



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Molly King
Employee Benefits Director

Nicole Fleck
Labor Negotiator

Fire and Police Commission Meeting: June 5, 2025

Fire Department

Fire Captain PR 4JN (857) FN: Appointed at the 4th step (One Position)	Fire Contract Administrator PR 4JN (857) FN: Appointed at the 4 th step (One Position)
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Labor Negotiator Nicole Fleck has requested the creation of a 'Fire Contract Administrator' in the Milwaukee Fire Department. The request is consistent with the provisions of the latest agreement between the City of Milwaukee and the Milwaukee Professional Fire Fighters' Association Local #215, IAFF, AFL-CIO.

Article 46 of the agreement specifies that the Union may designate one member of the bargaining unit to perform contract administrator duties. As the incumbent of this position is to be chosen by Local #215, this job study recommends that this title be exempt from competitive process.

Further, the contract specifies that effective Pay Period 1, 2023, the designated member, if holding a rank lower than that of Captain, shall be compensated at the fourth (4) step of Pay Range 4JN (857). If the designated member is promoted to the rank of Captain, the employee's base salary shall follow the provisions of Article 10 of the agreement.

Action Required: Effective December 25, 2022, Pay Period 1, 2023

In the Salary Ordinance

Under PR 4JN-857

Add footnote (4)

(4) Effective Pay Period 01, 2023 (December 25, 2022) the employee to be appointed at the fourth step of Pay Range 4JN.

In the Positions Ordinance

In the Fire Department-Support Services Bureau-Administration Division

Delete one position of Fire Captain and add one position of Fire Contract Administrator

Sincerely,

Harper Donahue, IV
Employee Relations Director