

CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS



Maria Monteagudo
Department of Employee Relations
City of Milwaukee
200 E Wells St, Room 706

December 5, 2018

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 181329 – Communication from the Department of Employee Relations relative to recruitment flexibility for the title of Health Personnel Officer

Dear Committee Members:

This communication requests an amendment to the 2019 Salary Ordinance to allow recruitment at any rate in the pay range for the position of Health Personnel Officer in Pay Range 2HX (\$54,865 - \$76,806). This position manages and administers human resource functions for the Milwaukee Health Department (MHD) and, as part of its leadership team, advises the Commissioner of Health and other senior-level management on personnel-related issues.

It is vital that this personnel position, in particular, is filled with a well-qualified individual with top-level professional experience who can apply critical thinking in making broad strategic decisions that impact every program and service that MHD offers. The department contains a diverse staff of 250 at different career levels that have very different personnel needs; and with grants funding nearly 60% of operations, there is much fluidity. The incumbent of this position must be able to abide by the City's complex governmental system and in a well-observed department with high consequence of error.

The Health Department has had difficulty as of late recruiting for their leadership team due to low salary levels. Recruitment flexibility is deemed necessary to appoint the most qualified candidate for this important role. We therefore recommend that a footnote be added to this title that allows appointment anywhere in the range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

Action Required – Effective Pay Period 1, 2019 (December 30, 2018)

Under Pay Range 2HX

Add the (5) designation to the title of "Health Personnel Officer".

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "M. Monteagudo".

Maria Monteagudo
Employee Relations Director