection, analysis, interpretation, dissemination, and use of public health data. Health data is obtained through field research and through public health record and surveillance systems. This senior position assists staff in recognizing and achieving program priorities, goals, and objectives.

Business Systems Coordinator

The Business Systems Coordinator serves as the department's system administrator, and resident technical expert on information systems, procedures, hardware, and software for both server and software applications. Provides technical and other support as needed to staff.

Compensation Analytics Specialist-Lead

The Compensation Analytics Specialist – Lead serves in a lead capacity ensuring the implementation, design and administration of the City's compensation strategy. This includes analyzing compensation trends, ensuring market competitiveness, and maintaining legal compliance.

Functional Applications Analyst-Senior

Provide system support to the Comptroller's office software applications and network. Coordinate application support and transaction analysis of the PeopleSoft HRMS payroll system and PeopleSoft financials. Provide programming support for open records requests.

Epidemiologist

The position is part of the Data and Evaluation Division in the Policy, Innovation, and Engagement Branch of the City of Milwaukee Health Department. The Epidemiologist conducts ongoing and systematic assessment of the health of the community, including the timely collection, analysis, interpretation, dissemination, and use of public health data.

Data and Evaluation Coordinator

Responsible for program evaluation data for a broad range of program areas within the Health Department. Working with epidemiologists and program staff, the evaluator maintains a portfolio of MHD programs, initiatives, and special projects.

Laboratory Information Systems Specialist

The position provides administrative oversight of the Milwaukee Health Department's Laboratory Information System (LIS) and information technology functions, including security, data integrity, disaster recovery, troubleshooting, and the recommendation and coordination of hardware and software upgrade purchases and installations.

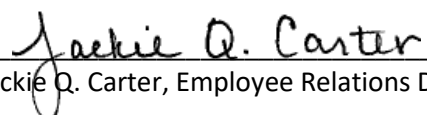
The Information Systems Project Coordinator is responsible for managing and providing support for the Epic and Clinisys software platforms. Key duties include system maintenance and enhancements, vendor coordination, and coordinating staff training with program superusers. The technical expertise required is comparable to the classifications of Business Systems Coordinator, Compensation Analytics Specialist-Lead, and Functional Applications Analyst-Senior. Also comparable is the lead role responsibility of both the Epidemiologist-Senior and Compensation Analytics Specialist-Lead.

Based upon these comparisons the recommendation is to reclassify one current position of Data and Evaluation Coordinator in Pay Range 2KX (\$70,501 - \$101,665 with a minimum rate of \$77,551) to Information Systems Project Coordinator in Pay Range 2LX (\$75,162 - \$108,380 with a minimum rate of \$88,730).

Action Required – Effective Pay Period 15, 2026 (July 5, 2026)

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

Prepared by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Jackie Q. Carter, Employee Relations Director



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

City Service Commission Meeting: June 16, 2026

Health Department – Clinical Services Division – Sexual & Reproductive Health

Current	Recommended
Public Health Nurse 3 PR 2IN (\$62,041 - \$89,460) FN: Recruitment rate is \$78,021 FN: An employee will receive a special attainment rate of \$30 biweekly for a related nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate. (One Vacant Position)	Nurse Practitioner PR 20X (\$91,006 - \$131,235) FN: Recruitment rate is \$99,897 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

The Health Department, Clinical Services Division, has requested repurposing one vacant position of Public Health Nurse 3 in Pay Range 2IN (\$62,041 - \$89,460) to Nurse Practitioner in Pay Range 20X (\$91,006 - \$131,235) in the Sexual & Reproductive Health Section. Job descriptions were provided and discussions were held with Lindsey O'Connor, Health Department Human Resources Administrator, Samantha Brennan, Human Resources Supervisor, and Sarah Wallisch, Human Resources Representative.

Background

The Health Department Sexual and Reproductive Health (SRH) program provides confidential testing and follow-up services, as well as emergency contraception and birth control options, to uninsured and under-insured residents of Milwaukee and the surrounding communities. Keenan Sexual Health Clinic (KSHC), often referred to as the "STI Clinic," provides sexually transmitted infection and HIV-related services to uninsured and underinsured residents of Milwaukee and surrounding communities. Services are provided to anyone at no cost to the client. The clinic offers a broad range of acceptable and effective medically approved family planning methods (including natural family planning methods) and services (including pregnancy testing and counseling, assistance to achieve pregnancy, basic infertility services, sexually transmitted infection (STI) services, preconception health services, and adolescent-friendly health services).

Currently, the STI clinic is staffed by one Nurse Practitioner (NP). Relying on a single NP has created a significant operational and clinical vulnerability. This NP provides comprehensive sexual health assessment, diagnostic evaluation, treatment, prescribing authority, follow-up management, clinical expertise, and clinical decision-making for both routine and complex STI presentations. Any absence, vacancy, or surge in patient demand can immediately reduce access to care, delay treatment, and compromise continuity.

Analysis

The addition of a second NP in the SRH/STI Clinic is essential to support increasing patient demand, improve access to care, and strengthen public health outcomes. STI clinics are experiencing growing volumes of patients requiring timely evaluation, treatment, prevention services, and follow-up care, including management of symptomatic STIs, HIV prevention services, such as PrEP, partner services, reproductive health needs, and complex psychosocial concerns.

A single NP model limits same-day access, creates delays in care, and increases operational vulnerability during leave, illness, or high-volume periods. Delays in STI diagnosis and treatment can contribute to ongoing disease transmission, adverse health outcomes, and increased healthcare costs. A second NP would:

- Increase appointment and walk-in capacity
- Reduce wait times for symptomatic patients
- Improve continuity and timeliness of care
- Strengthen support for Disease Intervention Specialists (DIS) and public health response efforts
- Expand HIV prevention and reproductive health services
- Reduce provider burnout and improve workforce sustainability
- Enhance trauma-informed, culturally responsive patient care

Additional NP capacity would also improve operational stability, support quality improvement initiatives, and better position the clinic to respond to outbreaks, public health priorities, and future program growth.

Under the general direction of the Deputy of Clinical Services and Sexual and Reproductive Health Program (SRH) Director, the Nurse Practitioner functions as an independent healthcare provider who, working collaboratively within a multidisciplinary team, is responsible for providing comprehensive care to clients in an outpatient sexual and reproductive health clinical setting. Responsible for assessment, diagnosis, treatment, management, education, health promotion, and care coordination for public health clients. Duties and responsibilities include:

70% Client Care, Clinical Knowledge and Practice, Sexual & Reproductive Health Procedures:

- Demonstrates knowledge of etiologies, risk factors, pathophysiology, presentation and epidemiology of sexual and reproductive health medical conditions.
- Performs physical assessments of clients that are accurate, complete, concise, relevant and appropriate for age, gender and clinical presentation.
- Orders appropriate testing and correctly interprets the results.
- Utilizes critical thinking to synthesize and analyze collected data.
- Develops, implements, evaluates and alters plans of care as needed.
- Counsels and educates clients and families.
- Demonstrates proficiency in procedural skills pertinent to sexual and reproductive health, such as but not limited to LARC insertions and removals.
- Maintains accurate, complete, concise and timely documentation of the medical record.
- Provides care that is patient and family centered, compassionate, gender and age appropriate, culturally appropriate and effective for the promotion of health and wellbeing throughout the lifespan.
- Provides STI testing, treatment and follow up within scope of practice.
- Provides all-options counseling for pregnant individuals and the appropriate education.

- Performs routine clinical procedures independently as outlined in scope of practice.
- Prescribes and educates clients on contraception methods, including but not limited to hormonal pill, ring, shot and LARCs.
- Assures the development and maintenance of appropriate program materials for the SRH clinic.

20% Program & Operational Support:

- Assesses, plans, implements and evaluates competency-based orientation and education programs for new staff and learners.
 - Provides didactic, experiential and skills-based orientation.
 - Reviews and revises competency validation tools in collaboration with advanced practice and operational leaders.
 - Follows up with new staff to evaluate competency progression and organizational assimilation.
 - Partners with leaders to develop individualized learning plans for new staff who need additional assistance to successfully complete orientation.
 - Provides recommendations on educational needs.
- Develops annual plan for ongoing competency validation and education.
 - Collaborates with leaders to acquire and analyze data to develop a plan for competency validation of unit/department/specialty staff.
 - Plans and implements competency validation program.
 - Develops plan in collaboration with leaders for mandatory, required, continuing and professional development educational offerings.
 - Ensures that regulatory requirements related to education and competency are met.
- Develops and implements education.
 - Utilizes adult learning principles and a creative, innovative approach to education to engage learners.
 - Considers factors related to safety, effectiveness, and cost in planning and delivering educational activities.
 - Collaborates with content experts (e.g., Medical Director, Deputy Commissioner of Clinical Services, Director of Nursing, Clinic management, etc.).
 - Initiates, develops, implements and evaluates educational offerings for mandatory and continuing education.
 - Develops and oversees in-services on new products, policies, procedures and equipment.
- Facilitates tracking and reporting of competencies and education.
 - Obtains and disseminates reports to leaders for education/competency completion.
 - Assists leaders in tracking and reporting completion of mandatory/required education/competencies.
 - Ensures that educational records of staff contain essential regulatory information.

5% Outreach, Education Stakeholder Engagement:

- Works as part of the interdisciplinary Sexual and Reproductive Health team to identify stakeholder and community partnerships needed to meet the goals of the program.
- Utilizes outreach and educational methods within the community to increase health and wellness for all residents.
- Stays current on sexual and reproductive health care information that will impact practice.
- Provides up to date and relevant sexual and reproductive health education to staff in the SRH and relevant programs.

- Collaborates with local SRH and OB/GYN partners to improve services and systems to support clients.

5% Peripheral Duties:

- Participate in department culture, wellbeing and professional development initiatives.
- Participate in quality improvement (QI) projects to foster a culture of continuous quality improvement (CQI).
- Participate in Emergency Preparation activities and respond to broad impact events or Public Health Emergencies as required.
- Participate in a positive safety culture by engaging with safety initiatives, following safety policies and procedures, and reporting safety hazards & opportunities for improvements.
- Attends required HIPAA Privacy and Security training regarding federal and state laws related to confidentiality requirements. Knows and abides by their program-specific confidentiality policies and procedures that ensure client privacy and electronic health records security. Informs the Privacy Officer of areas of improvement and helps prevent HIPAA violations and to create a culture of confidentiality compliance.

Minimum qualifications:

At time of application:

- Proof of completion of an accredited Nursing Practitioner program.
- Master of Science in nursing (MSN).
- One year of full-time experience performing the duties of a Nurse Practitioners in a licensed Obstetrics-Gynecology (OBGYN), Women's Health, Reproductive Health, or Family Practice clinic
OR
- Three (3) years of full-time experience working in Obstetrics-Gynecology (OBGYN), Women's Health, Reproductive Health, or Family Practice clinic as a Registered Nurse.

At time of application, throughout the selection process, and throughout employment:

- Valid certificate to practice as a professional Nurse Practitioner from the American Nurses Credentialing Center (ANCC) or the American Academy of Nurse Practitioners (AANP).
- Valid license to practice professional nursing in the State of Wisconsin.
- Valid State of Wisconsin certification as an Advanced Practice Nurse Prescriber (APNP).

At time of appointment and throughout employment:

- Valid certificate in Basic Life Support (BLS).
- Valid driver's license and possession of a properly insured vehicle for use on the job. Private auto allowance may be paid pursuant to Section 350-183 of the Milwaukee Code.
- Completion of Collaboration Agreement with Health Department Medical Consultant for SRH.

Within six months of appointment:

- Completion of a comprehensive training program for the prevention of sexually transmitted infections mandated by the Centers for Disease Control and Prevention (CDC).
- Completion of the certification for the National Incident Management System (NIMS)/Incident Command System (ICS) 100, 200, and 700.a.

The Nurse Practitioner practices under a collaborative agreement with a designated supervising physician, as required by state law. Within this framework, the Nurse Practitioner functions with a high level of clinical autonomy while maintaining ongoing communication and consultation with the

collaborating physician and/or the Medical Director. The Nurse Practitioner will work under the direct supervision of the SRH Program Director and the Deputy Commissioner of Clinical Services of the City of Milwaukee Health Department.

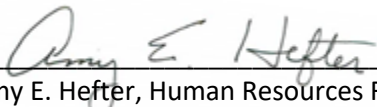
A second Nurse Practitioner is a critical investment in patient care, public health infrastructure, and workforce sustainability. Expanding advanced practice provider capacity will improve access to timely STI services, strengthen prevention and treatment efforts, support staff resilience, and help ensure equitable, high-quality care for the community.

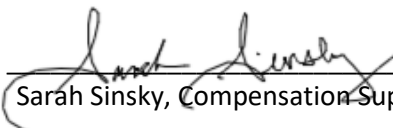
Recommendation

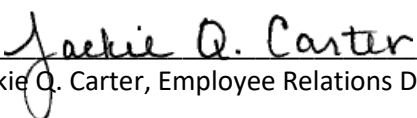
This report recommends repurposing one vacant position of Public Health Nurse 3 in Pay Range 2IN (\$62,041 - \$89,460) to Nurse Practitioner in Pay Range 2OX (\$91,006 - \$131,235) in the Sexual & Reproductive Health Section of the Health Department. Recruitment rate is \$99,897.

Action Required – Effective Pay Period 15, 2026 (July 5, 2026)

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

Prepared by: 
Amy E. Hefter, Human Resources Representative

Reviewed by: 
Sarah Sinsky, Compensation Supervisor

Reviewed by: 
Jackie Q. Carter, Employee Relations Director



Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Department of Employee Relations

REV 6/15/2026

Job Evaluation Report

City Service Commission Meeting: June 16, 2026

This city-wide job study aligns approximately 150 human resources, business operations, and related classifications across city government. These recommendations have been sent in separate reports to the City Service Commission and the Fire and Police Commission as titles are often specific to a department. Titles highlighted in grey are specific to the Fire and Police Commission report.

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 requirements. This process also compared a classification's rate of pay to the cost of labor in Southeastern Wisconsin. Market data was sourced from ERI, a salary survey to which Employee Relations subscribes, the Bureau of Labor Statistics, as well as salary survey information provided through MRA.

The market study recommendations reallocate the rates of pay for classifications based upon a comparison to market rates of pay. These reallocations are not reclassifications. Employees in these titles will receive a rate increase only if their current base pay rate falls below the new minimum recruitment rate for their title. This report does include several reclassifications. The justifications for these changes are provided. There are also a number of title changes within the *New Title* column so as to better reflect the duties and responsibilities of the position and/or consolidate titles that are performing the same duties to a singular title.

This is the last city-wide report which will complete the multi-year initiative to bring City of Milwaukee positions up to competitive market rates pay within Southeastern Wisconsin. Previous increases to these titles were made in 2022; however, the recommendations were limited considerably by the Mayoral salary cap that did not allow City titles to be paid higher than the Mayor's salary. It should be noted that market rates of pay recommendations for positions studied after the lift of the Mayoral cap in the fall of 2022 were not subject to the same limitations.

When this group of titles were studied in 2022, classification staff used market rates around the 10th percentile of the average pay for comparable titles in Southeastern Wisconsin to set minimum pay rates for many of the director, managerial and supervisory positions. This approach was necessary in order to ensure position rates of pay remained under the Mayoral cap of \$147,336. This approach resulted in the compression of pay rates for many of the business operations and human resources positions studied. Conversely, when completing pay rate recommendations without the salary cap, classification used rates between the mean (50%) and the 95th percentile of the average market rates in Southeastern Wisconsin.

The recommendations that follow are organized by 'Recommended Pay Range' and indicate titles by Department. Please note that these recommendations are shown only as non-resident wage rates. City residents receive a 4% resident incentive allowance.

Pay Range 10X (\$117,464 - \$169,379)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounts Director One Position - Comptroller	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	Accounting Director	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485
ERS Chief Financial Officer One Position - ERS	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485
Financial Services Director One Position - Comptroller	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485
Investments and Financial Services Director One Position - City Treasurer	1LX: \$96,998 - \$139,868 Recruit Rate: \$124,987	N/A	10X: \$117,464 - \$169,379 Recruit Rate: \$137,485

Pay Range 1MX (\$103,384 - \$149,086)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Audit Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
City Payroll Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Finance and Administration Manager One Position - DCD One Position - DNS	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Fire and Police Commission Audit Manager One Position - FPC	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Fire and Police Commission Staffing Services Manager One Position - FPC	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Grants Fiscal Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Health Budget and Administration Manager One Position - MHD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Human Resources Manager Two Positions - DER	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	Staffing Administration Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
		Compensation Administration Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Police Budget and Administration Manager* One Position - MPD	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Retirement Plan Manager One Position - ERS	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Revenue and Financial Services Manager One Position - Comptroller	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Water Financial Manager One Position - DPW-Water Works	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Worker's Compensation and Safety Manager One Position - DER	1JX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987

*Fire and Police Commission Report Only

Pay Ranges 1LX (\$96,998 - \$139,868)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Administrative Services Manager One Position - DOA One Position - DPW - Admin	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
City Attorney Human Resources Administrator One Position - City Attorney	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493

DCD Human Resources Administrator One Position – DCD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
DNS Human Resources Administrator One Position - DNS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Emergency Communications Finance Manager* One Position – DEC	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Emergency Communications Human Resources Administrator* One Position – DEC	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
ERS Human Resources Administrator One Position – ERS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Fire Human Resources Administrator* One Position – MFD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Health Human Resources Administrator One Position - MHD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Infrastructure Human Resources Administrator One Position – DPW-Infra	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Library Human Resources Administrator One Position - MPL	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Operations Human Resources Administrator One Position – DPW-Ops	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Pension Accounting Manager Three Positions – ERS	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Police Human Resources Administrator* One Position - MPD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Port Finance and Administration Officer One Position - Port	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Tax Billing and Collection Manager One Position – City Treasurer	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493
Water Works Human Resources Administrator One Position - MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	Human Resources Administration Manager	1LX: \$96,998 - \$139,868 Recruit Rate: \$116,493

*Fire and Police Commission Report Only

Pay Ranges 1KX and 2OX (\$91,006 - \$131,235)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager – City Development One Position - DCD	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Administrative Services Manager – Assessor One Position – ASSR	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Administrative Services Manager – Court One Position – Municipal Court	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant Accounting Manager One Position – Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant City Payroll Manager One Position - Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Assistant Grant Fiscal Manager One Position - Comptroller	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Benefits and Wellness Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Budget and Fiscal Policy Manager Three Positions - DOA	2MX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	2OX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Budget Manager – City Development One Position – DCD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

Business Finance Manager One Position – City Attorney One Position – DER One Position – MFD* One Position – MPL	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Business Operations Manager One Position – City Clerk Two Positions – DPW-Admin One Position – DPW-Infra	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Compensation Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Disability Specialist – Lead One Position - ERS	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
ERS Business Operations Analyst One Position - ERS	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Fire Health and Safety Manager* One Position - MFD	2MX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	2OX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Human Resources Supervisor One Position - MHD One Position – MPD*	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
MPD Safety Division Manager* One Position - MPD	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Procurement and Compliance Manager One Position – DCD One Position - MPL	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Procurement Manager One Position – DOA	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Safety Manager One Position – DPW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Accounting Manager One Position – MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Water Business Operations Manager One Position - MWW	1IX: \$80,098 - \$115,501 Recruit Rate: \$98,272	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967
Workforce Planning and Certification Supervisor One Position – DER	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

*Fire and Police Commission Report only

Pay Ranges 1IX and 2MX (\$80,098 - \$115,501)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Budget and Fiscal Policy Analyst IV Three Positions - DOA	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Compensation Analytics Specialist - Lead One Position - DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$85,305	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Customer Services Manager One Position – City Treasurer	1HX: \$75,162 - \$105,223 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Employee Assistance and Resource Coordinator One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Fire and Police Commission Compliance Auditor One Position - FPC	2MX: \$80,098 - \$115,501 Recruit Rate: \$80,098	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
HRIS Auditor – Lead One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$83,240	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Risk Management and Safety Officer One Position – DER	2LX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	2MX: \$80,098 - \$115,501 Recruit Rate: \$94,793

Water Billing and Collections Manager One Position – MWW	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793
Water Customer Service Manager One Position – MWW	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	N/A	1IX: \$80,098 - \$115,501 Recruit Rate: \$94,793

Pay Ranges 1HX and 2LX (\$75,162 - \$108,380)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Senior Accountant	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Accounting and Grant Specialist Two Positions – MPD* Two Positions – DPW-Infra	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Accounting Supervisor One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Auditor – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Senior Auditor – Grant Accounting	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Budget and Fiscal Policy Analyst III Underfill Title	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Business Operations Specialist - Senior One Position - DER	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
City Payroll Specialist – Lead One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
DCD Accountant – Lead Two Positions - DCD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Disability Specialist – Senior Two Positions – ERS	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire and Police Commission Investigator Two Positions - FPC	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire and Police Commission Senior Auditor One Position - FPC	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Fire Compliance Officer* One Position - MFD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Grant Budget Specialist One Position – DCD Two Positions – MHD	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Grant Compliance Manager Three Positions – DOA One Position – MPD*	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Health and Safety Officer* One Position - MPD	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Human Resources Representative Seven Positions – DER Three Positions – FPC Two Positions - MHD One Position – MPL Three Positions – MPD* Three Positions – DPW-Admin One Position – DPW-Infra Two Positions – DPW-Ops One Position – MWW	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Lead Pension Specialist One Position - ERS	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Leave Administration Coordinator One Position – DER One Position – DPW-Admin	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175

Pension Accounting Specialist Two Positions – ERS	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	Pension Services Administrator	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Police Payroll Supervisor* One Position - MPD	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Procurement Specialist Five Positions – DOA One Position – MPL	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Safety Supervisor One Position – DPW-Admin	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Senior Auditor Four Positions - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Senior Financial Analyst One Position - Comptroller	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Time Tracking Lead One Position - Comptroller	2KX: \$70,501 - \$101,665	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$78,325
Worker's Compensation Specialist One Position – DER	1GX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	1HX: \$75,162 - \$108,380 Recruit Rate: \$86,175

*Fire and Police Commission Report only

Pay Range 1GX, 2KN and 2KX (\$70,501 - \$101,664)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant III Two Positions – DPW-Admin Three Positions – MWW	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Accounting Specialist Eleven Positions – Comptroller One Position – MFD*	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Auditor Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Benefits Systems Analyst One Position - DER	2JX: \$66,154 - \$92,612 Recruit Rate: \$74,502	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Budget and Fiscal Policy Analyst II Underfill title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Business Analyst – Senior One Position – DOA Two Positions – DCE	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Business Inclusion Program Coordinator One Position – DCE	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Compensation Analytics Specialist One Position – DER	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Contract Compliance Officer One Position – DCE One Position – DPW Admin	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Customer Service Specialist Two Positions – City Treasurer	1FX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Deferred Compensation Plan Coordinator One Position – Deferred Comp	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Disability Specialist Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Diversity Recruiter One Position - DER	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Emergency Communications Human Resources Analyst – Senior* One Position - DEC	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	Human Resources Analyst - Senior	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Financial Analyst Underfill Title	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859

Fire and Police Commission Auditor Two Positions - FPC	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Grant Monitor 13 Positions - DOA	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Health and Safety Specialist* One Position - MPD	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
HRIS Auditor Two Positions – DER One Position – FPC	2JN: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KN: \$70,501 - \$101,665 Recruit Rate: \$78,859
Human Resources Analyst -Senior Two Positions – DER One Position – MFD* One Position – DPW Infra	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Investments and Financial Services Coordinator One Position – City Treasurer	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Library Business Analyst One Position - MPL	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management Accountant – Senior One Position – DEC* One Position – ERS One Position – MHD One Position – MPL One Position – DPW Admin	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management Accountant – Senior Two Positions - ERS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	Pension Accounting Specialist	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Management and Accounting Officer One Position – DPW Admin One Position – DPW Infra	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Pension Specialist – Senior Three Positions - ERS	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Position Control Specialist One Position – FPC	2JN: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KN: \$70,501 - \$101,665 Recruit Rate: \$78,859
Purchasing Agent – Senior Two Positions – DOA One Position – DCD	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Recruiter Two Positions - FPC	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Safety Specialist – Senior Two Positions – MPD* Three Positions – DPW Admin	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Tax Collection and Enforcement Coordinator One Position – City Treasurer	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Water Collections Supervisor One Position - MWW	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Water Customer Service Supervisor Three Positions - MWW	1FX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	1GX: \$70,501 - \$101,665 Recruit Rate: \$78,859
Worker's Compensation Analyst One Position - DER	2JX: \$66,154 - \$92,612 Recruit Rate: \$72,768	N/A	2KX: \$70,501 - \$101,665 Recruit Rate: \$78,859

*Fire and Police Commission Report Only

Pay Ranges 1FX, 2JN, and 2JX (\$66,154 - \$95,390)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Associate Auditor Underfill Title – Comptroller	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Budget and Fiscal Policy Analyst I Underfill Title – DOA-Budget	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768

Business Analyst Underfill Title – DOA-Purchasing	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Business Finance Officer One Position – DOA-ECO	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
City Payroll Specialist Three Positions - Comptroller	2IN: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Finance Specialist One Position – Port Milwaukee	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Housing Programs Specialist Three Positions - DCD	2EN: \$48,079 - \$69,328 Recruit Rate: \$61,960	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Human Resources Analyst One Position – DCD Two Positions – DNS Two Positions – DER	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Investigator/Adjuster Two Positions – City Attorney	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Investments and Financial Services Specialist One Position – City Treasurer	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Management Services Analyst One Position – ERS	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Pension Specialist Underfill Title - ERS	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Purchasing Agent Underfill Title	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Revenue Collection Manager One Position – City Treasurer	1EX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	1FX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Safety Specialist Underfill Title	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Test Administration Specialist One Position - DER	2IX: \$62,041 - \$89,460 Recruit Rate: \$70,672	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Time Tracking Specialist Underfill Title	2IN: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768
Water Claims Specialist One Position – MWW	2IX: \$62,041 - \$89,460 Recruit Rate: \$68,244	N/A	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Water Payroll Specialist One Position – MWW	2IN: \$62,041 - \$89,460 Recruit Rate: \$65,137	N/A	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768

Pay Range 2IN (\$62,041 - \$89,760)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Benefit Services Coordinator Three Positions - ERS	2GN: \$54,619 - \$78,768 Recruit Rate: \$66,304	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672
Revenue Collection Specialist One Position – City Treasurer	2GN: \$54,619 - \$78,768 Recruit Rate: \$64,264	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672
Test Administration Coordinator One Position - FPC	2GN: \$54,619 - \$78,768 Recruit Rate: \$66,304	N/A	2IN: \$62,041 - \$89,460 Recruit Rate \$70,672

Reclassifications:**Municipal Court**

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Court Business Manager One Position	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Court Financial Operations Manager	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987

The department has indicated that the duties and responsibilities have increased since that last time this position was studied. A job description was provided and conversations were had with Charles Hughes, Deputy Court Administrator.

This position serves as the Court's chief financial officer, providing direct oversight to accounting staff, leadership level administration and budgetary insight and oversight, and handles the required reporting to the City, county, state related to all financial matters for the Municipal Court.

Based off the duties and responsibilities in comparison to comparable titles within the City, this report recommends reclassifying one position of Court Business Manager in Pay Range 1HX (\$75,162 - \$108,380) as a Court Financial Operations Manager and placing it in Pay Range 1MX (\$103,384 - \$149,086) with a recruitment rate of \$124,987.

MHD

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Accounting Coordinator II Three Positions	2FN: \$51,250 - \$73,907 Recruit Rate: \$62,529	Finance Specialist	2JX: \$66,154 - \$95,390 Recruit Rate: \$72,768
Human Resources Assistant One Position	5JN: \$60,036 - \$77,296 Recruit Rate: \$62,229	Human Resources Representative	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175
Human Resources Assistant One Position	5JN: \$60,036 - \$77,296 Recruit Rate: \$62,229	Health Payroll Specialist	2JN: \$66,154 - \$95,390 Recruit Rate: \$72,768

Accounting Coordinator II:

These positions handle the full range of daily financial and business transactions for the Health Department, including:

- Accounts payable & invoice processing
- Daily deposit of receipts (cash, checks, electronic)
- Travel request and reimbursement processing
- City ProCard statements and payment processing
- Requisition entry and procurement processing/documentation
- Maintaining rosters of suppliers, contracts, grants, and other key business information
- Designing, creating, and publishing reports and analyses of MHD business and financial activity
- Interdepartmental (IRI) charge processing
- Cost allocation calculation and allocation of shared costs
- Adjustments and journal entries for accounts as required
- Manage MHD accounts for suppliers, utilities, cell phones, and other business activities
- Maintain and retrieve records of all MHD business transactions for audits and other purposes
- Assuring financial controls and appropriate documentation are in place for all financial transactions

Accounting Coordinators initiate, log, and process transactions in several enterprise wide and online systems, and are responsible for creating the appropriate records and documentation for all transactions.

Previously, Accounting Coordinator II's have been responsible for two accounting functional areas and now will these Financial Specialists will be responsible for the full scope of accounting functions.

A fourth Accounting Coordinator II had previously been repurposed to manage the revenue cycle associated with the Health Department's new EHR system. The Health Department's increased focus on building community partnerships and diversifying revenue streams has led to the increased need for reporting, analysis and cost

allocations. This reduction of Accounting Coordinator II FTE's means the three remaining positions will now have responsibility for the full scope of accounting functions.

These changes to responsibilities and knowledge mean that these positions have become comparable to the Finance Specialist position at the Port of Milwaukee. The Port of Milwaukee Finance Specialist is responsible for processing, generating, and maintaining financial and personnel records. Responsibilities include accounts receivable, accounts payable, payroll, general accounting duties, and purchasing.

Based upon this comparison this report recommends these three positions of Accounting Coordinator II be reclassified to Finance Specialist in pay range 2JX (\$66,154 - \$95,390) with a minimum rate of \$72,768.

Human Resources Assistant:

This position has the added responsibility to work on the full scope of MHD's recruitment strategy and initiatives. The incumbent will work with DER on creation and review of job postings, as well as reviewing applicants for meeting minimum qualifications for internal, temporary, and exempt postings. As this position will now be performing the full recruitment and hiring process with limited oversight and increased autonomy and decision-making responsibility, it is now comparable to similarly classified Human Resources Representatives city wide.

Based off the comparison of duties and responsibilities, this report recommends reclassifying one position of Human Resources Assistant in Pay Range 5JN (\$60,036 - \$77,296) as a Human Resources Representative in Pay Range 2LX (\$75,162 - \$108,380) with a recruitment rate of \$86,175.

Human Resources Assistant:

This position has taken on the added duties of handling Unemployment Claims, verifying and determining FLMA eligibility and usage, and completing required OSHA Reports for the Health Department. This position will also take ownership of the full payroll cycle. The incumbent would be the subject matter expert for MHD on all payroll practices, as well as on HRMS and MHD Sharepoint site, and they will consult with and provide guidance to MHD managers and supervisors on payroll practices and topics.

Based off the enhanced duties and responsibilities, this position is comparable to the Water Payroll Specialist in Milwaukee Water Works. The Water Payroll Specialist ensures the timely and accurate processing of payroll for all sections within MWW and processes information related to absences associated with various types of leave, including FLMA and Paid Parental Leave (PPL).

This report recommends reclassifying one position of Human Resources Assistant in Pay Range 5JN (\$60,036 - \$77,296) as a Health Payroll Specialist and placing it in Pay Range 2JN (\$66,154 - \$95,390) with a recruitment rate of \$72,768.

DPW - OPS

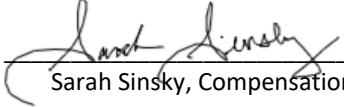
Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Transportation Financial Analyst One Position	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Financial Manager	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

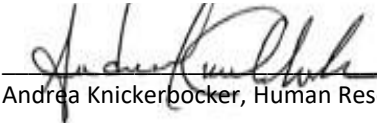
This position has evolved in not only duties and responsibilities, but the complexities of duties performed. The Parking Operations Unit, in which this position resides, is an enterprise fund with great financial/funding responsibility to the overall city budget. This position also provides financial analysis for the Street Car Unit, which is necessary as the Streetcar is a highly politicized entity that requires constant financial oversight and grant management. Beyond that, the incumbent is responsible for writing and bidding out contracts, overseeing parking leases, and working with the Parking Services Manager on various projects. This position will develop the annual budget and provide financial management and administration that totals over \$45 million, investigate methods to increase productivity to reduce percentage of increase in annual expenditures through the use of technology, and develop and monitor expenditures of parking capital improvement budget.

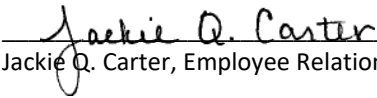
Based off the duties and responsibilities, this position would now be comparable to the Budget Manager – City Development in DCD, the Water Accounting Manager in MWW, and the Business Finance Manager classification across the city. As such, this report recommends reclassifying one position of Transportation Financial Analyst in 1HX (\$75,162 - \$108,380) as a Financial Manager and placing it in 1KX (\$91,006 - \$131,235) with a recruitment rate of \$108,967.

Action Required - Effective Pay Period 15, 2026 (July 5, 2026)

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

Prepared By: 
Sarah Sinsky, Compensation Supervisor

Reviewed By: 
Andrea Knickerbocker, Human Resources Manager

Approved By: 
Jackie Q. Carter, Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A	Date	6/17/2026	File Number	260215	☒ Original	☐ Substitute
	Subject	Communication from the Department of Employee Relations regarding the costs of classification reports approved at the City Service Commission on June 16, 2026.				

B	Submitted By (Name/Title/Dept./Ext.)	Sarah Wangerin/ Human Resources Representative / Employee Relations
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C	This File	☒ Increases or decreases previously authorized expenditures.
		☐ Suspends expenditure authority.
		☐ Increases or decreases city services.
		☐ Authorizes a department to administer a program affecting the city's fiscal liability.
		☐ Increases or decreases revenue.
		☐ Requests an amendment to the salary or positions ordinance.
		☐ Authorizes borrowing and related debt service.
		☐ Authorizes contingent borrowing (authority only).
		☐ Authorizes the expenditure of funds not authorized in adopted City Budget.

D	Charge To	☒ Department Account	☐ Contingent Fund
		☐ Capital Projects Fund	☐ Special Purpose Accounts
		☐ Debt Service	☐ Grant & Aid Accounts
		☐ Other (Specify)	

E	Purpose	Specify Type/Use	Expenditure	Revenue
	Salaries/Wages		\$0.00	\$0.00
			\$0.00	\$0.00
	Supplies/Materials		\$0.00	\$0.00
			\$0.00	\$0.00
	Equipment		\$0.00	\$0.00
			\$0.00	\$0.00
	Services		\$0.00	\$0.00
			\$0.00	\$0.00
	Other		\$0.00	\$0.00
			\$0.00	\$0.00
	TOTALS		\$ 0.00	\$ 0.00

F**Assumptions used in arriving at fiscal estimate.**

The total cost for 2026 is \$679,363. Total cost for full year is \$1,471,953. Please see attached spreadsheet for details. Cost breakdown is in attached spreadsheet.

G

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

☐ 1-3 Years ☐ 3-5 Years☐ 1-3 Years ☐ 3-5 Years☐ 1-3 Years ☐ 3-5 Years**H****List any costs not included in Sections D and E above.****I****Additional information.****J****This Note** ☐ **Was requested by committee chair.**

Department of Employee Relations
Fiscal Note Spreadsheet

City Service Commission Meeting of June 16, 2026
Finance and Personnel Committee Meeting of June 17, 2026

				NEW COSTS FOR 2026		Current	Proposed				
Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
1	ASSESSOR'S OFFICE	Administrative Services Manager - Assessor	1HX	Administrative Services Manager - Assessor	1KX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047
1	CCCC	Business Operations Manager	1HX	Business Operations Manager	1JX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047
1	CITY ATTORNEY	Business Finance Manager	1IX	Business Finance Manager	1KX	\$111,342	\$108,967	15	N/A Above Recruitment Rate		
1	CITY ATTORNEY	City Attorney Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$115,360	\$116,493	15	\$523	\$73	\$596
1	CITY ATTORNEY	Investigator/Adjustor	2IX	Investigator/Adjustor	2JX	\$70,292	\$72,768	15	\$1,143	\$160	\$1,303
1	CITY ATTORNEY	Investigator/Adjustor	2IX	Investigator/Adjustor	2JX	\$73,103	\$72,768	15	N/A Above Recruitment Rate		
1	CITY TREASURER	Customer Service Specialist	1FX	Customer Services Supervisor	1GX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204
1	CITY TREASURER	Customer Service Specialist	1FX	Customer Services Supervisor	1GX	\$80,948	\$78,859	15	N/A Above Recruitment Rate		
1	CITY TREASURER	Customer Services Manager	1HX	Customer Services Manager	1IX	\$93,674	\$94,793	15	\$516	\$72	\$589
1	CITY TREASURER	Investments and Financial Services Coordinator	2IX	Investments and Financial Services Coordinator	2KX	\$82,733	\$78,859	15	N/A Above Recruitment Rate		
1	CITY TREASURER	Investments and Financial Services Director	1LX	Investments and Financial Services Director	1OX	\$139,868	\$137,485	15	N/A Above Recruitment Rate		
1	CITY TREASURER	Investments and Financial Services Specialist	2IX	Investments and Financial Services Specialist	2JX	\$75,594	\$72,768	15	N/A Above Recruitment Rate		
1	CITY TREASURER	Revenue Collection Manager	1EX	Revenue Collection Supervisor	1FX	\$77,321	\$76,503	15	N/A Above Recruitment Rate		
1	CITY TREASURER	Revenue Collection Specialist	2GN	Revenue Collection Specialist	2IN	\$70,163	\$70,672	15	\$235	\$48	\$283
1	CITY TREASURER	Tax Billing and Collection Manager	1IX	Tax Billing and Collection Manager	1LX	\$101,220	\$116,493	15	\$7,049	\$987	\$8,036
1	CITY TREASURER	Tax Collection and Enforcement Coordinator	1FX	Tax Collection and Enforcement Coordinator	1GX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056
1	COMPTROLLER	Accountant - Lead	2KX	Senior Accountant	2LX	\$84,208	\$86,175	15	\$908	\$127	\$1,035
1	COMPTROLLER	Accounting Manager	1JX	Accounting Manager	1MX	\$109,374	\$124,987	15	\$7,206	\$1,009	\$8,215
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$78,287	\$78,859	15	\$264	\$37	\$301
2	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$77,949	\$78,859	15	\$839	\$117	\$957
4	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$74,951	\$78,859	15	\$7,213	\$1,010	\$8,223
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204
Vacant	1	COMPTROLLER	Accounting Specialist	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204	
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
1	COMPTROLLER	Accounting Supervisor	2KX	Accounting Supervisor	2LX	\$84,208	\$86,175	15	\$908	\$127	\$1,035
1	COMPTROLLER	Accounts Director	1LX	Accounts Director	1OX	\$139,868	\$137,485	15	N/A Above Recruitment Rate		
1	COMPTROLLER	Assistant Accounting Manager	1HX	Assistant Accounting Manager	1KX	\$88,217	\$108,967	15	\$9,577	\$1,341	\$10,917
1	COMPTROLLER	Assistant City Payroll Manager	1HX	Assistant City Payroll Manager	1KX	\$99,431	\$108,967	15	\$4,401	\$616	\$5,018
1	COMPTROLLER	Assistant Grant Fiscal Manager	1HX	Assistant Grant Fiscal Manager	1KX	\$99,431	\$108,967	15	\$4,401	\$616	\$5,018
2	COMPTROLLER	Associate Auditor	2IX	Associate Auditor	2JX	\$70,292	\$72,768	15	\$2,286	\$320	\$2,606
1	COMPTROLLER	Associate Auditor	2IX	Associate Auditor	2JX	\$68,244	\$72,768	15	\$2,088	\$292	\$2,380
1	COMPTROLLER	Audit Manager	1JX	Audit Manager	1MX	\$108,147	\$124,987	15	\$7,772	\$1,088	\$8,860
1	COMPTROLLER	Auditor - Lead	2KX	Senior Auditor - Grant Accounting	2LX	\$84,208	\$86,175	15	\$908	\$127	\$1,035
1	COMPTROLLER	City Payroll Manager	1JX	City Payroll Manager	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170
1	COMPTROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$76,491	\$72,768	15	N/A Above Recruitment Rate		
1	COMPTROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$77,321	\$72,768	15	N/A Above Recruitment Rate		
1	COMPTROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$77,321	\$72,768	15	N/A Above Recruitment Rate		
1	COMPTROLLER	CITY PAYROLL SPECIALIST LEAD	2KX	City Payroll Specialist Lead	2LX	\$82,733	\$86,175	15	\$1,589	\$222	\$1,811
1	COMPTROLLER	Financial Services Director	1LX	Financial Services Director	1OX	\$139,868	\$137,485	15	N/A Above Recruitment Rate		
1	COMPTROLLER	Grants Fiscal Manager	1JX	Grants Fiscal Manager	1MX	\$108,147	\$124,987	15	\$7,772	\$1,088	\$8,860
1	COMPTROLLER	Revenue and Financial Services Manager	1JX	Revenue and Financial Services Manager	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170
1	COMPTROLLER	Senior Auditor	2KX	Senior Auditor	2LX	\$81,000	\$86,175	15	\$2,389	\$334	\$2,723
1	COMPTROLLER	Senior Financial Analyst	2KX	Senior Financial Analyst	2LX	\$84,208	\$86,175	15	\$908	\$127	\$1,035
1	COMPTROLLER	Time Tracking Lead	2KX	Time Tracking Lead	2LX	\$72,616	\$86,175	15	\$6,258	\$876	\$7,134
1	DCD	Accounting Manager - City Development	1HX	Accounting Manager - City Development	1KX	\$93,674	\$108,967	15	\$7,058	\$988	\$8,047
1	DCD	Budget Manager - City Development	1IX	Budget Manager - City Development	1KX	\$111,342	\$108,967	15	N/A Above Recruitment Rate		
1	DCD	DCD Accountant - Lead	2KX	DCD Accountant - Lead	2LX	\$84,670	\$86,175	15	\$695	\$97	\$792
1	DCD	DCD Accountant - Lead	2KX	DCD Accountant - Lead	2LX	\$83,232	\$86,175	15	\$1,358	\$190	\$1,548
1	DCD	DCD Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$111,342	\$116,493	15	\$2,377	\$333	\$2,710
1	DCD	Finance and Administration Manager	1JX	Finance and Administration Manager	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170
1	DCD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$86,268	\$86,175	15	N/A Above Recruitment Rate		
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$69,328	\$72,768	15	\$1,588	\$325	\$1,913
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$65,095	\$72,768	15	\$3,541	\$724	\$4,266
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$64,457	\$72,768	15	\$3,836	\$784	\$4,621
Vacant	1	DCD	Housing Programs Specialist	2JN	\$61,960	\$72,768	15	\$4,988	\$1,020	\$6,009	
1	DCD	Human Resources Analyst	2IX	Human Resources Analyst	2JX	\$77,321	\$72,768	15	N/A Above Recruitment Rate		
1	DCD	Procurement and Compliance Manager	1HX	Procurement and Compliance Manager	1KX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047
1	DCD	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$81,697	\$78,859	15	N/A Above Recruitment Rate		

Vacant	1	DCE	Business Analyst - Senior	2JX	Business Analyst - Senior	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204
	1	DCE	Business Inclusion Program Coordinator	2JX	Business Inclusion Program Coordinator	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	1	DCE	Business Operations Manager	1HX	Business Operations Manager	1JX	\$82,677	\$108,967	15	\$12,134	\$1,699	\$13,832
Vacant	1	DCE	Contract Compliance Officer	2JX	Contract Compliance Officer	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204
	1	DEF COMP	Deferred Compensation Plan Coordinator	2JX	Deferred Compensation Plan Coordinator	2KX	\$79,725	\$78,859	15	N/A Above Recruitment Rate		
	1	DER	Administrative Services Manager	1IX	Administrative Services Manager	1LX	\$110,330	\$116,493	15	\$2,844	\$398	\$3,243
	1	DER	Benefit Systems Analyst	2JX	Benefit Systems Analyst	2KX	\$82,109	\$78,859	15	N/A Above Recruitment Rate		
	1	DER	Benefits and Wellness Supervisor	1HX	Benefits and Wellness Supervisor	1KX	\$88,564	\$108,967	15	\$9,417	\$1,318	\$10,735
	1	DER	Business Finance Manager	1IX	Business Finance Manager	1KX	\$101,220	\$108,967	15	\$3,576	\$501	\$4,076
	1	DER	Business Operations Specialist - Senior	2KX	Business Operations Specialist - Senior	2LX	\$86,009	\$86,175	15	\$76	\$11	\$87
	1	DER	Compensation Analytics Specialist	2JX	Compensation Analytics Specialist	2KX	\$78,509	\$78,859	15	\$161	\$23	\$184
	1	DER	Compensation Analytics Specialist - Lead	2LX	Compensation Analytics Specialist - Lead	2MX	\$95,773	\$94,793	15	N/A Above Recruitment Rate		
	1	DER	Compensation Supervisor	1HX	Compensation Supervisor	1KX	\$93,137	\$108,967	15	\$7,306	\$1,023	\$8,329
	1	DER	Diversity Recruiter	2JX	Diversity Recruiter	2KX	\$88,500	\$78,859	15	N/A Above Recruitment Rate		
	1	DER	Employee Assistance and Resource Coordinator	2LX	Employee Assistance and Resource Coordinator	2MX	\$93,674	\$94,793	15	\$516	\$72	\$589
	1	DER	Finance and Administration Manager	1JX	Finance and Administration Manager	1MX	\$104,997	\$124,987	15	\$9,226	\$1,292	\$10,518
	1	DER	HRIS Auditor	2JN	HRIS Auditor	2KN	\$78,509	\$78,859	15	\$161	\$33	\$194
	1	DER	HRIS Auditor	2JN	HRIS Auditor	2KN	\$84,920	\$78,859	15	N/A Above Recruitment Rate		
	1	DER	HRIS Auditor - Lead	2LX	HRIS Auditor - Lead	2MX	\$92,405	\$94,793	15	\$1,102	\$154	\$1,256
	1	DER	Human Resources Analyst	2IX	Human Resources Analyst	2JX	\$70,292	\$72,768	15	\$1,143	\$160	\$1,303
	1	DER	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$76,450	\$78,859	15	\$1,112	\$156	\$1,267
	2	DER	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$75,212	\$78,859	15	\$3,366	\$471	\$3,837
	1	DER	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$80,948	\$78,859	15	N/A Above Recruitment Rate		
Vacant	2	DER	Human Resources Analyst (ERP)	2IX	Human Resources Analyst (ERP)	2JX	\$68,244	\$72,768	15	\$4,176	\$585	\$4,761
	1	DER	Human Resources Manager	1JX	Compensation Administration Director	1MX	\$120,006	\$124,987	15	\$2,299	\$322	\$2,621
	1	DER	Human Resources Manager	1JX	Staffing Administration Director	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170
	1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,871	\$86,175	15	\$1,063	\$149	\$1,212
	1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,097	\$86,175	15	\$1,421	\$199	\$1,620
	1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$80,198	\$86,175	15	\$2,759	\$386	\$3,145
	1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$101,665	\$86,175	15	N/A Above Recruitment Rate		
	1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$87,865	\$86,175	15	N/A Above Recruitment Rate		
	1	DER	Leave Administration Coordinator	2KX	Leave Administration Coordinator	2LX	\$83,073	\$86,175	15	\$1,432	\$200	\$1,632
	1	DER	Risk Management and Safety Officer	2LX	Risk Management and Safety Officer	2MX	\$88,564	\$94,793	15	\$2,875	\$402	\$3,277
	1	DER	Test Administration Specialist	2IX	Test Administration Specialist	2JX	\$75,441	\$72,768	15	N/A Above Recruitment Rate		
	1	DER	Worker's Compensation Analyst	2JX	Worker's Compensation Analyst	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	1	DER	Worker's Compensation and Safety Manager	1JX	Worker's Compensation and Safety Manager	1MX	\$108,147	\$124,987	15	\$7,772	\$1,088	\$8,860
	1	DER	Worker's Compensation Specialist	1GX	Worker's Compensation Specialist	1HX	\$80,527	\$86,175	15	\$2,607	\$365	\$2,971
	1	DER	Workforce Planning and Certification Supervisor	1HX	Workforce and Certification Supervisor?	1KX	\$89,416	\$108,967	15	\$9,024	\$1,263	\$10,287
	1	DNS	DNS Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$111,342	\$116,493	15	\$2,377	\$333	\$2,710
	1	DNS	Finance and Administration Manager	1JX	Finance and Administration Manager	1MX	\$111,392	\$124,987	15	\$6,275	\$878	\$7,153
	1	DNS	Human Resources Analyst	2IX	Human Resources Analyst	2JX	\$73,806	\$72,768	15	N/A Above Recruitment Rate		
	1	DNS	Human Resources Analyst	2IX	Human Resources Analyst	2JX	\$73,103	\$72,768	15	N/A Above Recruitment Rate		
	1	DOA	Administrative Services Manager	1IX	Administrative Services Manager	1LX	\$115,501	\$116,493	15	\$458	\$64	\$522
	1	DOA	Budget and Fiscal Policy Analyst III	2KX	Budget and Fiscal Policy Analyst III	2LX	\$80,477	\$86,175	15	\$2,630	\$368	\$2,998
	1	DOA	Budget and Fiscal Policy Analyst III	2KX	Budget and Fiscal Policy Analyst III	2LX	\$101,665	\$86,175	15	N/A Above Recruitment Rate		
Vacant	1	DOA	Budget and Fiscal Policy Analyst IV	2LX	Budget and Fiscal Policy Analyst IV	2MX	\$82,677	\$94,793	15	\$5,592	\$783	\$6,374
	1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$101,220	\$108,967	15	\$3,575	\$501	\$4,076
	1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$98,584	\$108,967	15	\$4,792	\$671	\$5,463
	1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$109,318	\$108,967	15	N/A Above Recruitment Rate		
Vacant	1	DOA	Business Analyst - Senior	2JX	Business Analyst - Senior	2KX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056
	1	DOA	Business Finance Officer	2IX	Business Finance Officer	2JX	\$68,244	\$72,768	15	\$2,088	\$292	\$2,380
	1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$90,705	\$86,175	15	N/A Above Recruitment Rate		
	1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$101,665	\$86,175	15	N/A Above Recruitment Rate		
	1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$90,501	\$86,175	15	N/A Above Recruitment Rate		
	1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$88,218	\$86,175	15	N/A Above Recruitment Rate		
	1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$77,200	\$78,859	15	\$765	\$107	\$873
	1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$76,716	\$78,859	15	\$989	\$138	\$1,127
	1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$75,701	\$78,859	15	\$1,457	\$204	\$1,661
Vacant	3	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$74,951	\$78,859	15	\$5,410	\$757	\$6,167
	3	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$72,768	\$78,859	15	\$8,433	\$1,181	\$9,613
	2	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$80,948	\$78,859	15	N/A Above Recruitment Rate		
	1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$79,448	\$78,859	15	N/A Above Recruitment Rate		
	1	DOA	Procurement Manager	1HX	Procurement Manager	1KX	\$90,267	\$108,967	15	\$8,631	\$1,208	\$9,839
	1	DOA	Procurement Specialist	1GX	Procurement Specialist	1HX	\$88,218	\$86,175	15	N/A Above Recruitment Rate		
	2	DOA	Purchasing Agent	2IX	Purchasing Agent	2JX	\$70,292	\$72,768	15	\$2,286	\$320	\$2,606

Vacant	2	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$75,212	\$78,859	15	\$3,366	\$471	\$3,837
	1	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056
	1	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204
	1	DPW-ADMIN	Business Operations Manager	1HX	Business Operations Manager	1JX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047
	1	DPW-ADMIN	Business Operations Manager	1HX	Business Operations Manager	1JX	\$85,158	\$108,967	15	\$10,989	\$1,538	\$12,527
	1	DPW-ADMIN	Contract Compliance Officer	2JX	Contract Compliance Officer	2KX	\$80,948	\$78,859	15	N/A Above Recruitment Rate		
	1	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$82,979	\$86,175	15	\$1,475	\$206	\$1,681
	2	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$80,477	\$86,175	15	\$5,260	\$736	\$5,996
	2	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$79,877	\$86,175	15	\$5,813	\$814	\$6,627
	1	DPW-ADMIN	Leave Administration Coordinator	2KX	Leave Administration Coordinator	2LX	\$80,198	\$86,175	15	\$2,759	\$386	\$3,145
	1	DPW-ADMIN	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$86,172	\$78,859	15	N/A Above Recruitment Rate		
	1	DPW-ADMIN	Management and Accounting Officer	2JX	Management and Accounting Officer	2KX	\$75,212	\$78,859	15	\$1,683	\$236	\$1,919
	1	DPW-ADMIN	Operations Human Resources Administrator	1JX	Human Resources Administration Manager	1LX	\$107,294	\$116,493	15	\$4,246	\$594	\$4,840
	1	DPW-ADMIN	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$75,212	\$78,859	15	\$1,683	\$236	\$1,919
	1	DPW-ADMIN	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204
	1	DPW-ADMIN	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	1	DPW-ADMIN	Safety Supervisor	1GX	Safety Supervisor	1HX	\$87,303	\$86,175	15	N/A Above Recruitment Rate		
	1	DPW-INFRA	Accountant III	2JX	Accountant III	2KX	\$76,450	\$78,859	15	\$1,111	\$156	\$1,267
	1	DPW-INFRA	Accountant III	2JX	Accountant III	2KX	\$75,212	\$78,859	15	\$1,683	\$236	\$1,919
	1	DPW-INFRA	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$87,865	\$86,175	15	N/A Above Recruitment Rate		
	1	DPW-INFRA	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$87,865	\$86,175	15	N/A Above Recruitment Rate		
	1	DPW-INFRA	Business Operations Manager	1HX	Business Operations Manager	1JX	\$85,158	\$108,967	15	\$10,989	\$1,538	\$12,527
	1	DPW-INFRA	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
Vacant	1	DPW-INFRA	Human Resources Representative	2KX	Human Resources Representative	2LX	\$77,551	\$86,175	15	\$3,980	\$557	\$4,538
	1	DPW-INFRA	Infrastructure Human Resources Administrator	1JX	Human Resources Administration Manager	1LX	\$110,330	\$116,493	15	\$2,844	\$398	\$3,243
Vacant	1	DPW-INFRA	Management and Accounting Officer	2JX	Management and Accounting Officer	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204
Reclass	1	DPW-PARK	Accountant III	2JX	Accountant III	2KX	\$79,877	\$78,859	15	N/A Above Recruitment Rate		
	1	DPW-PARK	Transportation Financial Analyst	1HX	Financial Manager	1KX	\$90,691	\$108,967	15	\$8,435	\$1,181	\$9,616
	1	DPW-STREETCAR	Safety Manager	1JX	Safety Manager	1KX	\$111,342	\$108,967	15	N/A Above Recruitment Rate		
	1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$69,954	\$70,672	15	\$332	\$68	\$399
	1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$68,293	\$70,672	15	\$1,098	\$225	\$1,323
	1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$73,756	\$70,672	15	N/A Above Recruitment Rate		
	1	ERS	Disability Specialist - Lead	1HX	Disability Specialist - Lead	1KX	\$96,652	\$108,967	15	\$5,684	\$796	\$6,480
	1	ERS	Disability Specialist - Senior	2KX	Disability Specialist - Senior	2LX	\$83,871	\$86,175	15	\$1,063	\$149	\$1,212
	1	ERS	Disability Specialist - Senior	2KX	Disability Specialist - Senior	2LX	\$79,877	\$86,175	15	\$2,907	\$407	\$3,314
Vacant	1	ERS	ERS Business Operations Analyst	1HX	ERS Business Operations Analyst	1KX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047
	1	ERS	ERS Chief Financial Officer	1LX	ERS Chief Financial Officer	1OX	\$124,987	\$137,486	15	\$5,769	\$808	\$6,576
	1	ERS	ERS Human Resources Administrator	1JX	Human Resources Administration Manager	1LX	\$103,041	\$116,493	15	\$6,209	\$869	\$7,078
	1	ERS	Lead Pension Specialist	1GX	Lead Pension Specialist	1HX	\$87,865	\$86,175	15	N/A Above Recruitment Rate		
	1	ERS	Management Accountant - Senior	2JX	Pension Accounting Specialist	2KX	\$78,699	\$78,859	15	\$74	\$10	\$84
	1	ERS	Management Accountant - Senior	2JX	Pension Accounting Specialist	2KX	\$77,949	\$78,859	15	\$420	\$59	\$478
	1	ERS	Management Accountant - Senior	2JX	Pension Accounting Specialist	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	2	ERS	Pension Accounting Manager	1JX	Pension Accounting Manager	1LX	\$111,342	\$116,493	15	\$4,754	\$666	\$5,420
	1	ERS	Pension Accounting Manager	1JX	Pension Accounting Manager	1LX	\$105,269	\$116,493	15	\$5,180	\$725	\$5,906
	1	ERS	Pension Accounting Specialist	2KX	Pension Services Administrator	2LX	\$95,325	\$86,175	15	N/A Above Recruitment Rate		
	1	ERS	Pension Accounting Specialist	2KX	Pension Services Administrator	2LX	\$87,066	\$86,175	15	N/A Above Recruitment Rate		
	1	ERS	Pension Specialist - Senior	2JX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	1	ERS	Pension Specialist - Senior	2JX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	1	ERS	Pension Specialist - Senior	2JX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	1	ERS	Retirement Plan Manager	1JX	Retirement Plan Manager	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170
	1	FPC	Fire and Police Commission Senior Auditor	2KX	Fire and Police Commission Senior Auditor	2LX	\$85,468	\$86,175	15	\$326	\$46	\$372
	1	FPC	Fire and Police Commission Audit Manager	1JX	Fire and Police Commission Audit Manager	1MX	\$108,147	\$124,988	15	\$7,773	\$1,088	\$8,861
	1	FPC	Fire and Police Commission Auditor	2JX	Fire and Police Commission Auditor	2KX	\$79,310	\$78,859	15	N/A Above Recruitment Rate		
	1	FPC	Fire and Police Commission Auditor	2JX	Fire and Police Commission Auditor	2KX	\$79,310	\$78,859	15	N/A Above Recruitment Rate		
	1	FPC	Fire and Police Commission Compliance Auditor	2MX	Fire and Police Commission Compliance Auditor	2MX	\$89,101	\$90,566	15	\$676	\$95	\$771
Vacant	1	FPC	Fire and Police Commission Investigator	2KX	Fire and Police Commission Investigator	2LX	\$81,475	\$86,175	15	\$2,169	\$304	\$2,473
	1	FPC	Fire and Police Commission Investigator	2KX	Fire and Police Commission Investigator	2LX	\$77,551	\$86,175	15	\$3,980	\$557	\$4,538
	1	FPC	Fire and Police Commission Staffing Services Manager	1JX	Fire and Police Commission Staffing Services Manager	1MX	\$118,962	\$124,987	15	\$2,781	\$389	\$3,170
	1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$85,922	\$86,175	15	\$117	\$16	\$133
	1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$88,218	\$86,175	15	N/A Above Recruitment Rate		
	1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$88,218	\$86,175	15	N/A Above Recruitment Rate		
	1	FPC	Position Control Specialist	2JN	Position Control Specialist	2KN	\$78,509	\$78,859	15	\$161	\$33	\$194
	1	FPC	Recruiter	2JX	Recruiter	2KX	\$76,450	\$78,859	15	\$1,111	\$156	\$1,267
	1	FPC	Recruiter	2JX	Recruiter	2KX	\$75,701	\$78,859	15	\$1,457	\$204	\$1,661
	1	FPC	Test Administration Coordinator	2GN	Test Administration Coordinator	2IN	\$68,293	\$70,672	15	\$1,098	\$225	\$1,323
Reclass	1	MHD	Accounting Coordinator II	2EN	Finance Specialist	2JX	\$62,529	\$72,768	15	\$4,726	\$662	\$5,387

Repurp	2	MHD	Accounting Coordinator II	2EN	Finance Specialist	2JX	\$58,438	\$72,768	15	\$13,228	\$1,852	\$15,080
	1	MHD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$80,764	\$86,175	15	\$2,497	\$350	\$2,847
	1	MHD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$79,877	\$86,175	15	\$2,907	\$407	\$3,314
	1	MHD	Health Budget and Administration Manager	1IX	Finance and Administration Manager	1MX	\$111,342	\$124,987	15	\$6,297	\$882	\$7,179
	1	MHD	Health Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$111,342	\$116,493	15	\$2,377	\$333	\$2,710
Reclass	1	MHD	Human Resources Assistant	5JN	Health Payroll Specialist	2JN	\$64,096	\$72,769	15	\$4,003	\$819	\$4,822
Reclass	1	MHD	Human Resources Assistant	2IX	Human Resources Representative	2JN	\$67,941	\$86,175	15	\$8,416	\$1,721	\$10,136
	1	MHD	Human Resources Representative	2KX	Human Resources Representative	2LX	\$87,865	\$86,175	15	N/A Above Recruitment Rate		
	1	MHD	Human Resources Supervisor	1HX	Human Resources Supervisor	1KX	\$92,700	\$108,967	15	\$7,508	\$1,051	\$8,559
	1	MHD	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$79,448	\$78,859	15	N/A Above Recruitment Rate		
	1	MPL	Business Finance Manager	1IX	Business Finance Manager	1KX	\$111,342	\$108,967	15	N/A Above Recruitment Rate		
	1	MPL	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,871	\$86,175	15	\$1,063	\$149	\$1,212
	1	MPL	Library Business Analyst	2JX	Library Business Analyst	2KX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056
	1	MPL	Library Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$106,000	\$116,493	15	\$4,843	\$678	\$5,521
	1	MPL	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$83,000	\$78,859	15	N/A Above Recruitment Rate		
	1	MPL	Procurement and Compliance Manager	1HX	Procurement and Compliance Manager	1KX	\$93,674	\$108,967	15	\$7,059	\$988	\$8,047
	1	MPL	Procurement Specialist	1GX	Procurement Specialist	1HX	\$87,066	\$86,175	15	N/A Above Recruitment Rate		
Reclass	1	MUNICIPAL COURT	Court Business Manager	1HX	Court Financial Operations Manager	1MX	\$93,600	\$124,988	15	\$14,487	\$2,028	\$16,515
Vacant	2	MWW	Accountant III	2JX	Accountant III	2KX	\$72,768	\$78,859	15	\$5,622	\$787	\$6,409
	1	MWW	Accountant III	2JX	Accountant III	2KX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	1	MWW	Human Resources Representative	2KX	Human Resources Representative	2LX	\$77,551	\$86,175	15	\$3,980	\$557	\$4,538
	1	MWW	Water Accounting Manager	1IX	Water Accounting Manager	1KX	\$101,220	\$108,967	15	\$3,576	\$501	\$4,076
	1	MWW	Water Billing and Collections Manager	1HX	Water Billing and Collections Manager	1IX	\$93,674	\$94,793	15	\$516	\$72	\$589
	1	MWW	Water Business Operations Manager	1IX	Water Business Operations Manager	1KX	\$101,220	\$108,967	15	\$3,575	\$501	\$4,076
	1	MWW	Water Claims Specialist	2IX	Water Claims Specialist	2JX	\$70,994	\$72,768	15	\$819	\$115	\$933
	1	MWW	Water Customer Service Manager	1HX	Water Customer Service Manager	1IX	\$90,691	\$94,793	15	\$1,893	\$265	\$2,158
	1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056
	1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$82,447	\$78,859	15	N/A Above Recruitment Rate		
	1	MWW	Water Financial Manager	1JX	Water Financial Manager	1MX	\$112,473	\$124,987	15	\$5,776	\$809	\$6,584
	1	MWW	Water Payroll Specialist	2IN	Water Payroll Specialist	2JN	\$67,091	\$72,768	15	\$2,620	\$536	\$3,156
	1	MWW	Water Works Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$101,220	\$116,493	15	\$7,049	\$987	\$8,036
	1	PORT	Finance Specialist	2IX	Finance Specialist	2JX	\$74,951	\$72,768	15	N/A Above Recruitment Rate		
	1	PORT	Port Finance and Administration Officer	1IX	Port Finance and Administration Officer	1LX	\$98,272	\$116,493	15	\$8,410	\$1,177	\$9,587
Underfill		Underfill	Associate Auditor	2IX	Associate Auditor	2JX	\$68,244	\$72,768	15	N/A Underfill Title		
Underfill		Underfill	Business Analyst	2IX	Business Analyst	2JX	\$68,244	\$72,768	15	N/A Underfill Title		
Underfill		Underfill	Safety Specialist	2IX	Safety Specialist	2JX	\$68,244	\$72,768	15	N/A Underfill Title		
Vacant	1	DOA - ITMD	ITMD Administrative Assistant	6KN	Administrative Assistant III	5IN	\$50,387	\$57,620	15	\$3,338	\$683	\$4,021
Retitle	1	DOA - CDGA	Continuum of Care Specialist	2GX	Technical Communications Specialist	2GX	\$69,002	\$66,992	15	N/A Title change only		
Reclass	1	DCD	Housing Programs Manager	1IX	Housing Programs Manager	1KX	\$117,533	\$129,286	15	\$5,425	\$759	\$6,184
Reclass	1	MHD	Data and Evaluation Coordinator	2KX	Information Systems Project Coordinator	2LX	\$81,151	\$89,266	15	\$3,745	\$524	\$4,270
Vacant	1	MHD	Public Health Nurse 3	2IN	Nurse Practitioner	2OX	\$78,021	\$99,897	15	\$10,097	\$1,414	\$11,510
249										593,928	85,434	\$679,363

Assume effective date is Pay Period 15, 2026 (July 5, 2026) unless otherwise indicated.
Note: Totals may not be to the exact dollar due to rounding.

				NEW COSTS FOR FULL YEAR		Current Annual	Proposed Annual	EffPP	Costs	Rollup	Rollup+ Sal
Pos.	Dept	From	PR	To	PR						
1	ASSESSOR'S OFFICE	Administrative Services Manager - Assessor	1HX	Administrative Services Manager - Assessor	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	CCCC	Business Operations Manager	1HX	Business Operations Manager	1IX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	CITY ATTORNEY	Business Finance Manager	1IX	Business Finance Manager	1KX	\$111,342	\$108,967	1	N/A Above Recruitment Rate		
1	CITY ATTORNEY	City Attorney Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$115,360	\$116,493	1	\$1,133	\$159	\$1,291
1	CITY ATTORNEY	Investigator/Adjustor	2IX	Investigator/Adjustor	2JX	\$70,292	\$72,768	1	\$2,477	\$347	\$2,824
1	CITY ATTORNEY	Investigator/Adjustor	2IX	Investigator/Adjustor	2JX	\$73,103	\$72,768	1	N/A Above Recruitment Rate		
1	CITY TREASURER	Customer Service Specialist	1FX	Customer Services Supervisor	1GX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	CITY TREASURER	Customer Service Specialist	1FX	Customer Services Supervisor	1GX	\$80,948	\$78,859	1	N/A Above Recruitment Rate		
1	CITY TREASURER	Customer Services Manager	1HX	Customer Services Manager	1IX	\$93,674	\$94,793	1	\$1,119	\$157	\$1,276
1	CITY TREASURER	Investments and Financial Services Coordinator	2JX	Investments and Financial Services Coordinator	2KX	\$82,733	\$78,859	1	N/A Above Recruitment Rate		
1	CITY TREASURER	Investments and Financial Services Director	1LX	Investments and Financial Services Director	1OX	\$139,868	\$137,485	1	N/A Above Recruitment Rate		
1	CITY TREASURER	Investments and Financial Services Specialist	2IX	Investments and Financial Services Specialist	2JX	\$75,594	\$72,768	1	N/A Above Recruitment Rate		
1	CITY TREASURER	Revenue Collection Manager	1EX	Revenue Collection Supervisor	1FX	\$77,321	\$76,503	1	N/A Above Recruitment Rate		
1	CITY TREASURER	Revenue Collection Specialist	2GN	Revenue Collection Specialist	2IN	\$70,163	\$70,672	1	\$509	\$104	\$613
1	CITY TREASURER	Tax Billing and Collection Manager	1IX	Tax Billing and Collection Manager	1LX	\$101,220	\$116,493	1	\$15,273	\$2,138	\$17,411
1	CITY TREASURER	Tax Collection and Enforcement Coordinator	1FX	Tax Collection and Enforcement Coordinator	1GX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454
1	COMPTROLLER	Accountant - Lead	2KX	Senior Accountant	2LX	\$84,208	\$86,175	1	\$1,967	\$275	\$2,243
1	COMPTROLLER	Accounting Manager	1JX	Accounting Manager	1MX	\$109,374	\$124,987	1	\$15,613	\$2,186	\$17,799

1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$78,287	\$78,859	1	\$572	\$80	\$652
2	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$77,949	\$78,859	1	\$1,818	\$255	\$2,073
4	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$74,951	\$78,859	1	\$15,629	\$2,188	\$17,817
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	COMPTROLLER	Accounting Specialist	2JX	Accounting Specialist	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	COMPTROLLER	Accounting Supervisor	2KX	Accounting Supervisor	2LX	\$84,208	\$86,175	1	\$1,967	\$275	\$2,243
1	COMPTROLLER	Accounts Director	1LX	Accounts Director	1OX	\$139,868	\$137,485	1	N/A Above Recruitment Rate		
1	COMPTROLLER	Assistant Accounting Manager	1HX	Assistant Accounting Manager	1KX	\$88,217	\$108,967	1	\$20,750	\$2,905	\$23,654
1	COMPTROLLER	Assistant City Payroll Manager	1HX	Assistant City Payroll Manager	1KX	\$99,431	\$108,967	1	\$9,536	\$1,335	\$10,871
1	COMPTROLLER	Assistant Grant Fiscal Manager	1HX	Assistant Grant Fiscal Manager	1KX	\$99,431	\$108,967	1	\$9,536	\$1,335	\$10,871
2	COMPTROLLER	Associate Auditor	2IX	Associate Auditor	2JX	\$70,292	\$72,768	1	\$4,954	\$693	\$5,647
1	COMPTROLLER	Associate Auditor	2IX	Associate Auditor	2JX	\$68,244	\$72,768	1	\$4,524	\$633	\$5,157
1	COMPTROLLER	Audit Manager	1JX	Audit Manager	1MX	\$108,147	\$124,987	1	\$16,840	\$2,358	\$19,198
1	COMPTROLLER	Auditor - Lead	2KX	Senior Auditor - Grant Accounting	2LX	\$84,208	\$86,175	1	\$1,967	\$275	\$2,243
1	COMPTROLLER	City Payroll Manager	1JX	City Payroll Manager	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868
1	COMPTROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$76,491	\$72,768	1	N/A Above Recruitment Rate		
1	COMPTROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$77,321	\$72,768	1	N/A Above Recruitment Rate		
1	COMPTROLLER	City Payroll Specialist	2IN	City Payroll Specialist	2JN	\$77,321	\$72,768	1	N/A Above Recruitment Rate		
1	COMPTROLLER	CITY PAYROLL SPECIALIST LEAD	2KX	City Payroll Specialist Lead	2LX	\$82,733	\$86,175	1	\$3,442	\$482	\$3,924
1	COMPTROLLER	Financial Services Director	1LX	Financial Services Director	1OX	\$139,868	\$137,485	1	N/A Above Recruitment Rate		
1	COMPTROLLER	Grants Fiscal Manager	1JX	Grants Fiscal Manager	1MX	\$108,147	\$124,987	1	\$16,840	\$2,358	\$19,198
1	COMPTROLLER	Revenue and Financial Services Manager	1JX	Revenue and Financial Services Manager	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868
1	COMPTROLLER	Senior Auditor	2KX	Senior Auditor	2LX	\$81,000	\$86,175	1	\$5,175	\$725	\$5,900
1	COMPTROLLER	Senior Financial Analyst	2KX	Senior Financial Analyst	2LX	\$84,208	\$86,175	1	\$1,967	\$275	\$2,243
1	COMPTROLLER	Time Tracking Lead	2KX	Time Tracking Lead	2LX	\$72,616	\$86,175	1	\$13,559	\$1,898	\$15,457
1	DCD	Accounting Manager - City Development	1HX	Accounting Manager - City Development	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	DCD	Budget Manager - City Development	1IX	Budget Manager - City Development	1KX	\$111,342	\$108,967	1	N/A Above Recruitment Rate		
1	DCD	DCD Accountant - Lead	2KX	DCD Accountant - Lead	2LX	\$84,670	\$86,175	1	\$1,505	\$211	\$1,716
1	DCD	DCD Accountant - Lead	2KX	DCD Accountant - Lead	2LX	\$83,232	\$86,175	1	\$2,943	\$412	\$3,355
1	DCD	DCD Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$111,342	\$116,493	1	\$5,151	\$721	\$5,872
1	DCD	Finance and Administration Manager	1JX	Finance and Administration Manager	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868
1	DCD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$86,268	\$86,175	1	N/A Above Recruitment Rate		
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$69,328	\$72,768	1	\$3,440	\$704	\$4,144
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$65,095	\$72,768	1	\$7,673	\$1,569	\$9,242
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$64,457	\$72,768	1	\$8,311	\$1,700	\$10,011
1	DCD	Housing Programs Specialist	2EN	Housing Programs Specialist	2JN	\$61,960	\$72,768	1	\$10,808	\$2,210	\$13,018
1	DCD	Human Resources Analyst	2IX	Human Resources Analyst	2JX	\$77,321	\$72,768	1	N/A Above Recruitment Rate		
1	DCD	Procurement and Compliance Manager	1HX	Procurement and Compliance Manager	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	DCD	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$81,697	\$78,859	1	N/A Above Recruitment Rate		
1	DCE	Business Analyst - Senior	2JX	Business Analyst - Senior	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DCE	Business Inclusion Program Coordinator	2JX	Business Inclusion Program Coordinator	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	DCE	Business Operations Manager	1HX	Business Operations Manager	1JX	\$82,677	\$108,967	1	\$26,290	\$3,681	\$29,970
1	DCE	Contract Compliance Officer	2JX	Contract Compliance Officer	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DEF COMP	Deferred Compensation Plan Coordinator	2JX	Deferred Compensation Plan Coordinator	2KX	\$79,725	\$78,859	1	N/A Above Recruitment Rate		
1	DER	Administrative Services Manager	1IX	Administrative Services Manager	1LX	\$110,330	\$116,493	1	\$6,163	\$863	\$7,026
1	DER	Benefit Systems Analyst	2JX	Benefit Systems Analyst	2KX	\$82,109	\$78,859	1	N/A Above Recruitment Rate		
1	DER	Benefits and Wellness Supervisor	1HX	Benefits and Wellness Supervisor	1KX	\$88,564	\$108,967	1	\$20,403	\$2,856	\$23,259
1	DER	Business Finance Manager	1IX	Business Finance Manager	1KX	\$101,220	\$108,967	1	\$7,747	\$1,085	\$8,831
1	DER	Business Operations Specialist - Senior	2KX	Business Operations Specialist - Senior	2LX	\$86,009	\$86,175	1	\$166	\$23	\$189
1	DER	Compensation Analytics Specialist	2JX	Compensation Analytics Specialist	2KX	\$78,509	\$78,859	1	\$349	\$49	\$398
1	DER	Compensation Analytics Specialist - Lead	2LX	Compensation Analytics Specialist - Lead	2MX	\$95,773	\$94,793	1	N/A Above Recruitment Rate		
1	DER	Compensation Supervisor	1HX	Compensation Supervisor	1KX	\$93,137	\$108,967	1	\$15,830	\$2,216	\$18,046
1	DER	Diversity Recruiter	2JX	Diversity Recruiter	2KX	\$88,500	\$78,859	1	N/A Above Recruitment Rate		
1	DER	Employee Assistance and Resource Coordinator	2LX	Employee Assistance and Resource Coordinator	2MX	\$93,674	\$94,793	1	\$1,119	\$157	\$1,276
1	DER	Finance and Administration Manager	1JX	Finance and Administration Manager	1MX	\$104,997	\$124,987	1	\$19,990	\$2,799	\$22,788
1	DER	HRIS Auditor	2JN	HRIS Auditor	2KN	\$78,509	\$78,859	1	\$349	\$71	\$421
1	DER	HRIS Auditor	2JN	HRIS Auditor	2KN	\$84,920	\$78,859	1	N/A Above Recruitment Rate		
1	DER	HRIS Auditor - Lead	2LX	HRIS Auditor - Lead	2MX	\$92,405	\$94,793	1	\$2,387	\$334	\$2,722
1	DER	Human Resources Analyst	2IX	Human Resources Analyst	2JX	\$70,292	\$72,768	1	\$2,477	\$347	\$2,824
1	DER	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$76,450	\$78,859	1	\$2,408	\$337	\$2,746
2	DER	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$75,212	\$78,859	1	\$7,293	\$1,021	\$8,314
1	DER	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$80,948	\$78,859	1	N/A Above Recruitment Rate		
2	DER	Human Resources Analyst (ERP)	2IX	Human Resources Analyst (ERP)	2JX	\$68,244	\$72,768	1	\$9,048	\$1,267	\$10,315
1	DER	Human Resources Manager	1JX	Compensation Administration Director	1MX	\$120,006	\$124,987	1	\$4,981	\$697	\$5,678

1	DER	Human Resources Manager	1JX	Staffing Administration Director	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868
1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,871	\$86,175	1	\$2,304	\$323	\$2,626
1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,097	\$86,175	1	\$3,078	\$431	\$3,509
1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$80,198	\$86,175	1	\$5,977	\$837	\$6,814
1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$101,665	\$86,175	1	N/A Above Recruitment Rate		
1	DER	Human Resources Representative	2KX	Human Resources Representative	2LX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	DER	Leave Administration Coordinator	2KX	Leave Administration Coordinator	2LX	\$83,073	\$86,175	1	\$3,102	\$434	\$3,537
1	DER	Risk Management and Safety Officer	2LX	Risk Management and Safety Officer	2MX	\$88,564	\$94,793	1	\$6,228	\$872	\$7,100
1	DER	Test Administration Specialist	2IX	Test Administration Specialist	2JX	\$75,441	\$72,768	1	N/A Above Recruitment Rate		
1	DER	Worker's Compensation Analyst	2JX	Worker's Compensation Analyst	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	DER	Worker's Compensation and Safety Manager	1JX	Worker's Compensation and Safety Manager	1MX	\$108,147	\$124,987	1	\$16,840	\$2,358	\$19,198
1	DER	Worker's Compensation Specialist	1GX	Worker's Compensation Specialist	1HX	\$80,527	\$86,175	1	\$5,648	\$791	\$6,438
1	DER	Workforce Planning and Certification Supervisor	1HX	Workforce and Certification Supervisor?	1KX	\$89,416	\$108,967	1	\$19,551	\$2,737	\$22,289
1	DNS	DNS Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$111,342	\$116,493	1	\$5,151	\$721	\$5,872
1	DNS	Finance and Administration Manager	1JX	Finance and Administration Manager	1MX	\$111,392	\$124,987	1	\$13,595	\$1,903	\$15,498
1	DNS	Human Resources Analyst	2IX	Human Resources Analyst	2JX	\$73,806	\$72,768	1	N/A Above Recruitment Rate		
1	DNS	Human Resources Analyst	2IX	Human Resources Analyst	2JX	\$73,103	\$72,768	1	N/A Above Recruitment Rate		
1	DOA	Administrative Services Manager	1IX	Administrative Services Manager	1LX	\$115,501	\$116,493	1	\$992	\$139	\$1,131
1	DOA	Budget and Fiscal Policy Analyst III	2KX	Budget and Fiscal Policy Analyst III	2LX	\$80,477	\$86,175	1	\$5,698	\$798	\$6,496
1	DOA	Budget and Fiscal Policy Analyst III	2KX	Budget and Fiscal Policy Analyst III	2LX	\$101,665	\$86,175	1	N/A Above Recruitment Rate		
1	DOA	Budget and Fiscal Policy Analyst IV	2LX	Budget and Fiscal Policy Analyst IV	2MX	\$82,677	\$94,793	1	\$12,115	\$1,696	\$13,811
1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$101,220	\$108,967	1	\$7,747	\$1,085	\$8,831
1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$98,584	\$108,967	1	\$10,383	\$1,454	\$11,836
1	DOA	Budget and Fiscal Policy Manager	2MX	Budget and Fiscal Policy Manager	2OX	\$109,318	\$108,967	1	N/A Above Recruitment Rate		
1	DOA	Business Analyst - Senior	2JX	Business Analyst - Senior	2KX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454
1	DOA	Business Finance Officer	2IX	Business Finance Officer	2JX	\$68,244	\$72,768	1	\$4,524	\$633	\$5,157
1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$90,705	\$86,175	1	N/A Above Recruitment Rate		
1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$101,665	\$86,175	1	N/A Above Recruitment Rate		
1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$90,501	\$86,175	1	N/A Above Recruitment Rate		
1	DOA	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$88,218	\$86,175	1	N/A Above Recruitment Rate		
1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$77,200	\$78,859	1	\$1,659	\$232	\$1,891
1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$76,716	\$78,859	1	\$2,142	\$300	\$2,442
1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$75,701	\$78,859	1	\$3,158	\$442	\$3,600
3	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$74,951	\$78,859	1	\$11,722	\$1,641	\$13,363
3	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$72,768	\$78,859	1	\$18,271	\$2,558	\$20,829
2	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$80,948	\$78,859	1	N/A Above Recruitment Rate		
1	DOA	Grant Monitor	2JX	Grant Monitor	2KX	\$79,448	\$78,859	1	N/A Above Recruitment Rate		
1	DOA	Procurement Manager	1HX	Procurement Manager	1KX	\$90,267	\$108,967	1	\$18,700	\$2,618	\$21,318
1	DOA	Procurement Specialist	1GX	Procurement Specialist	1HX	\$88,218	\$86,175	1	N/A Above Recruitment Rate		
2	DOA	Purchasing Agent	2IX	Purchasing Agent	2JX	\$70,292	\$72,768	1	\$4,954	\$693	\$5,647
2	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$75,212	\$78,859	1	\$7,293	\$1,021	\$8,314
1	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454
1	DOA	Purchasing Agent - Senior	2JX	Purchasing Agent - Senior	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DPW-ADMIN	Business Operations Manager	1HX	Business Operations Manager	1JX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	DPW-ADMIN	Business Operations Manager	1HX	Business Operations Manager	1JX	\$85,158	\$108,967	1	\$23,809	\$3,333	\$27,142
1	DPW-ADMIN	Contract Compliance Officer	2JX	Contract Compliance Officer	2KX	\$80,948	\$78,859	1	N/A Above Recruitment Rate		
1	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$82,979	\$86,175	1	\$3,196	\$447	\$3,643
2	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$80,477	\$86,175	1	\$11,396	\$1,596	\$12,992
2	DPW-ADMIN	Human Resources Representative	2KX	Human Resources Representative	2LX	\$79,877	\$86,175	1	\$12,596	\$1,763	\$14,359
1	DPW-ADMIN	Leave Administration Coordinator	2KX	Leave Administration Coordinator	2LX	\$80,198	\$86,175	1	\$5,977	\$837	\$6,814
1	DPW-ADMIN	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$86,172	\$78,859	1	N/A Above Recruitment Rate		
1	DPW-ADMIN	Management and Accounting Officer	2JX	Management and Accounting Officer	2KX	\$75,212	\$78,859	1	\$3,646	\$511	\$4,157
1	DPW-ADMIN	Operations Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$107,294	\$116,493	1	\$9,199	\$1,288	\$10,487
1	DPW-ADMIN	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$75,212	\$78,859	1	\$3,646	\$511	\$4,157
1	DPW-ADMIN	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DPW-ADMIN	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	DPW-ADMIN	Safety Supervisor	1GX	Safety Supervisor	1HX	\$87,303	\$86,175	1	N/A Above Recruitment Rate		
1	DPW-INFRA	Accountant III	2JX	Accountant III	2KX	\$76,450	\$78,859	1	\$2,408	\$337	\$2,745
1	DPW-INFRA	Accountant III	2JX	Accountant III	2KX	\$75,212	\$78,859	1	\$3,646	\$511	\$4,157
1	DPW-INFRA	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	DPW-INFRA	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	DPW-INFRA	Business Operations Manager	1HX	Business Operations Manager	1JX	\$85,158	\$108,967	1	\$23,809	\$3,333	\$27,142
1	DPW-INFRA	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	DPW-INFRA	Human Resources Representative	2KX	Human Resources Representative	2LX	\$77,551	\$86,175	1	\$8,624	\$1,207	\$9,832
1	DPW-INFRA	Infrastructure Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$110,330	\$116,493	1	\$6,163	\$863	\$7,026

1	DPW-INFRA	Management and Accounting Officer	2JX	Management and Accounting Officer	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DPW-PARK	Accountant III	2JX	Accountant III	2KX	\$79,877	\$78,859	1	N/A Above Recruitment Rate		
1	DPW-PARK	Transportation Financial Analyst	1HX	Financial Manager	1KX	\$90,691	\$108,967	1	\$18,276	\$2,559	\$20,835
1	DPW-STREETCAR	Safety Manager	1IX	Safety Manager	1KX	\$111,342	\$108,967	1	N/A Above Recruitment Rate		
1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$69,954	\$70,672	1	\$718	\$147	\$865
1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$68,293	\$70,672	1	\$2,380	\$487	\$2,866
1	ERS	Benefit Services Coordinator	2GN	Benefit Services Coordinator	2IN	\$73,756	\$70,672	1	N/A Above Recruitment Rate		
1	ERS	Disability Specialist - Lead	1HX	Disability Specialist - Lead	1KX	\$96,652	\$108,967	1	\$12,315	\$1,724	\$14,040
1	ERS	Disability Specialist - Senior	2KX	Disability Specialist - Senior	2LX	\$83,871	\$86,175	1	\$2,304	\$323	\$2,626
1	ERS	Disability Specialist - Senior	2KX	Disability Specialist - Senior	2LX	\$79,877	\$86,175	1	\$6,298	\$882	\$7,179
1	ERS	ERS Business Operations Analyst	1HX	ERS Business Operations Analyst	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	ERS	ERS Chief Financial Officer	1LX	ERS Chief Financial Officer	1OX	\$124,987	\$137,486	1	\$12,499	\$1,750	\$14,248
1	ERS	ERS Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$103,041	\$116,493	1	\$13,452	\$1,883	\$15,335
1	ERS	Lead Pension Specialist	1GX	Lead Pension Specialist	1HX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	ERS	Management Accountant - Senior	2JX	Pension Accounting Specialist	2KX	\$78,699	\$78,859	1	\$160	\$22	\$182
1	ERS	Management Accountant - Senior	2JX	Pension Accounting Specialist	2KX	\$77,949	\$78,859	1	\$909	\$127	\$1,036
1	ERS	Management Accountant - Senior	2JX	Pension Accounting Specialist	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
2	ERS	Pension Accounting Manager	1IX	Pension Accounting Manager	1LX	\$111,342	\$116,493	1	\$10,301	\$1,442	\$11,743
1	ERS	Pension Accounting Manager	1IX	Pension Accounting Manager	1LX	\$105,269	\$116,493	1	\$11,224	\$1,571	\$12,795
1	ERS	Pension Accounting Specialist	2KX	Pension Services Administrator	2LX	\$95,325	\$86,175	1	N/A Above Recruitment Rate		
1	ERS	Pension Accounting Specialist	2KX	Pension Services Administrator	2LX	\$87,066	\$86,175	1	N/A Above Recruitment Rate		
1	ERS	Pension Specialist - Senior	2JX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	ERS	Pension Specialist - Senior	2JX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	ERS	Pension Specialist - Senior	2JX	Pension Specialist - Senior	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	ERS	Retirement Plan Manager	1JX	Retirement Plan Manager	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868
1	FPC	Fire and Police Commission Senior Auditor	2KX	Fire and Police Commission Senior Auditor	2LX	\$85,468	\$86,175	1	\$707	\$99	\$806
1	FPC	Fire and Police Commission Audit Manager	1JX	Fire and Police Commission Audit Manager	1MX	\$108,147	\$124,988	1	\$16,841	\$2,358	\$19,198
1	FPC	Fire and Police Commission Auditor	2JX	Fire and Police Commission Auditor	2KX	\$79,310	\$78,859	1	N/A Above Recruitment Rate		
1	FPC	Fire and Police Commission Auditor	2JX	Fire and Police Commission Auditor	2KX	\$79,310	\$78,859	1	N/A Above Recruitment Rate		
1	FPC	Fire and Police Commission Compliance Auditor	2MX	Fire and Police Commission Compliance Auditor	2MX	\$89,101	\$90,566	1	\$1,465	\$205	\$1,670
1	FPC	Fire and Police Commission Investigator	2KX	Fire and Police Commission Investigator	2LX	\$81,475	\$86,175	1	\$4,700	\$658	\$5,358
1	FPC	Fire and Police Commission Investigator	2KX	Fire and Police Commission Investigator	2LX	\$77,551	\$86,175	1	\$8,624	\$1,207	\$9,832
1	FPC	Fire and Police Commission Staffing Services Manager	1JX	Fire and Police Commission Staffing Services Manager	1MX	\$118,962	\$124,987	1	\$6,025	\$843	\$6,868
1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$85,922	\$86,175	1	\$253	\$35	\$288
1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$88,218	\$86,175	1	N/A Above Recruitment Rate		
1	FPC	Human Resources Representative	2KX	Human Resources Representative	2LX	\$88,218	\$86,175	1	N/A Above Recruitment Rate		
1	FPC	Position Control Specialist	2JN	Position Control Specialist	2KN	\$78,509	\$78,859	1	\$349	\$71	\$421
1	FPC	Recruiter	2JX	Recruiter	2KX	\$76,450	\$78,859	1	\$2,408	\$337	\$2,745
1	FPC	Recruiter	2JX	Recruiter	2KX	\$75,701	\$78,859	1	\$3,158	\$442	\$3,600
1	FPC	Test Administration Coordinator	2GN	Test Administration Coordinator	2IN	\$68,293	\$70,672	1	\$2,380	\$487	\$2,866
1	MHD	Accounting Coordinator II	2EN	Finance Specialist	2JX	\$62,529	\$72,768	1	\$10,239	\$1,434	\$11,673
2	MHD	Accounting Coordinator II	2EN	Finance Specialist	2JX	\$58,438	\$72,768	1	\$28,661	\$4,012	\$32,673
1	MHD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$80,764	\$86,175	1	\$5,411	\$758	\$6,169
1	MHD	Grant Budget Specialist	2KX	Grant Budget Specialist	2LX	\$79,877	\$86,175	1	\$6,298	\$882	\$7,179
1	MHD	Health Budget and Administration Manager	1IX	Finance and Administration Manager	1MX	\$111,342	\$124,987	1	\$13,645	\$1,910	\$15,555
1	MHD	Health Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$111,342	\$116,493	1	\$5,151	\$721	\$5,872
1	MHD	Human Resources Assistant	5JN	Health Payroll Specialist	2JN	\$64,096	\$72,769	1	\$8,674	\$1,774	\$10,447
1	MHD	Human Resources Assistant	2IX	Human Resources Representative	2JN	\$67,941	\$86,175	1	\$18,234	\$3,729	\$21,962
1	MHD	Human Resources Representative	2KX	Human Resources Representative	2LX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	MHD	Human Resources Supervisor	1HX	Human Resources Supervisor	1KX	\$92,700	\$108,967	1	\$16,267	\$2,277	\$18,544
1	MHD	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$79,448	\$78,859	1	N/A Above Recruitment Rate		
1	MPL	Business Finance Manager	1IX	Business Finance Manager	1KX	\$111,342	\$108,967	1	N/A Above Recruitment Rate		
1	MPL	Human Resources Representative	2KX	Human Resources Representative	2LX	\$83,871	\$86,175	1	\$2,304	\$323	\$2,626
1	MPL	Library Business Analyst	2JX	Library Business Analyst	2KX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454
1	MPL	Library Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$106,000	\$116,493	1	\$10,493	\$1,469	\$11,962
1	MPL	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$83,000	\$78,859	1	N/A Above Recruitment Rate		
1	MPL	Procurement and Compliance Manager	1HX	Procurement and Compliance Manager	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	MPL	Procurement Specialist	1GX	Procurement Specialist	1HX	\$87,066	\$86,175	1	N/A Above Recruitment Rate		
1	MUNICIPAL COURT	Court Business Manager	1HX	Court Financial Operations Manager	1MX	\$93,600	\$124,988	1	\$31,388	\$4,394	\$35,782
2	MWW	Accountant III	2JX	Accountant III	2KX	\$72,768	\$78,859	1	\$12,180	\$1,705	\$13,886
1	MWW	Accountant III	2JX	Accountant III	2KX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	MWW	Human Resources Representative	2KX	Human Resources Representative	2LX	\$77,551	\$86,175	1	\$8,624	\$1,207	\$9,832
1	MWW	Water Accounting Manager	1IX	Water Accounting Manager	1KX	\$101,220	\$108,967	1	\$7,747	\$1,085	\$8,831
1	MWW	Water Billing and Collections Manager	1HX	Water Billing and Collections Manager	1IX	\$93,674	\$94,793	1	\$1,119	\$157	\$1,276
1	MWW	Water Business Operations Manager	1IX	Water Business Operations Manager	1KX	\$101,220	\$108,967	1	\$7,747	\$1,085	\$8,831
1	MWW	Water Claims Specialist	2IX	Water Claims Specialist	2JX	\$70,994	\$72,768	1	\$1,774	\$248	\$2,022

1	MWW	Water Customer Service Manager	1HX	Water Customer Service Manager	1IX	\$90,691	\$94,793	1	\$4,101	\$574	\$4,676
1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454
1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	MWW	Water Customer Services Supervisor	1FX	Water Customer Services Supervisor	1GX	\$82,447	\$78,859	1	N/A Above Recruitment Rate		
1	MWW	Water Financial Manager	1JX	Water Financial Manager	1MX	\$112,473	\$124,987	1	\$12,514	\$1,752	\$14,266
1	MWW	Water Payroll Specialist	2IN	Water Payroll Specialist	2JN	\$67,091	\$72,768	1	\$5,677	\$1,161	\$6,838
1	MWW	Water Works Human Resources Administrator	1IX	Human Resources Administration Manager	1LX	\$101,220	\$116,493	1	\$15,273	\$2,138	\$17,411
1	PORT	Finance Specialist	2IX	Finance Specialist	2JX	\$74,951	\$72,768	1	N/A Above Recruitment Rate		
1	PORT	Port Finance and Administration Officer	1IX	Port Finance and Administration Officer	1LX	\$98,272	\$116,493	1	\$18,221	\$2,551	\$20,772
	Underfill	Associate Auditor	2IX	Associate Auditor	2JX	\$68,244	\$72,768	1	N/A Underfill Title		
	Underfill	Business Analyst	2IX	Business Analyst	2JX	\$68,244	\$72,768	1	N/A Underfill Title		
	Underfill	Safety Specialist	2IX	Safety Specialist	2JX	\$68,244	\$72,768	1	N/A Underfill Title		
1	DOA - ITMD	ITMD Administrative Assistant	6KN	Administrative Assistant III	5IN	\$50,387	\$57,620	1	\$7,233	\$1,479	\$8,712
1	DOA - CDGA	Continuum of Care Specialist	2GX	Technical Communications Specialist	2GX	\$69,002	\$66,992	1	N/A Title change only		
1	DCD	Housing Programs Manager	1JX	Housing Programs Manager	1KX	\$117,533	\$129,286	1	\$11,753	\$1,645	\$13,399
1	MHD	Data and Evaluation Coordinator	2KX	Information Systems Project Coordinator	2LX	\$81,151	\$89,266	1	\$8,115	\$1,136	\$9,251
1	MHD	Public Health Nurse 3	2IN	Nurse Practitioner	2OX	\$78,021	\$99,897	1	\$21,876	\$3,063	\$24,939
249									1,286,845	185,108	\$1,471,953

Note: Totals may not be to the exact dollar due to rounding.