



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Molly King**  
Employee Benefits Director

**Nicole Fleck**  
Labor Negotiator

### Job Evaluation Report

Fire and Police Commission Meeting: May 15, 2025

#### Fire Department

Current	Recommended
New Positions (Two Positions)	Milwaukee Overdose Response Initiative Practitioner PR 4DN (\$68,035 - \$95,658) (Two Positions)

Note: the rates for the Fire positions in this report are for those who are hired on or after October 3, 2011. For positions in Pay Range 4DN, there is a higher rate for those who hold a current EMT-11 certification and are available for assignment to paramedic duties.

The Milwaukee Fire Department has submitted a request to classify two new sworn positions added through the 2025 city budget. A job description was provided and conversations were held with Juliet Battle, Fire Human Resources Administrator.

In support of the Milwaukee Overdose Response Initiative (MORI), and in conjunction with the Mobile Integrated Healthcare Program (MIH), primary duties include conducting in-home client visits and guiding clients through medical care, which consists of reviewing client visit reports, determining care plans, and presenting those plans to clients. The MORI Practitioner will also connect with client case managers to coordinate care when appropriate, which includes compiling a list of the most recent overdose victims in Milwaukee County, and then scheduling MFD community paramedics, in conjunction with community partner substance use disorder (SUD) peer support specialists, to form a multi-disciplinary team to rapidly engage SUD patients. This position will engage, navigate, and facilitate the addressing of patient needs ranging from harm reduction initiatives, family support, and naloxone delivery, to transporting to local SUD facilities/centers, and reporting to the MORI Supervisor. Duties and responsibilities include:

- 60% Leads a team by conducting in-home visits to include treatment and navigating multiple approaches to address client medical, behavioral, SUD, and social needs.
- 15% Documents interaction with MORI clients, families, and community partners by completing reports in electronic patient care records (ePCRs).
- 10% Prepares care plans for MORI clients, including researching appropriate services to recommend to clients.
- 10% Provides client visit updates to the MORI team and community partner SUD peer support specialists. Briefs the MORI Supervisor on program engagement and affiliated topics.
- 5% Compiles daily pre-deployment data analysis from multiple databases, and documents outcome measures for statistical analysis.

Minimum qualifications include leadership experience at rank of Firefighter (similar leadership and MORI or MIH Program experience may be considered) and remain current with all qualifications established by

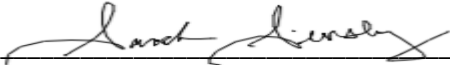
the department and approved by the City of Milwaukee Fire and Police Commission. Must have Wisconsin Paramedic License, and be recognized as a full practice paramedic by the Medical Director – Milwaukee County EMS or have a Wisconsin EMT-Basic License and MIH Technician status with the MFD MIH Program.


This position will allow the Milwaukee Fire Department to expand their capacity to reach more clients and potentially save more lives by engaging, navigating, and facilitating the addressing of patient needs. This ranges from harm reduction initiatives, family support, and naloxone delivery, to transporting to local substance use disorder facilities/centers. This position requires a very specialized skill set and knowledge base, much beyond the average Firefighter position in the field. Furthermore, the duties and responsibilities do closely align with Public Health Social Workers within the Milwaukee Health Department.

Based off the duties and responsibilities, this report recommends these two new positions be classified as Milwaukee Overdose Response Initiative Practitioner and placed in Pay Range 4DN (\$68,035 - \$95,658).

**Action Required - Effective Pay Period 13, 2025 (June 8, 2025)**

\* See addendum included in CCFN for Salary and Position Ordinance changes.

Prepared by:   
Sarah Sinsky, Compensation Supervisor

Reviewed by:   
Harper Donahue IV, Employee Relations Director