



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. 251280 – Communication from the Department of Employee Relations relating to classification studies scheduled for the June 18, 2026 Fire and Police Commission Meeting.

Dear Committee Members:

The following classifications and pay recommendations are scheduled to be heard at the Fire and Police Commission meeting on June 18, 2026.

Department of Emergency Communication

Current	Recommendation
Emergency Communications Supervisor PR 2MN (\$80,098 - \$115,501) FN: Minimum Rate \$91,465 (17 Positions)	Emergency Communications Supervisor PR 2MN (\$80,098 - \$115,501) FN: Minimum Rate \$91,465 FN: 5% incentive for one EC Supervisor assigned as Shift Lead on each shift. (17 Positions)
Emergency Communications Officer V PR 5NN (\$72,112 – \$92,843) FN: Minimum Rate \$73,555 (Three Vacant Positions)	Emergency Communications Records Analyst -Senior PR 2JX (\$66,154 - \$95,390) FN: Minimum Rate \$72,768 (One Position)
	Emergency Communications Operations Analyst - Senior PR 2JX (\$66,154 - \$95,390) FN: Minimum Rate \$72,768 (One Position)
Emergency Communications Project Manager PR 1LX (\$96,998 - \$139,868) FN: Minimum Rate \$108,099 (One Position)	Emergency Communications Project Manager PR 2PX (\$96,998 - \$139,868) FN: Minimum Rate \$108,099 (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	1IX: \$85,366 - \$123,106 Recruit Rate: \$104,997	N/A	1MX: \$103,384 - \$149,086 Recruit Rate: \$124,987
Audit Manager One Position - Comptroller	1IX: \$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	1IX: \$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	1IX: \$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	1IX: \$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	1IX: \$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	1IX: \$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	1IX: \$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	1IX: \$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	1IX: \$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	1IX: \$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	1IX: \$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	1IX: \$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	1IX: \$80,098 - \$115,501	N/A	1LX: \$96,998 - \$139,868

Three Positions – ERS	Recruit Rate: \$98,272		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	1HX: \$75,162 - \$108,380	N/A	1KX: \$91,006 - \$131,235

One Position – DER	Recruit Rate: \$82,677		Recruit Rate: \$108,967
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*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*	2KX: \$70,501 - \$101,665 Recruit Rate: \$77,551	N/A	2LX: \$75,162 - \$108,380 Recruit Rate: \$86,175

Three Positions – DPW-Admin One Position – DPW-Infra Two Positions – DPW-Ops One Position – MWW			
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	2JN: \$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	2EN: \$48,079 - \$69,328	N/A	2JN: \$66,154 - \$95,390

Three Positions - DCD	Recruit Rate: \$61,960		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

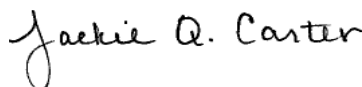
Pay Range 2IN (\$62,041 - \$89,760)

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

Fire and Police Commission Meeting: June 18, 2026

Department of Emergency Communication

Current	Recommendation
Emergency Communications Supervisor PR 2MN (\$80,098 - \$115,501) FN: Minimum Rate \$91,465 (17 Positions)	Emergency Communications Supervisor PR 2MN (\$80,098 - \$115,501) FN: Minimum Rate \$91,465 FN: 5% incentive for one EC Supervisor assigned as Shift Lead on each shift. (17 Positions)
Emergency Communications Officer V PR 5NN (\$72,112 – \$92,843) FN: Minimum Rate \$73,555 (Three Vacant Positions)	Emergency Communications Records Analyst -Senior PR 2JX (\$66,154 - \$95,390) FN: Minimum Rate \$72,768 (One Position)
	Emergency Communications Operations Analyst - Senior PR 2JX (\$66,154 - \$95,390) FN: Minimum Rate \$72,768 (One Position)
Emergency Communications Project Manager PR 1LX (\$96,998 - \$139,868) FN: Minimum Rate \$108,099 (One Position)	Emergency Communications Project Manager PR 2PX (\$96,998 - \$139,868) FN: Minimum Rate \$108,099 (One Position)

Note: Residents receive a 4% Resident Incentive Allowance.

Department of Emergency Communication Director Tony Bueno has requested the creation of an assignment incentive for Emergency Communications Supervisors designated as the shift lead for each of the department's three shifts.

Current	Recommendation
Emergency Communications Supervisor PR 2MN (\$80,098 - \$115,501) FN: Minimum Rate \$91,465 (17 Positions)	Emergency Communications Supervisor PR 2MN (\$80,098 - \$115,501) FN: Minimum Rate \$91,465 FN: 5% incentive for one EC Supervisor assigned as Shift Lead on each shift. (17 Positions)

Under the Emergency Communications Manager in charge of Operations, the Emergency Communication Supervisor designated as the shift lead oversees assigned DEC shift operations. Responsibilities include supervising all assigned personnel, and handling scheduling, policy and procedure compliance and implementation, communications operations, and supporting systems and software. These include CAD, Radio, Telephony, Call Recording and Playback software, Quality Assurance, Training, Emergency Management Systems, etc.

Supervising assigned personnel resources includes monitoring and directing dispatch of Police/Fire/EMS field personnel, city personnel, and outside agencies; receiving and reviewing concerns, problems and complaints from citizens and other emergency services personnel regarding specific incidents and/or personnel and forwarding to

upper management; logging and reporting equipment malfunctions; compiling statistics; clarifying agency policies and procedures for employees, other agencies and the public.

The shift lead is responsible for investigations resulting from intradepartmental complaints of operational concerns, and minor policy violations.

Key differences in scope and level of responsibilities of the Managers, Supervisors-Shift Lead and Supervisor include the following:

Responsibility Area	Emergency Communications Manager-Operation Focus	Emergency Communications Supervisor – Shift Lead	Emergency Communications Supervisor
Organizational Scope	Entire Emergency Communications Center (all shifts)	Assigned shift	Assigned work area/floor operations
Primary Focus	Strategic leadership and division-wide performance	Shift command and personnel management	Real-time operational supervision
Policy Development	Develops, approves, and implements policy	Enforces policy and recommends changes	Ensures compliance with policy
Operational Authority	Division-wide authority	Final authority during assigned shift	Supervises day-to-day floor operations
Employee Supervision	Supervises Lead Shift Supervisors	Supervises Supervisors and ECO staff indirectly	Directly supervises operational personnel
Investigations	Oversees significant investigations	Conducts investigations and fact-finding	Provides information and documentation

Based upon the level of responsibility that will be held by the Emergency Communications Supervisors designated as Shift leads, this communication recommends adding a 5% for a Supervisor completing this assignment as well as one additional Emergency Communications Supervisor for each of the three shifts.

Two New Analyst – Senior Titles

Department of Emergency Communication Director Tony Bueno has requested the creation of two new analyst titles. One analyst will focus on fulfilling open records requests and managing department records. A second analyst will manage the end-to-end payroll and workforce scheduling processes for the department's 24/7 public safety operation.

These responsibilities are currently performed by Emergency Communication Supervisors. The intent is to centralize and make uniform this administrative process and allow Supervisors to focus on public safety communications. The recommendation is to repurpose four vacant Emergency Communications Officer Vs to create the two analyst titles in order for the change to be budget neutral.

The job descriptions for these two new Analyst-Senior titles were compared to the level and scope of responsibilities of the Emergency Communications Human Resources Analyst-Senior.

The Emergency Communications Human Resources Analyst – Senior performs a full range of professional duties relating to human resources and payroll functions for the Department of Emergency Communications (DEC). This position assists the Human Resources Administrator and assumes the duties and responsibilities of that position in their absence. Responsibilities include:

Human Resources/Administration/Employment:

- Counsels staff members on employment, education, training, and advancement opportunities; answers supervisors' and employees' questions regarding work rules, policies and procedures, and employment law and other human resources/personnel functions
- Provides clarification to staff on salary and benefits to staff
- Under the direction of the Emergency Communications Human Resources Administrator, establishes and maintains practices, policies, and other documents related to human resources/personnel functions, and the department as assigned
- Assists the Human Resources Administrator with employee disciplinary matters
- Tracks vacant positions and enters requests to fill in JobAps and the position budget
- Prepares necessary city, state and federal reports
- Updates job descriptions and other forms required by the department, Finance and Personnel Committee, Fire and Police Commission, and/or Employee Relations.
- Requests new examinations as needed; works with appropriate parties for developing announcement sheets, exams, and hiring from eligibility lists
- Working with the Human Resources Administrator and respective managers – prepares related interview questions and interview panels;
- Conducts interviews with applicants for positions
- Arranges interviews with supervisors and checks references and background of applicants
- Consults with supervisors regarding selection and implements resulting decisions
- Collaborates and assists with New Employee Onboarding, orientation and other related activities.

Administrative Support/ Teamwork:

- Sets up and manages files, compliance and recordkeeping reports
- Provides back-up support to the DEC Financial Services Assistant and Administrative Support Specialist
- Works collaboratively with all DEC administrative support positions
- Stands in for the Human Resources Administrator as a representative for committees, council, panels, and other responsibilities.

Payroll/Benefits/Records and Reports Management:

- Audits and reconciles time entry on a biweekly basis for DEC employees in accordance with applicable rules and policies
- Completes time adjustments for payroll errors, corrections, and separation payouts
- Provides support to employees regarding time entry processing, new hire onboarding, benefit communications and enrollments, and tuition reimbursement.
- Assists with necessary reports, tax forms, wage requests, leave of absences and tracking, and employee database maintenance
- Responds to employee's benefit and payroll inquiries; and administer the City's Sick Leave Control Incentive Program (SLCIP).

Emergency Communications Officer V PR 5NN (\$72,112 – \$92,843) FN: Minimum Rate \$73,555 (Two Vacant Positions)	Emergency Communications Records Analyst -Senior PR 2JX (\$66,154 - \$95,390) FN: Minimum Rate \$72,768 (One Position)
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The Emergency Communications Records Analyst - Senior is responsible for managing and fulfilling records and public records requests in compliance with Wisconsin Open Records Law. This position ensures timely and accurate processing of requests for all types of files, including audio recordings, incident reports, and electronic communications. The role involves coordinating responses to internal and external investigations, maintaining confidentiality, and tracking all requests and related activities.

Records Management and Compliance

- Manage all department records to include public, medical, training, quality assurance, payroll, human resources and others

- Serve as the primary contact for the records management of department, public, and/or other department areas; this includes utilizing appropriate technology as applicable.
- Review completed requests for accuracy. Coordinate with specialty area as needed.
- Create and update administrative records, schedules, and procedures.
- Coordinate data collection to fulfill records requests closely with representatives from across the department and city as needed.
- Establish and maintain a file system, including master files and inventory lists.
- Host training or provide advisory services for staff regarding records retention, coordinating with MFD/MPD and City of Milwaukee record-keeping officials.
- Ensure compliance with City records management directives, including archiving and destroying records.
- Coordinate annual review of procedures, policies, and records within the department.
- Audit records to ensure compliance with retention and destruction policies.
- Implement secure storage and disposal procedures for confidential information.
- Manage electronic records systems, ensuring accurate indexing and retrieval.
- Troubleshoot records management software issues and coordinate with IT.
- Ensure confidentiality and data security standards are upheld.
- Stay updated on changes to Wisconsin Open Records Law, records and related regulations.
- Implement quality control measures to minimize errors and ensure compliance.

Public Records Request Processing

- Process and fulfill requests for audio, CAD reports, incident documentation, and electronic communications.
- Review and redact sensitive information in accordance with Wisconsin Open Records Law and departmental policy.
- Provide status updates to the public, attorneys, and law enforcement.
- Ensure timely completion of all requests and adherence to deadlines.
- Serve as the primary point of contact for public inquiries regarding records access.
- Provide guidance to requestors on procedures, timelines, and applicable fees.
- Review completed requests for accuracy, redactions and completeness before release.

Investigations and Legal Coordination

- Coordinate with department and external agencies to gather records and information for investigations.
- Coordinate with internal departments and external agencies to gather information and records for investigations.
- Respond to internal and external investigative inquiries.
- Collaborate with legal counsel on complex or sensitive requests.
- Coordinate internal policies for subpoenas and legal holds.
- Act as the designated contact for subpoenas and legal holds.

Reporting and Data Analysis

- Prepare reports and summaries on request volumes, turnaround times, compliance, or any other needed metrics.
- Compile statistical data on public records requests.
- Prepare monthly or quarterly reports for leadership and governing bodies.
- Monitor and report on records compliance to department leadership and the City Records Officer.

Training and Guidance

- Provide training and guidance to staff on records procedures.
- Assist with policy development and updates.
- Provide updates related to records management.
- Conduct training sessions on retention, confidentiality, and compliance.
- Develop educational materials for internal and external stakeholders.
- Support quality assurance reviews of records handling processes.

Perform related work, special projects, all other assigned duties; respond to emergency or broad-impact events; provide support to other administrative positions.

Based upon comparability in level and scope of responsibility to the Human Resources Analyst-Senior, the recommendation is to classify this new position as Emergency Communications Records Analyst-Senior in Pay Range 2JX (\$66,154 - \$95,390 with recruitment at \$72,768).

Emergency Communications Officer V PR 5NN (\$72,112 – \$92,843) FN: Minimum Rate \$73,555 (One Vacant Position)	Emergency Communications Operations Analyst -Senior PR 2JX (\$66,154 - \$95,390) FN: Minimum Rate \$72,768 (One Position)
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The Emergency Communications Operations Analyst - Senior manages end-to-end payroll and workforce scheduling processes for a 24/7 public safety communications center. This role centralizes operation duties ensuring accurate time capture, proper pay code application, leave administration, and coordinated communication with Payroll and Human Resources staff or other applicable stakeholders. The Analyst is responsible for maintaining attendance and scheduling records, generating payroll documentation, performing reconciliations and audits, and supporting operational staffing needs while upholding City policies, FLSA requirements, and applicable federal/state laws with confidentiality and security.

Operations Payroll

- Time Capture & Coding: Collect, verify, and enter employee hours; apply appropriate pay codes (regular, overtime, holiday, shift differential, premium/incentive, callback/call-in, training, acting/step-up, on-call, standby, comp time, etc.).
- Compliance & Accuracy: Ensure payroll is processed in accordance with FLSA, Wisconsin labor laws, City and department policies and procedures; and research and resolve discrepancies.
- Reconciliation & Audit: Reconcile timekeeping and payroll outputs; conduct periodic audits; prepare corrective actions and adjustments; maintain audit trails.
- Documentation: Prepare payroll reports, approvals, and supporting documentation; respond to finance, HR, and audit inquiries; maintain secure records per retention requirements.
- System Operations: Serve as a functional lead for timekeeping/payroll systems (e.g., UKG/Kronos, Workday, PeopleSoft, TeleStaff/Vector Scheduling, or equivalent); test updates, troubleshoot issues, and collaborate with IT.

Operations Scheduling & Staffing

- Roster Management: Build and maintain schedules for a 24/7 operation; manage shifts, rotations, minimum staffing, meal/rest breaks, and backfill coverage, seniority.
- Overtime & Assignments: Administer overtime processes (fair distribution and tracking); manage shift trades and swaps consistent with policy.
- Bid Processes: Coordinate shift and vacation bid cycles; apply seniority rules; publish schedules and changes timely.
- Operational Coordination: Work closely with supervisors to align staffing with demand (events, weather, emergencies, training), and proactively communicate impacts.
- Records Security: Protect sensitive employee information; uphold confidentiality standards and data governance requirements.
- Employee Support: Research and answer questions related to timekeeping, pay codes, leave balances, W-2/T4 support via Payroll/Finance, and scheduling processes; ensure timely, professional communication.

Operations Attendance & Leave Administration

- Leaves: Track, document, and communicate FMLA; coordinate with HR on eligibility, notices, and certification; monitor interplay with paid/unpaid leave, workers' compensation, and ADA interactive process as appropriate.
- Absences & Time Off: Administer sick, vacation, personal, bereavement, jury duty, military leave, and other paid/unpaid time in accordance with City policy.

- Attendance Tracker: Maintain attendance records, occurrences, and trends; generate reports for supervisory review; support progressive discipline processes with accurate data and documentation.

Reporting, Analytics, Controls

- Metrics & Data: Produce routine and ad hoc reports related to work.
- Budget Interface: Collaborate with department finance and HR on payroll cost projections, staffing impacts, and reconciliations.
- Process Improvement/Quality Assurance: Recommend and implement process standardization and controls; audits or quality assurance reviews such as but not limited to FMLA, time usage, payroll, scheduling, return to work documents. Draft/update SOPs, quick guides, and training materials for supervisors and staff.

Compliance & Confidentiality

- Policy Adherence: Maintain compliance with City policies, and state/federal regulations.
- Records Security: Protect sensitive employee information; uphold confidentiality standards and data governance requirements.
- Liaison: Acts as a point of contact and subject matter expert for inquiries, investigations, and research and prepares reports, audits/quality assurance as needed.

Training & Guidance

- Provide training and guidance to staff related procedures.
- Assist with policy/procedure development and updates.
- Provide updates related to records management.
- Develop educational materials for internal and external stakeholders.
- Support quality assurance reviews of related processes.

Perform related work, special projects, all other assigned duties; respond to emergency or broad-impact events; provide support to other administrative positions.

Based upon comparability in level and scope of responsibility to the Human Resources Analyst-Senior, the recommendation is to classify this new position as Emergency Communications Operations Analyst-Senior in Pay Range 2JX (\$66,154 - \$95,390 with recruitment at \$72,768).

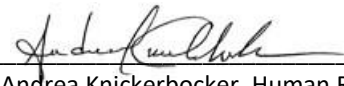
Emergency Communications Project Manager PR 1LX (\$96,998 - \$139,868) FN: Minimum Rate \$108,099 (One Position)	Emergency Communications Project Manager PR 2PX (\$96,998 - \$139,868) FN: Minimum Rate \$108,099 (One Position)
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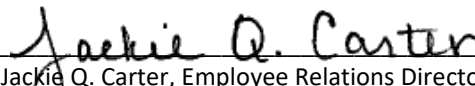
Under the direction of the Emergency Communications Director, the Emergency Communications Project Manager manages development and implementation of public safety projects. Projects may vary in size and complexity and require the project manager to assess project management methodologies and resources needed to successfully complete these initiatives. This position works with Public Safety stakeholders to identify and define project requirements, scope and objectives, and provides support to system integration staff throughout the entire process while ensuring adherence to project budgets and schedules.

The current pay range of 1LX is typically reserved for titles with direct reports. As this title does not include supervisory responsibilities, the recommendation is to change the designation to pay range 2PX which will reflect the title as a professional. This change in pay range designation does not impact the title's rate of pay.

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



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

Fire and Police Commission Meeting: June 18, 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 – DNS	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

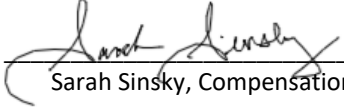
Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Transportation Financial Analyst One Position	1HX: \$75,162 - \$108,380 Recruit Rate: \$82,677	Financial Manager	1KX: \$91,006 - \$131,235 Recruit Rate: \$108,967

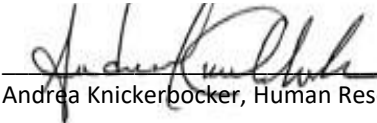
This position has evolved in not only duties and responsibilities, but the complexities of duties performed. The Parking Operations Unit, in which this position resides, is an enterprise fund with great financial/funding responsibility to the overall city budget. This position also provides financial 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.

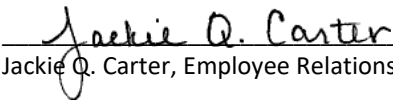
Based off the duties and responsibilities, this position would now be comparable to the Budget Manager – City Development in DCD, the Water Accounting Manager in MWW, and the Business Finance Manager classification across the city. As such, this report recommends reclassifying one position of Transportation 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	251280	☒ Original	☐ Substitute
	Subject	Communication from the Department of Employee Relations regarding the costs of classification reports to be heard at the Fire and Police Commission on June 18, 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 \$30,170. Total cost for full year is \$65,369.
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

Fire and Police Commission Meeting of June 18, 2026
Finance and Personnel Committee Meeting of June 17, 2026

NEW COSTS FOR 2026												
Pos.	Dept	From	PR	To	PR	Current Annual	Proposed Annual	EffPP	Costs	Rollup	Rollup+ Sal	
1	DEC	Emergency Communications Finance Manager	11X	Emergency Communications Finance Manager	11X	\$101,220	\$116,493	15	\$7,049	\$987	\$8,036	
1	DEC	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$72,768	\$78,859	15	\$2,811	\$394	\$3,204	
1	DEC	Emergency Comm Human Resources Analyst - Senior	2JX	Emergency Comm Human Resources Analyst - Senior	2KX	\$75,212	\$78,859	15	\$1,683	\$236	\$1,919	
1	FIRE	Accounting Specialist	2JX	Accounting Specialist	2KX	\$75,441	\$78,859	15	\$1,578	\$221	\$1,798	
1	FIRE	Business Finance Manager	11X	Business Finance Manager	1KX	\$111,342	\$108,967	15	N/A Above Recruitment Rate			
1	FIRE	Fire Compliance Officer	2KX	Fire Compliance Officer	2LX	\$87,865	\$86,175	15	N/A Above Recruitment Rate			
1	FIRE	Fire Health and Safety Manager	2MX	Fire Health and Safety Manager	2OX	\$107,161	\$108,967	15	\$833	\$117	\$950	
1	FIRE	Fire Human Resources Administrator	11X	Human Resources Administration Manager	11X	\$111,342	\$116,493	15	\$2,377	\$333	\$2,710	
1	FIRE	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$74,951	\$78,859	15	\$1,803	\$252	\$2,056	
1	DEC	Emergency Comm Human Resources Administrator	11X	Human Resources Administration Manager	11X	\$108,380	\$116,493	15	\$3,744	\$524	\$4,269	
1	MPD	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$82,813	\$86,175	15	\$1,552	\$217	\$1,769	
1	MPD	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$87,066	\$86,175	15	N/A Above Recruitment Rate			
1	MPD	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$82,000	\$86,175	15	\$1,927	\$270	\$2,197	
2	MPD	Human Resources Representative	2KX	Human Resources Representative	2LX	\$79,877	\$86,175	15	\$5,813	\$814	\$6,627	
1	MPD	Human Resources Representative	2KX	Human Resources Representative	2LX	\$87,865	\$86,175	15	N/A Above Recruitment Rate			
1	MPD	Human Resources Supervisor	1HX	Human Resources Supervisor	1KX	\$93,674	\$108,967	15	\$7,058	\$988	\$8,047	
1	MPD	MPD Safety Division Manager	11X	MPD Safety Division Manager	1KX	\$101,220	\$108,967	15	\$3,575	\$501	\$4,076	
1	MPD	Police Budget and Administration Manager	1JX	Finance and Administration Manager	1MX	\$113,465	\$124,987	15	\$5,318	\$745	\$6,062	
1	MPD	Police Human Resources Administrator	11X	Human Resources Administration Manager	11X	\$98,272	\$116,493	15	\$8,410	\$1,177	\$9,587	
1	MPD	Police Payroll Supervisor	1GX	Police Payroll Supervisor	1HX	\$87,865	\$86,175	15	N/A Above Recruitment Rate			
2	MPD	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$72,768	\$78,859	15	\$5,622	\$787	\$6,409	
3	DEC	Emergency Communications Supervisor	2MN	Emergency Communications Supervisor (3 positions w/ 5% shift lead)	2MN	\$91,465	\$96,038	15	\$6,332	\$1,295	\$7,627	
14	DEC	Emergency Communications Supervisor	2MN	Emergency Communications Supervisor	2MN	\$91,465	\$91,465	15	\$0	\$0	\$0	
3	DEC	Emergency Communications Officer V	5NN	Emergency Communications Records Analyst -Senior*	2JX	\$110,333	\$95,390	15	(\$20,690)	(\$2,897)	(\$23,586)	
				Emergency Communications Operations Analyst - Senior*	2JX	\$110,333	\$95,390	15	(\$20,690)	(\$2,897)	(\$23,586)	
1	DEC	Emergency Communications Project Manager	1LX	Emergency Communications Project Manager	2PX	\$119,136	\$108,099	15	N/A Above Recruitment Rate			
44									26,107	4,063	\$30,170	

Assume effective date is Pay Period 15, 2026 (July 5, 2026) unless otherwise indicated.

* Estimates assume incumbents are over the minimum recruitment rate of pay

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

NEW COSTS FOR FULL YEAR					Current	Proposed					
Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
1	DEC	Emergency Communications Finance Manager	11X	Emergency Communications Finance Manager	11X	\$101,220	\$116,493	1	\$15,273	\$2,138	\$17,411
1	DEC	Management Accountant - Senior	2JX	Management Accountant - Senior	2KX	\$72,768	\$78,859	1	\$6,090	\$853	\$6,943
1	DEC	Emergency Comm Human Resources Analyst - Senior	2JX	Emergency Comm Human Resources Analyst - Senior	2KX	\$75,212	\$78,859	1	\$3,646	\$511	\$4,157
1	FIRE	Accounting Specialist	2JX	Accounting Specialist	2KX	\$75,441	\$78,859	1	\$3,418	\$479	\$3,896
1	FIRE	Business Finance Manager	11X	Business Finance Manager	1KX	\$111,342	\$108,967	1	N/A Above Recruitment Rate		
1	FIRE	Fire Compliance Officer	2KX	Fire Compliance Officer	2LX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	FIRE	Fire Health and Safety Manager	2MX	Fire Health and Safety Manager	2OX	\$107,161	\$108,967	1	\$1,806	\$253	\$2,058
1	FIRE	Fire Human Resources Administrator	11X	Human Resources Administration Manager	11X	\$111,342	\$116,493	1	\$5,151	\$721	\$5,872
1	FIRE	Human Resources Analyst - Senior	2JX	Human Resources Analyst - Senior	2KX	\$74,951	\$78,859	1	\$3,907	\$547	\$4,454
1	DEC	Emergency Comm Human Resources Administrator	11X	Human Resources Administration Manager	11X	\$108,380	\$116,493	1	\$8,113	\$1,136	\$9,249
1	MPD	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$82,813	\$86,175	1	\$3,362	\$471	\$3,833
1	MPD	Accounting and Grant Specialist	2KX	Accounting and Grant Specialist	2LX	\$87,066	\$86,175	1	N/A Above Recruitment Rate		
1	MPD	Grant Compliance Manager	2KX	Grant Compliance Manager	2LX	\$82,000	\$86,175	1	\$4,175	\$585	\$4,760
2	MPD	Human Resources Representative	2KX	Human Resources Representative	2LX	\$79,877	\$86,175	1	\$12,596	\$1,763	\$14,359
1	MPD	Human Resources Representative	2KX	Human Resources Representative	2LX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
1	MPD	Human Resources Supervisor	1HX	Human Resources Supervisor	1KX	\$93,674	\$108,967	1	\$15,293	\$2,141	\$17,434
1	MPD	MPD Safety Division Manager	11X	MPD Safety Division Manager	1KX	\$101,220	\$108,967	1	\$7,747	\$1,085	\$8,831
1	MPD	Police Budget and Administration Manager	1JX	Finance and Administration Manager	1MX	\$113,465	\$124,987	1	\$11,522	\$1,613	\$13,135
1	MPD	Police Human Resources Administrator	11X	Human Resources Administration Manager	11X	\$98,272	\$116,493	1	\$18,221	\$2,551	\$20,772
1	MPD	Police Payroll Supervisor	1GX	Police Payroll Supervisor	1HX	\$87,865	\$86,175	1	N/A Above Recruitment Rate		
2	MPD	Safety Specialist - Senior	2JX	Safety Specialist - Senior	2KX	\$72,768	\$78,859	1	\$12,180	\$1,705	\$13,886
3	DEC	Emergency Communications Supervisor	2MN	Emergency Communications Supervisor (3 positions w/ 5% shift lead)	2MN	\$91,465	\$96,038	1	\$13,720	\$2,806	\$16,525
14	DEC	Emergency Communications Supervisor	2MN	Emergency Communications Supervisor	2MN	\$91,465	\$91,465	1	\$0	\$0	\$0
3	DEC	Emergency Communications Officer V	5NN	Emergency Communications Records Analyst -Senior*	2JX	\$110,333	\$95,390	1	(\$44,827)	(\$6,276)	(\$51,103)
				Emergency Communications Operations Analyst - Senior*	2JX	\$110,333	\$95,390	1	(\$44,827)	(\$6,276)	(\$51,103)
1	DEC	Emergency Communications Project Manager	1LX	Emergency Communications Project Manager	2PX	\$119,136	\$108,099	1	N/A Above Recruitment Rate		
44									56,565	8,804	\$65,369

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