



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

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Employee Benefits Director

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Labor Negotiator

June 27, 2018

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

Re: Common Council File #180482

Dear Committee Members:

This file recommends amending the Salary Ordinance to authorize the appointment of Ms. Tamara Johnson to the position of Early Childhood Program Director in Pay Range 2JX (\$62,338 - \$87,270) at the annual rate of \$99,500. The amendment to the Salary Ordinance would also permit Ms. Johnson to receive pay progression per the appropriate provisions of the Salary Ordinance and Guidelines developed by the Department of Employee Relations.

The Early Childhood Program Director was created in conjunction with the 2018 budget as part of implementing the recommendations of the Early Education Task Force. This task force was appointed by Common Council President Ashanti Hamilton for the purpose of improving development and educational opportunities for young children in Milwaukee. The position is expected to provide citywide coordination, development, and improvement of early childhood educational opportunities within Milwaukee's four Promise Zones. In this capacity the position will work with a community advisory council to seek improvements through policy change, legislative initiatives, stakeholder and program coordination, and increased communication with parents.

The Library Director has identified Ms. Tamara Johnson as the ideal candidate for this new position. According to Ms. Kiely, Ms. Johnson has the professional training, executive experience and personal traits needed to be successful as well as the passion, commitment, and integrity needed to build this new initiative and achieve its goals. As a "start-up," Ms. Johnson will be responsible for building the office from scratch including its advisory board, operations, staffing, strategy, and collaborations. She will serve as the public face of early education and will work with a multitude of constituents to achieve the goals of the office.

As the current Executive Director of Malaika Early Learning Center, Ms. Johnson leads a staff of up to 30 people; collaborates with community leaders, elected officials, and families; and reviews financial compliance and student assessments. In her previous position of District Parent Involvement Coordinator at Milwaukee Public Schools (MPS), she served as the key contact for parent involvement, created family/community strategic plans, and implemented trainings. Johnson's experience and talent will ensure the successful creation of the OEI which will lead to improving resources and opportunities for the children of Milwaukee.

In order to attract this candidate, the Library has requested authority to match her current salary of \$99,500. This compensation level is outside of Pay Range 2JX with a maximum rate of pay of \$87,270. Given the fact that this individual will be establishing the foundation, structure, and evaluation benchmarks for this new initiative and recognizing the fact that this position will function with a great deal



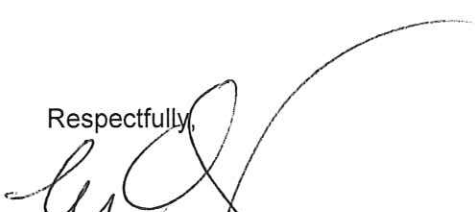
of independence, we concur with the request to allow the MPL to match her current salary and allow pay progression per applicable provisions of the Salary Ordinance and Guidelines developed and administered by the Department of Employee Relations.

Under Pay Range 2JX, add the following footnote and designation to the title of "Early Childhood Program Director":

EARLY CHILDHOOD PROGRAM DIRECTOR (2) (7)

(7) Appointment of Tamara Johnson to be at the rate of \$3,826.93 biweekly (\$99,500.18). Eligibility for pay progression, when applicable, shall be based on rates consistent with Pay Range 1IX. Position to be reviewed for classification purposes when vacated.

Respectfully,


Maria Monteagudo
Employee Relations Director

