



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

April 28, 2023

The Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No. 221976 – Communication from the Department of Employee Relations relating to classification studies approved at the April 25, 2023 City Service Commission Meeting.*

Dear Committee Members:

The following classifications and pay recommendations were approved at the City Service Commission meeting on April 25, 2023.

**Fire and Police Commission**

Current	Recommended
New Position	Fire and Police Commission Senior Auditor PR 2KX (\$69,119 - \$96,768) FN: Recruitment at \$76,030 (One Position)

Note: Residents receive a rate that is 3% higher.

**Health Department**

**Deputy Commissioners**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Deputy Commissioner of Community Health	1JX: \$83,692 - \$117,177	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$113,641
Deputy Commissioner of Environmental Health	1JX: \$83,692 - \$117,177	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$113,641
Deputy Commissioner of Policy, Innovation, and Engagement	1JX: \$83,692 - \$117,177 Recruit Rate: \$94,363	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$113,641

**Directors**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Public Health Clinic Operations Director	1LX: \$95,097 - \$133,131	N/A	1LX: \$95,097 - \$133,131 Recruit Rate: \$103,310
Maternal and Child Health Director	11X: \$78,528 - \$109,938 Recruit Rate: \$86,815	N/A	1LX: \$95,097 - \$133,131 Recruit Rate: \$103,310

Public Health Nursing Director	11X: \$78,528 - \$109,938	Public Health Nursing Administrator	2MX: \$78,528 - \$109,938 Recruitment Rate: \$94,344
Public Health Emergency Response Planning Director	11X: \$78,528 - \$109,938	Emergency Response Planning Director	N/A
Violence Reduction & Prevention Program Director	11X: \$78,528 - \$109,938 Recruit Rate: \$80,426	N/A	11X: \$78,528 - \$109,938 Recruit Rate: \$94,051
Health Strategy Director	1GX: \$69,119 - \$96,768 Recruit Rate: \$80,426	N/A	11X: \$78,528 - \$109,938 Recruit Rate: \$94,051
Health Data and Evaluation Director		N/A	

**Managers**

<b>Current Title</b>	<b>Current Pay Range</b>	<b>New Title</b>	<b>Recommended Pay Range</b>
Doula Program Manager	1EX: \$60,824 - \$85,151 Recruit Rate: \$72,557	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
Healthcare Access Program Manager	1EX: \$60,824 - \$85,151 Recruit Rate: \$72,557	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
Strong Baby Program Manager	1EX: \$60,824 - \$85,151 Recruit Rate: \$72,557	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
WIC Program Manager	1EX: \$60,824 - \$85,151 Recruit Rate: \$72,557	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$93,160
Well Women Program Manager	1EX: \$60,824 - \$85,151 Recruit Rate: \$66,385	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$89,403
Consumer Environmental Health Manager	1GX: \$69,119 - \$96,768 Recruit Rate: \$76,185	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
Home Environmental Health Manager	1GX: \$69,119 - \$96,768 Recruit Rate: \$76,185	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
Empowering Families of Milwaukee Program Manager	1FX: \$64,857 - \$90,796 Recruit Rate: \$76,184	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$93,160
Infectious Disease Program Manager	1GX: \$69,119 - \$96,768 Recruit Rate: \$77,846	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$93,160
Sexual and Reproductive Health Program Manager	1GX: \$69,119 - \$96,768 Recruit Rate: \$79,993	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$93,160
Public Health Laboratory Operations Manager	1EX: \$60,824 - \$85,151 Recruit Rate: \$70,769	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
Health Customer Service Manager	1DX: \$57,081 - \$79,909 Recruit Rate: \$64,505	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$81,056
Office of Violence Prevention Operations Manager	1HX: \$73,688 - \$103,160 Recruit Rate: \$76,910	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$83,418
Community Violence Prevention Manager	21X: \$60,824 - \$85,151 Recruit Rate: \$72,557	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
Family Violence Prevention Manager		N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
ReCAST Program Manager		N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
Youth Violence Prevention Manager		N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
Suicide Prevention Manager		N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
		N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418

**Supervisors**

<b>Current Title</b>	<b>Current Pay Range</b>	<b>New Title</b>	<b>Recommended Pay Range</b>
Health Project Supervisor – WIC	1CX: \$53,548 - \$74,974 Recruit Rate: \$57,685	N/A	1GX: \$69,119-\$96,768 Recruit Rate: \$85,937
Health Project Supervisor-EFM	1DX: \$57,081 - \$79,909 Recruit Rate: \$64,505	N/A	1GX: \$69,119-\$96,768 Recruit Rate: \$85,937
Health Project Supervisor-DADS	1DX: \$57,081 - \$79,909 Recruit Rate: \$64,505	N/A	1GX: \$69,119-\$96,768 Recruit Rate: \$85,937
Disease Intervention Specialist Supervisor	1EX: \$60,824 - \$85,151 Recruit Rate: \$72,557	N/A	1GX: \$69,119-\$96,768 Recruit Rate: \$85,937
Public Health Nurse Supervisor	1EX: \$60,824 - \$85,151 Recruit Rate: \$70,769	N/A	1GX: \$69,119-\$96,768 Recruit Rate: \$85,937

**Coordinators**

<b>Current Title</b>	<b>Current Pay Range</b>	<b>New Title</b>	<b>Recommended Pay Range</b>
Doula Program Coordinator	2GN: \$53,548 - \$74,974 Recruit Rate: \$57,685	N/A	2GN: \$53,548 - \$74,974 Recruit Rate: \$69,394
Public Health Nurse Coordinator	2GN: \$53,548 - \$74,974 Recruit Rate: \$58,506	Public Health Nurse - Senior	2KN: \$69,119 - \$96,768 Recruit Rate: \$81,845
Public Health Emergency Response Planning Coordinator	2HN: \$57,081 - \$79,909 Recruit Rate: \$68,789	Emergency Response Planning Coordinator	N/A

**Professionals**

<b>Current Title</b>	<b>Current Pay Range</b>	<b>New Title</b>	<b>Recommended Pay Range</b>
Nurse Practitioner	2MX: \$78,528 - \$109,938	N/A	2OX: \$89,222 - \$124,914 Recruit Rate: \$97,938

Note: Residents receive a rate that is 3% higher

Respectfully Submitted,



Harper Donahue, IV  
Employee Relations Director

Attachments: Job Evaluation Reports  
Fiscal Impact Statement



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits Director

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**Job Evaluation Report**

City Service Commission Meeting: April 25, 2023

**Fire and Police Commission**

Current	Recommended
New Position	Fire and Police Commission Senior Auditor PR 2KX (\$69,119 - \$96,768) FN: Recruitment at \$76,030 (One Position)

Note: Residents receive a rate that is 3% higher.

Leon Todd, Fire and Police Commission Executive Director, has requested the classification of one new position in the 2023 budget. A job description and other data were provided by Naomi Gehling, Fire and Police Commission Deputy Director. The basic function of this position is to, under the direction of the Fire and Police Commission Audit Manager, be responsible for conducting and preparing audits in accordance with the terms of the Collins Settlement Agreement. In addition, this position may be called upon to conduct or assist with other audits on issues of concern to the Board of Fire and Police Commissioners. The department indicated that this position is part of the Fire and Police Commission’s internal auditing unit which is a significant part of the City’s internal financial and management control assessment system that provides transparency and accountability to the community.

**Duties and Responsibilities**

- 5% Efficiently assist the Fire and Police Commission Audit Manager with planning, administering, and performing complex audits.
- 5% Assist in researching and preparing audit scopes, work plans, progress reports, and correspondence.
- 15% Audit video sources, including body and dashboard cameras, to validate traffic stops, field interviews, no-action encounters, frisks, and searches, as part of the Collins et. al. Settlement Agreement.
- 10% Audit complaint investigations conducted by the Milwaukee Fire Department and the Milwaukee Police Department.
- 30% Analyze audits to identify problematic officer behavior; and to identify officers who need additional training on traffic stops, field interviews, no-action encounters, frisks, and search policies.
- 5% Mentor and guide Fire and Police Commission Auditors.
- 10% Perform data analytics utilizing data extraction/analysis tools.
- 15% Prepare and review work papers that clearly support audit conclusions.
- 5% Perform other duties as assigned.

Minimum qualifications include a bachelor’s degree in accounting, finance, economics, business management, statistics, computer science, political science, criminal justice, or a related field; and three years of progressively responsible professional auditing experience as an internal or external auditor. Experience working for a police or fire department is preferred. Equivalent combinations of education and experience may be considered. These requirements have not yet been confirmed by the Staffing Division.

**Analysis and Recommendation**


This new position will perform work that is similar in level to the “Senior Auditor” positions in the Comptroller’s Office in Pay Range 2KX (\$69,119 – \$96,768) with a recruitment rate of \$76,030. The basic function of the "Senior Auditor" position is to conduct complex internal audits of City departments and operations and special management reviews. They conduct complex audits that evaluate internal control, economy, efficiency, effectiveness, and compliance with applicable laws, regulations, management policies, and standard accounting practices. Like this new position under study, these positions work on more complex cases and provide some guidance and leadership to other Auditor positions.

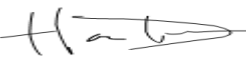
As this new position will be performing similar work, we agree with the requested level of Pay Range 2KX (\$69,119 - \$96,768) with a recruitment rate of \$76,030. The requested title of “Fire and Police Commission Senior Auditor” is consistent with other Auditor titles in the department including “Fire and Police Commission Auditor” and “Fire and Police Commission Audit Manager”. We therefore recommend classifying this new position as “Fire and Police Commission Senior Auditor” in Pay Range 2KX (\$69,119 - \$96,768) with a recruitment rate of \$76,030.

**Action Required – Effective Pay Period 1, 2023 (December 25, 2022)**

**\* Please see the submitted addendum to CCFN for Salary and Position Ordinance changes.**

Prepared by:  Sarah Trotter   
Sarah Trotter, Human Resources Representative

Reviewed by:     
Andrea Knickerbocker, Human Resources Manager

Reviewed by:     
Harper Donahue IV, Employee Relations Director



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**Job Evaluation Report**

City Service Commission Meeting: April 25, 2023

The Milwaukee Health Department (MHD) has requested a study of the reporting relationships for compression after the March job report for market rate analysis on various professional level titles, including Public Health Nurse. The Public Health Nurse (PHN) title is present in three of the four Health Department Branches, with the two not included being the Administrative and Health Policy (Data and Strategy) branches. The Community Health, Clinical Services, and Environmental Health branches are the largest in the department, with 12 total programs or divisions within those three branches. Public Health Nurses, Coordinators, and Supervisors work in 6 of those programs, and work closely with peer positions in the other programs. Suffice to say, there are few positions in the Health Department that are not nursing positions themselves or a position that works closely with, or is closely classified to a Public Health Nurse title.

Current MHD nursing titles and their general duties include:

Title	General Duties
Public Health Nurse	Public Health Nurses provide front line community or clinical based services directly to the public.
Public Health Nurse Coordinator	PHN Coordinators provide supplemental support to PHNs in the field and in the clinics, create and revise program policies and procedures, collect and report on data, and help in training staff.
Nurse Practitioner	Nurse Practitioners create health plans, perform screenings, testing and follow-up care and provides clinical practice direction to MHD clinical staff.
Public Health Nurse Supervisor	PHN Supervisors supervise, assign, and schedule multidisciplinary professional, technical, and administrative, not limited to PHN titles. Supervisors provide orientation, training, coaching, mentoring, guidance, supervision and evaluation of Public Health Nurses and administrative support staff; recommend personnel actions, including discipline.
Public Health Nursing Director	The Public Health Nurse Director plans, directs and provides leadership department wide to assure safe and competent public health nursing practices. The Director works closely with MHD leadership on departmental strategy planning and implementation.

The resulting report includes positions that were studied directly or by proxy to a Public Health Nursing title. The recommendations help in aligning and restructuring professional, supervisor, manager, and director level titles department wide.

This process of aligning the pay of professional and leadership titles within a department will continue as the DER Compensation staff prepare job evaluation reports within departments. This will include restructuring classification specification and titles on a city-wide bases in order to provide a more effective categorization of positions. By creating clear guidelines for categorizing and organizing positions within the City of Milwaukee, the DER

Compensation team will be able to continue to ensure consistency, standardization, efficiency, and accuracy while performing these necessary large market studies.

That being said, the recommendations in this job evaluation report are conservative while also recognizing the need for competitive rates necessary to attract highly qualified candidates and retain current employees.

This report is only a market study of the positions listed below. This means that incumbents of these positions will receive an increase only if they make less than the new recruitment rate. When considering the rates of these positions, staff took into consideration both market rates of pay and whether the department has had to request special rates in order provide a meaningful employment offers. One of the goals in creating these job structures and establishing relevant compensation rates is to reduce the need for special rate requests in order to bring talented individuals through the door.

#### Deputy Commissioners

Current Title	Current Pay Range	New Title	Recommended Pay Range
Deputy Commissioner of Community Health	1JX: \$83,692 - \$117,177	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$113,641
Deputy Commissioner of Environmental Health	1JX: \$83,692 - \$117,177	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$113,641
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#### Directors

Current Title	Current Pay Range	New Title	Recommended Pay Range
Public Health Clinic Operations Director	1LX: \$95,097 - \$133,131	N/A	1LX: \$95,097 - \$133,131 Recruit Rate: \$103,310
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Public Health Nursing Director	1IX: \$78,528 - \$109,938	Public Health Nursing Administrator	2MX: \$78,528 - \$109,938 Recruitment Rate: \$94,344
Public Health Emergency Response Planning Director	1IX: \$78,528 - \$109,938	Emergency Response Planning Director	N/A
Violence Reduction & Prevention Program Director	1IX: \$78,528 - \$109,938 Recruit Rate: \$80,426	N/A	1IX: \$78,528 - \$109,938 Recruit Rate: \$94,051
Health Strategy Director	1GX: \$69,119 - \$96,768 Recruit Rate: \$80,426	N/A	1IX: \$78,528 - \$109,938 Recruit Rate: \$94,051
Health Data and Evaluation Director		N/A	

#### Managers

Current Title	Current Pay Range	New Title	Recommended Pay Range
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WIC Program Manager	1EX: \$60,824 - \$85,151 Recruit Rate: \$72,557	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$93,160
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Sexual and Reproductive Health Program Manager	1GX: \$69,119 - \$96,768 Recruit Rate: \$79,993	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$93,160
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Family Violence Prevention Manager		N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
ReCAST Program Manager		N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
Youth Violence Prevention Manager		N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
Suicide Prevention Manager		N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418

### Supervisors

Current Title	Current Pay Range	New Title	Recommended Pay Range
Health Project Supervisor – WIC	1CX: \$53,548 - \$74,974 Recruit Rate: \$57,685	N/A	1GX: \$69,119-\$96,768 Recruit Rate: \$85,937
Health Project Supervisor-EFM	1DX: \$57,081 - \$79,909 Recruit Rate: \$64,505	N/A	1GX: \$69,119-\$96,768 Recruit Rate: \$85,937
Health Project Supervisor-DADS	1DX: \$57,081 - \$79,909 Recruit Rate: \$64,505	N/A	1GX: \$69,119-\$96,768 Recruit Rate: \$85,937
Disease Intervention Specialist Supervisor	1EX: \$60,824 - \$85,151 Recruit Rate: \$72,557	N/A	1GX: \$69,119-\$96,768 Recruit Rate: \$85,937
Public Health Nurse Supervisor	1EX: \$60,824 - \$85,151 Recruit Rate: \$70,769	N/A	1GX: \$69,119-\$96,768 Recruit Rate: \$85,937



**Coordinators**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Doula Program Coordinator	2GN: \$53,548 - \$74,974 Recruit Rate: \$57,685	N/A	2GN: \$53,548 - \$74,974 Recruit Rate: \$69,394
Public Health Nurse Coordinator	2GN: \$53,548 - \$74,974 Recruit Rate: \$58,506	Public Health Nurse - Senior	2KN: \$69,119 - \$96,768 Recruit Rate: \$81,845
Public Health Emergency Response Planning Coordinator	2HN: \$57,081 - \$79,909 Recruit Rate: \$68,789	Emergency Response Planning Coordinator	N/A

**Professionals**

Current Title	Current Pay Range	New Title	Recommended Pay Range
Nurse Practitioner	2MX: \$78,528 - \$109,938	N/A	2OX: \$89,222 - \$124,914 Recruit Rate: \$97,938

Note: Residents receive a rate that is 3% higher.

The analysis and recommendation process included a review of a position's duties and responsibilities, impact and accountability, relationship responsibilities, as well as minimum education and experience requirements.

Market pay data for similar positions in Southeastern Wisconsin were also reviewed from the Economic Research Institute (ERI), a service to which the Department of Employee Relations subscribes.

Below are the market rates of pay for the title of "Program Director" with five years of experience.

**Program Director**

Area Name	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
West Allis, Wisconsin	\$93,900	\$101,504	\$111,449	\$120,978	\$130,483
Kenosha, Wisconsin	\$99,838	\$107,450	\$117,400	\$127,004	\$136,610
Madison, Wisconsin	\$89,025	\$95,931	\$105,027	\$113,817	\$122,662
Milwaukee, Wisconsin	\$93,496	\$101,082	\$110,994	\$120,482	\$129,939
Racine, Wisconsin	\$91,518	\$98,827	\$108,437	\$117,706	\$127,004
Waukesha, Wisconsin	\$93,930	\$101,534	\$111,470	\$120,982	\$130,463

*Plans the delivery of the overall program and its activities; implements long-term goals and objectives to achieve the successful outcome of the program; confirms that the program operates within the policies and procedures of the organization; coordinates the delivery of services among the different program activities to increase the effectiveness and efficiency; and identifies the risks associated with the program activities and manages the risks.*

Below are the market rates of pay for the title of "Nurse Consulting" with five years of experience.

Area Name	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
West Allis, Wisconsin	\$93,444	\$100,378	\$109,587	\$118,230	\$126,955
Kenosha, Wisconsin	\$96,102	\$102,838	\$111,775	\$120,212	\$128,794
Madison, Wisconsin	\$92,539	\$98,971	\$107,521	\$115,582	\$123,773

Milwaukee, Wisconsin	\$93,042	\$99,958	\$109,141	\$117,751	\$126,437
Racine, Wisconsin	\$93,882	\$100,761	\$109,872	\$118,419	\$127,057
Waukesha, Wisconsin	\$93,473	\$100,408	\$109,615	\$118,248	\$126,956

*Advises hospitals, schools of nursing, industrial organizations, or public health groups on problems related to nursing activities and health services. Reviews and suggests changes in nursing organization and administrative procedures. Analyzes nursing techniques and recommends modifications. Provides assistance in developing guides and manuals for specific aspects of nursing services. Prepares education materials and assists in planning and developing health and educational programs for industrial and community groups. Consults with nursing groups concerning professional and educational problems.*

Below are the market rates of pay for the title of “Program Manager” with four years of experience.

### Program Manager

Area Name	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
West Allis, Wisconsin	\$83,539	\$90,195	\$98,962	\$107,331	\$115,757
Kenosha, Wisconsin	\$83,903	\$90,427	\$98,979	\$107,128	\$115,351
Madison, Wisconsin	\$78,461	\$84,548	\$92,650	\$100,438	\$108,295
Milwaukee, Wisconsin	\$83,169	\$89,808	\$98,553	\$106,898	\$115,295
Racine, Wisconsin	\$78,609	\$84,894	\$93,247	\$101,279	\$109,400
Waukesha, Wisconsin	\$83,561	\$90,222	\$98,993	\$107,361	\$115,780

*Manages programs to ensure that implementation and prescribed activities are carried out in accordance with specified objectives. Plans and develops methods and procedures for implementing programs, directs, and coordinates program activities, and exercises control over personnel responsible for specific functions or phases of programs.*

Below are the market rates of pay for the title of ‘Program Supervisor’ with three years of experience.

### Program Supervisor

Area Name	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
West Allis, Wisconsin	\$57,583	\$62,404	\$68,918	\$75,094	\$81,446
Kenosha, Wisconsin	\$61,577	\$66,907	\$74,003	\$80,578	\$87,188
Madison, Wisconsin	\$56,456	\$60,766	\$66,576	\$72,095	\$77,790
Milwaukee, Wisconsin	\$57,294	\$62,093	\$68,580	\$74,736	\$81,071
Racine, Wisconsin	\$56,914	\$61,498	\$67,683	\$73,554	\$79,605
Waukesha, Wisconsin	\$57,581	\$62,408	\$68,928	\$75,112	\$81,469

*Facilitates and monitors the scheduling, pricing, and technical performance of company programs; prepares changes to improve process efficiencies and alleviate process inaccuracies and duplication; leads assigned projects by developing and project plans; audits project plans on an ongoing basis and provides reports to manager; ensures adherence to master plan and schedule; and generates solutions to problems.*

Below are the market rates of pay for the title of “Coordinator” with two years of experience.

### Coordinator

Area Name	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
West Allis, Wisconsin	\$44,726	\$48,585	\$53,852	\$58,841	\$64,013
Kenosha, Wisconsin	\$45,915	\$49,976	\$55,499	\$60,695	\$66,044
Madison, Wisconsin	\$43,947	\$47,579	\$52,445	\$56,994	\$61,687
Milwaukee, Wisconsin	\$44,537	\$48,362	\$53,593	\$58,555	\$63,705
Racine, Wisconsin	\$44,066	\$47,853	\$52,982	\$57,820	\$62,834
Waukesha, Wisconsin	\$44,712	\$48,571	\$53,841	\$58,834	\$64,012

*Arranges schedules and regulates flow of work within or between organizational units or businesses. Checks master schedule and work orders, establishes priorities, and changes schedule according to projects, work other specifications, established priorities, and availability or capability of workers, parts, material, machines, and equipment. Confers with supervisors to determine progress of work and to provide information on changes in processing methods.*

Below are the market rates of pay for the title of “Nurse Practitioner” with one year of experience.

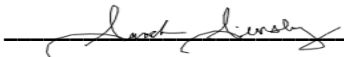
### Nurse Practitioner

Area Name	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
West Allis, Wisconsin	\$91,244	\$97,431	\$105,768	\$113,398	\$121,220
Kenosha, Wisconsin	\$93,887	\$99,901	\$107,989	\$115,418	\$123,092
Madison, Wisconsin	\$90,415	\$96,153	\$103,890	\$110,993	\$118,317
Milwaukee, Wisconsin	\$90,851	\$97,021	\$105,335	\$112,939	\$120,728
Racine, Wisconsin	\$91,682	\$97,822	\$106,074	\$113,618	\$121,359
Waukesha, Wisconsin	\$91,273	\$97,461	\$105,797	\$113,420	\$121,230

*Evaluates, treats, and provides total nursing care to patients under the direction of a physician. Administers prescribed medications and treatments in accordance with approved nursing techniques. Observes patient and documents condition and reaction to drugs, treatments, and significant incidents. Evaluates the outcome of patient care. Performs physical examinations and preventative health measures within prescribed guidelines and instructions of physician*

### Action Required – Effective Pay Period 10, 2023 (April 30, 2023)

\* Please see the submitted addendum to CCFN for Salary and Position Ordinance changes.

Prepared by: 

Sarah Sinsky, Human Resources Representative

Prepared by: Sarah Wangerin

Sarah Wangerin, Human Resources Representative

Reviewed by: Andrea Knickerbocker

Andrea Knickerbocker, Human Resources Manager

Reviewed by: Harper Donahue IV

Harper Donahue IV, Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

**A** **Date** 4/25/2023 **File Number** 221976  **Original**  **Substitute**

**Subject** Communication From the Department of Employee Relations relating to the classification studies approved at the April 25, 2023 City Service Commission Meeting.

**B** **Submitted By (Name/Title/Dept./Ext.)** Sarah Trotter / Human Resources Representative / Employee Relations / x2398

**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
- Capital Projects Fund
- Debt Service
- Other (Specify) \_\_\_\_\_
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

	Purpose	Specify Type/Use	Expenditure	Revenue
<b>E</b>	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
	<b>TOTALS</b>		<b>\$ 0.00</b>	<b>\$ 0.00</b>

F

Assumptions used in arriving at fiscal estimate. Please see 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.

- |                                    |                                    |       |
|------------------------------------|------------------------------------|-------|
| <input type="checkbox"/> 1-3 Years | <input type="checkbox"/> 3-5 Years | _____ |
| <input type="checkbox"/> 1-3 Years | <input type="checkbox"/> 3-5 Years | _____ |
| <input type="checkbox"/> 1-3 Years | <input type="checkbox"/> 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**

City Service Commission Meeting of April 25, 2023  
Finance and Personnel Committee Meeting of May 3, 2023

NEW COSTS FOR 2023										
Pos.	Dept	From	PR	To	PR	Annual	Annual	Costs	Rollup	Rollup+ Sal
1	Fire & Police Comm	New Position	N/A	Fire and Police Comm Senior Auditor (1)	2KX	N/A	N/A	N/A Included in 2023 Budget		
1	Health	Dep Comm of Comm Health	1JX	Dep Comm of Comm Health	1MX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Dep Comm of Env Health	1JX	Dep Comm of Env Health	1MX	\$83,692	\$113,641	\$19,582	\$2,741	\$22,324
1	Health	Dep Comm of Policy, Innov and Engage	1JX	Dep Comm of Policy, Innov and Engage	1MX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Public Health Clinic Ops Dir	1LX	Public Health Clinic Ops Dir	1LX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Maternal and Child Health Dir	1IX	Maternal and Child Health Dir	1LX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Public Health Nursing Dir	1IX	Public Health Nursing Administrator	2MX	\$78,528	\$94,344	\$10,341	\$1,448	\$11,789
1	Health	Public Health Emerg Resp Planning Dir	1IX	Emergency Response Planning Dir	1IX	N/A	N/A	N/A Title Change Only		
1	Health	Violence Reduction & Prev Prog Dir	1IX	Violence Reduction & Prev Prog Dir	1IX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Health Strategy Dir	1GX	Health Strategy Dir	1IX	\$80,426	\$94,051	\$8,909	\$1,247	\$10,156
1	Health	Health Data and Eval Dir	1GX	Health Data and Eval Dir	1IX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Doula Prog Manager	1EX	Doula Prog Manager	1GX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Healthcare Access Program Manager	1EX	Healthcare Access Program Manager (2)	1GX	\$72,557	\$83,418	\$3,551	\$497	\$4,048
1	Health	Strong Baby Prog Manager	1EX	Strong Baby Prog Manager (3)	1GX	\$74,733	\$85,921	\$2,926	\$410	\$3,336
1	Health	WIC Program Manager	1EX	WIC Program Manager	1HX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Well Women Program Manager	1EX	Well Women Program Manager	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$64,505	\$83,418	\$12,366	\$1,731	\$14,097
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$66,440	\$85,921	\$12,738	\$1,783	\$14,521
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$74,497	\$83,418	\$5,833	\$817	\$6,650
5	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	\$76,185	\$83,418	\$4,729	\$662	\$5,391
1	Health	Empowering Families of Milw Prog Mgr	1FX	Empowering Families of Milw Prog Mgr (4)	1HX	\$81,152	\$95,955	\$7,743	\$1,084	\$8,827
1	Health	Infectious Disease Prog Mgr	1GX	Infectious Disease Prog Mgr	1HX	\$77,846	\$93,160	\$10,013	\$1,402	\$11,415
1	Health	Sexual & Reproductive Hlth Prog Mgr	1GX	Sexual & Reproductive Hlth Prog Mgr	1HX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Public Hlth Lab Operations Mgr	1EX	Public Hlth Lab Operations Mgr	1GX	\$75,981	\$83,418	\$4,863	\$681	\$5,543
1	Health	Health Customer Service Mgr	1DX	Health Customer Service Mgr	1HX	\$64,505	\$81,056	\$10,822	\$1,515	\$12,337
1	Health	Office of Violence Prev Operations Mgr	1HX	Office of Violence Prev Operations Mgr	1HX	\$82,207	\$85,921	\$2,428	\$340	\$2,768
1	Health	Community Violence Prevention Mgr	2iX	Community Violence Prevention Mgr (2)	1GX	\$85,000	\$85,921	\$301	\$42	\$343
1	Health	Family Violence Prevention Mgr	2iX	Family Violence Prevention Mgr (5)	1GX	\$68,840	\$85,921	\$6,813	\$954	\$7,766
1	Health	ReCAST Program Mgr	2iX	ReCAST Program Mgr	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Youth Violence Prevention Mgr	2iX	Youth Violence Prevention Mgr	1GX	\$72,557	\$83,418	\$7,101	\$994	\$8,096
1	Health	Suicide Prevention Mgr	2iX	Suicide Prevention Mgr	1GX	N/A	N/A	N/A 100% Grant Funded		
2	Health	Health Project Sup - WIC	1CX	Health Project Sup - WIC	1GX	N/A	N/A	N/A 100% Grant Funded		
3	Health	Health Project Sup - EFM	1DX	Health Project Sup - EFM	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Health Project Sup - DADS	1DX	Health Project Sup - DADS (6)	1GX	\$66,640	\$88,515	\$3,576	\$501	\$4,076
1	Health	Disease Intervention Specialist Sup	1EX	Disease Intervention Specialist Sup	1GX	\$72,557	\$85,937	\$8,748	\$1,225	\$9,973
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor (6)	1GX	\$70,769	\$85,937	\$2,479	\$347	\$2,826
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	\$72,892	\$88,515	\$10,215	\$1,430	\$11,645
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	\$77,683	\$88,515	\$7,082	\$992	\$8,074
2	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Doula Program Coordinator	2GN	Doula Program Coordinator (7)	2GN	\$57,685	\$69,394	\$6,890	\$1,409	\$8,299
5	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	N/A	N/A	N/A 100% Grant Funded		
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (8)	2KN	\$64,503	\$84,300	\$259	\$53	\$312

1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (9)	2KN	\$69,087	\$81,845	\$3,921	\$802	\$4,722
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$72,583	\$84,300	\$7,661	\$1,567	\$9,228
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (10)	2KN	\$74,312	\$84,300	\$196	\$40	\$236
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (8)	2KN	\$74,312	\$84,300	\$131	\$27	\$157
2	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$75,798	\$84,300	\$11,118	\$2,274	\$13,392
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$58,506	\$81,845	\$15,260	\$3,121	\$18,381
2	Health	Public Hlth Emerg Resp Plan Coord	2HN	Emergency Response Planning Coord	2HN	N/A	N/A	N/A	N/A Title Change Only	
2	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	N/A	N/A	N/A	N/A 100% Grant Funded	
1	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	N/A	N/A	N/A	N/A Position Unfunded	
1	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	\$78,528	\$97,938	\$12,691	\$1,777	\$14,468
69								\$221,287	\$33,911	\$255,197

Assume effective date is Pay Period 10, 2023 (April 30, 2023) unless otherwise indicated.

(1) Assume effective date is Pay Period 1, 2023 (December 25, 2022)

(2) Position is 50% Grant Funded

(3) Position is 60% Grant Funded

(4) Position is 20% Grant Funded

(5) Position is 39% Grant Funded

(6) Position is 75% Grant Funded

(7) Position is 10% Grant Funded

(8) Position is 98% Grant Funded

(9) Position is 53% Grant Funded

(10) Position is 97% Grant Funded

**NEW COSTS FOR FULL YEAR**

Pos.	Dept	From	PR	To	PR	Annual	Annual	Costs	Rollup	Rollup+ Sal
1	Fire & Police Comm	New Position	N/A	Fire and Police Comm Senior Auditor (1)	2KX	N/A	N/A	N/A Included in 2023 Budget		
1	Health	Dep Comm of Comm Health	1JX	Dep Comm of Comm Health	1MX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Dep Comm of Env Health	1JX	Dep Comm of Env Health	1MX	\$83,692	\$113,641	\$29,949	\$4,193	\$34,142
1	Health	Dep Comm of Policy, Innov and Engage	1JX	Dep Comm of Policy, Innov and Engage	1MX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Public Health Clinic Ops Dir	1LX	Public Health Clinic Ops Dir	1LX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Maternal and Child Health Dir	1IX	Maternal and Child Health Dir	1LX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Public Health Nursing Dir	1IX	Public Health Nursing Administrator	2MX	\$78,528	\$94,344	\$15,816	\$2,214	\$18,030
1	Health	Public Health Emerg Resp Planning Dir	1IX	Emergency Response Planning Dir	1IX	N/A	N/A	N/A Title Change Only		
1	Health	Violence Reduction & Prev Prog Dir	1IX	Violence Reduction & Prev Prog Dir	1IX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Health Strategy Dir	1GX	Health Strategy Dir	1IX	\$80,426	\$94,051	\$13,625	\$1,908	\$15,533
1	Health	Health Data and Eval Dir	1GX	Health Data and Eval Dir	1IX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Doula Prog Manager	1EX	Doula Prog Manager	1GX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Healthcare Access Program Manager	1EX	Healthcare Access Program Manager (2)	1GX	\$72,557	\$83,418	\$5,431	\$760	\$6,191
1	Health	Strong Baby Prog Manager	1EX	Strong Baby Prog Manager (3)	1GX	\$74,733	\$85,921	\$4,475	\$627	\$5,102
1	Health	WIC Program Manager	1EX	WIC Program Manager	1HX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Well Women Program Manager	1EX	Well Women Program Manager	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$64,505	\$83,418	\$18,913	\$2,648	\$21,561
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$66,440	\$85,921	\$19,481	\$2,727	\$22,208
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$74,497	\$83,418	\$8,921	\$1,249	\$10,170
5	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	\$76,185	\$83,418	\$7,233	\$1,013	\$8,246
1	Health	Empowering Families of Milw Prog Mgr	1FX	Empowering Families of Milw Prog Mgr (4)	1HX	\$81,152	\$95,955	\$11,842	\$1,658	\$13,500
1	Health	Infectious Disease Prog Mgr	1GX	Infectious Disease Prog Mgr	1HX	\$77,846	\$93,160	\$15,314	\$2,144	\$17,458
1	Health	Sexual & Reproductive Hlth Prog Mgr	1GX	Sexual & Reproductive Hlth Prog Mgr	1HX	N/A	N/A	N/A Recruitment Change Only		



1	Health	Public Hlth Lab Operations Mgr	1EX	Public Hlth Lab Operations Mgr	1GX	\$75,981	\$83,418	\$7,437	\$1,041	\$8,478
1	Health	Health Customer Service Mgr	1DX	Health Customer Service Mgr	1HX	\$64,505	\$81,056	\$16,551	\$2,317	\$18,868
1	Health	Office of Violence Prev Operations Mgr	1HX	Office of Violence Prev Operations Mgr	1HX	\$82,207	\$85,921	\$3,714	\$520	\$4,234
1	Health	Community Violence Prevention Mgr	2iX	Community Violence Prevention Mgr (2)	1GX	\$85,000	\$85,921	\$461	\$64	\$525
1	Health	Family Violence Prevention Mgr	2iX	Family Violence Prevention Mgr (5)	1GX	\$68,840	\$85,921	\$10,419	\$1,459	\$11,878
1	Health	ReCAST Program Mgr	2iX	ReCAST Program Mgr	1GX	N/A	N/A	N/A	100% Grant Funded	
1	Health	Youth Violence Prevention Mgr	2iX	Youth Violence Prevention Mgr	1GX	\$72,557	\$83,418	\$10,861	\$1,521	\$12,382
1	Health	Suicide Prevention Mgr	2iX	Suicide Prevention Mgr	1GX	N/A	N/A	N/A	100% Grant Funded	
2	Health	Health Project Sup - WIC	1CX	Health Project Sup - WIC	1GX	N/A	N/A	N/A	100% Grant Funded	
3	Health	Health Project Sup - EFM	1DX	Health Project Sup - EFM	1GX	N/A	N/A	N/A	100% Grant Funded	
1	Health	Health Project Sup - DADS	1DX	Health Project Sup - DADS (6)	1GX	\$66,640	\$88,515	\$5,469	\$766	\$6,234
1	Health	Disease Intervention Specialist Sup	1EX	Disease Intervention Specialist Sup	1GX	\$72,557	\$85,937	\$13,380	\$1,873	\$15,253
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor (6)	1GX	\$70,769	\$85,937	\$3,792	\$531	\$4,323
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	\$72,892	\$88,515	\$15,623	\$2,187	\$17,810
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	\$77,683	\$88,515	\$10,832	\$1,516	\$12,348
2	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	N/A	N/A	N/A	100% Grant Funded	
1	Health	Doula Program Coordinator	2GN	Doula Program Coordinator (7)	2GN	\$57,685	\$69,394	\$10,538	\$2,155	\$12,693
5	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	N/A	N/A	N/A	100% Grant Funded	
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (8)	2KN	\$64,503	\$84,300	\$396	\$81	\$477
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (9)	2KN	\$69,087	\$81,845	\$5,996	\$1,226	\$7,222
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$72,583	\$84,300	\$11,717	\$2,396	\$14,113
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (10)	2KN	\$74,312	\$84,300	\$300	\$61	\$361
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (8)	2KN	\$74,312	\$84,300	\$200	\$41	\$241
2	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$75,798	\$84,300	\$17,004	\$3,477	\$20,481
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$58,506	\$81,845	\$23,339	\$4,773	\$28,112
2	Health	Public Hlth Emerg Resp Plan Coord	2HN	Emergency Response Planning Coord	2HN	N/A	N/A	N/A	Title Change Only	
2	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	N/A	N/A	N/A	100% Grant Funded	
1	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	N/A	N/A	N/A	Position Unfunded	
1	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	\$78,528	\$97,938	\$19,410	\$2,717	\$22,127
69								\$338,438	\$51,863	\$390,302

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

**Department of Employee Relations  
Fiscal Note Spreadsheet**

City Service Commission Meeting of April 25, 2023  
Finance and Personnel Committee Meeting of May 3, 2023

NEW COSTS FOR 2023										
Pos.	Dept	From	PR	To	PR	Annual	Annual	Costs	Rollup	Rollup+ Sal
1	Fire & Police Comm	New Position	N/A	Fire and Police Comm Senior Auditor (1)	2KX	N/A	N/A	N/A Included in 2023 Budget		
1	Health	Dep Comm of Comm Health	1JX	Dep Comm of Comm Health	1MX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Dep Comm of Env Health	1JX	Dep Comm of Env Health	1MX	\$83,692	\$113,641	\$19,582	\$2,741	\$22,324
1	Health	Dep Comm of Policy, Innov and Engage	1JX	Dep Comm of Policy, Innov and Engage	1MX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Public Health Clinic Ops Dir	1LX	Public Health Clinic Ops Dir	1LX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Maternal and Child Health Dir	1IX	Maternal and Child Health Dir	1LX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Public Health Nursing Dir	1IX	Public Health Nursing Administrator	2MX	\$78,528	\$94,344	\$10,341	\$1,448	\$11,789
1	Health	Public Health Emerg Resp Planning Dir	1IX	Emergency Response Planning Dir	1IX	N/A	N/A	N/A Title Change Only		
1	Health	Violence Reduction & Prev Prog Dir	1IX	Violence Reduction & Prev Prog Dir	1IX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Health Strategy Dir	1GX	Health Strategy Dir	1IX	\$80,426	\$94,051	\$8,909	\$1,247	\$10,156
1	Health	Health Data and Eval Dir	1GX	Health Data and Eval Dir	1IX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Doula Prog Manager	1EX	Doula Prog Manager	1GX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Healthcare Access Program Manager	1EX	Healthcare Access Program Manager (2)	1GX	\$72,557	\$83,418	\$3,551	\$497	\$4,048
1	Health	Strong Baby Prog Manager	1EX	Strong Baby Prog Manager (3)	1GX	\$74,733	\$85,921	\$2,926	\$410	\$3,336
1	Health	WIC Program Manager	1EX	WIC Program Manager	1HX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Well Women Program Manager	1EX	Well Women Program Manager	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$64,505	\$83,418	\$12,366	\$1,731	\$14,097
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$66,440	\$85,921	\$12,738	\$1,783	\$14,521
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$74,497	\$83,418	\$5,833	\$817	\$6,650
5	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	\$76,185	\$83,418	\$4,729	\$662	\$5,391
1	Health	Empowering Families of Milw Prog Mgr	1FX	Empowering Families of Milw Prog Mgr (4)	1HX	\$81,152	\$95,955	\$7,743	\$1,084	\$8,827
1	Health	Infectious Disease Prog Mgr	1GX	Infectious Disease Prog Mgr	1HX	\$77,846	\$93,160	\$10,013	\$1,402	\$11,415
1	Health	Sexual & Reproductive Hlth Prog Mgr	1GX	Sexual & Reproductive Hlth Prog Mgr	1HX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Public Hlth Lab Operations Mgr	1EX	Public Hlth Lab Operations Mgr	1GX	\$75,981	\$83,418	\$4,863	\$681	\$5,543
1	Health	Health Customer Service Mgr	1DX	Health Customer Service Mgr	1HX	\$64,505	\$81,056	\$10,822	\$1,515	\$12,337
1	Health	Office of Violence Prev Operations Mgr	1HX	Office of Violence Prev Operations Mgr	1HX	\$82,207	\$85,921	\$2,428	\$340	\$2,768
1	Health	Community Violence Prevention Mgr	2iX	Community Violence Prevention Mgr (2)	1GX	\$85,000	\$85,921	\$301	\$42	\$343
1	Health	Family Violence Prevention Mgr	2iX	Family Violence Prevention Mgr (5)	1GX	\$68,840	\$85,921	\$6,813	\$954	\$7,766
1	Health	ReCAST Program Mgr	2iX	ReCAST Program Mgr	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Youth Violence Prevention Mgr	2iX	Youth Violence Prevention Mgr	1GX	\$72,557	\$83,418	\$7,101	\$994	\$8,096
1	Health	Suicide Prevention Mgr	2iX	Suicide Prevention Mgr	1GX	N/A	N/A	N/A 100% Grant Funded		
2	Health	Health Project Sup - WIC	1CX	Health Project Sup - WIC	1GX	N/A	N/A	N/A 100% Grant Funded		
3	Health	Health Project Sup - EFM	1DX	Health Project Sup - EFM	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Health Project Sup - DADS	1DX	Health Project Sup - DADS (6)	1GX	\$66,640	\$88,515	\$3,576	\$501	\$4,076
1	Health	Disease Intervention Specialist Sup	1EX	Disease Intervention Specialist Sup	1GX	\$72,557	\$85,937	\$8,748	\$1,225	\$9,973
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor (6)	1GX	\$70,769	\$85,937	\$2,479	\$347	\$2,826
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	\$72,892	\$88,515	\$10,215	\$1,430	\$11,645
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	\$77,683	\$88,515	\$7,082	\$992	\$8,074
2	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Doula Program Coordinator	2GN	Doula Program Coordinator (7)	2GN	\$57,685	\$69,394	\$6,890	\$1,409	\$8,299
5	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	N/A	N/A	N/A 100% Grant Funded		
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (8)	2KN	\$64,503	\$84,300	\$259	\$53	\$312

1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (9)	2KN	\$69,087	\$81,845	\$3,921	\$802	\$4,722
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$72,583	\$84,300	\$7,661	\$1,567	\$9,228
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (10)	2KN	\$74,312	\$84,300	\$196	\$40	\$236
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (8)	2KN	\$74,312	\$84,300	\$131	\$27	\$157
2	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$75,798	\$84,300	\$11,118	\$2,274	\$13,392
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$58,506	\$81,845	\$15,260	\$3,121	\$18,381
2	Health	Public Hlth Emerg Resp Plan Coord	2HN	Emergency Response Planning Coord	2HN	N/A	N/A	N/A	N/A Title Change Only	
2	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	N/A	N/A	N/A	N/A 100% Grant Funded	
1	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	N/A	N/A	N/A	N/A Position Unfunded	
1	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	\$78,528	\$97,938	\$12,691	\$1,777	\$14,468
69								\$221,287	\$33,911	\$255,197

Assume effective date is Pay Period 10, 2023 (April 30, 2023) unless otherwise indicated.

(1) Assume effective date is Pay Period 1, 2023 (December 25, 2022)

(2) Position is 50% Grant Funded

(3) Position is 60% Grant Funded

(4) Position is 20% Grant Funded

(5) Position is 39% Grant Funded

(6) Position is 75% Grant Funded

(7) Position is 10% Grant Funded

(8) Position is 98% Grant Funded

(9) Position is 53% Grant Funded

(10) Position is 97% Grant Funded

**NEW COSTS FOR FULL YEAR**

Pos.	Dept	From	PR	To	PR	Annual	Annual	Costs	Rollup	Rollup+ Sal
1	Fire & Police Comm	New Position	N/A	Fire and Police Comm Senior Auditor (1)	2KX	N/A	N/A	N/A Included in 2023 Budget		
1	Health	Dep Comm of Comm Health	1JX	Dep Comm of Comm Health	1MX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Dep Comm of Env Health	1JX	Dep Comm of Env Health	1MX	\$83,692	\$113,641	\$29,949	\$4,193	\$34,142
1	Health	Dep Comm of Policy, Innov and Engage	1JX	Dep Comm of Policy, Innov and Engage	1MX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Public Health Clinic Ops Dir	1LX	Public Health Clinic Ops Dir	1LX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Maternal and Child Health Dir	1IX	Maternal and Child Health Dir	1LX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Public Health Nursing Dir	1IX	Public Health Nursing Administrator	2MX	\$78,528	\$94,344	\$15,816	\$2,214	\$18,030
1	Health	Public Health Emerg Resp Planning Dir	1IX	Emergency Response Planning Dir	1IX	N/A	N/A	N/A Title Change Only		
1	Health	Violence Reduction & Prev Prog Dir	1IX	Violence Reduction & Prev Prog Dir	1IX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Health Strategy Dir	1GX	Health Strategy Dir	1IX	\$80,426	\$94,051	\$13,625	\$1,908	\$15,533
1	Health	Health Data and Eval Dir	1GX	Health Data and Eval Dir	1IX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Doula Prog Manager	1EX	Doula Prog Manager	1GX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Healthcare Access Program Manager	1EX	Healthcare Access Program Manager (2)	1GX	\$72,557	\$83,418	\$5,431	\$760	\$6,191
1	Health	Strong Baby Prog Manager	1EX	Strong Baby Prog Manager (3)	1GX	\$74,733	\$85,921	\$4,475	\$627	\$5,102
1	Health	WIC Program Manager	1EX	WIC Program Manager	1HX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Well Women Program Manager	1EX	Well Women Program Manager	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$64,505	\$83,418	\$18,913	\$2,648	\$21,561
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$66,440	\$85,921	\$19,481	\$2,727	\$22,208
1	Health	Consumer Environmental Hlth Mgr	1GX	Consumer Environmental Hlth Mgr	1GX	\$74,497	\$83,418	\$8,921	\$1,249	\$10,170
5	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	N/A	N/A	N/A 100% Grant Funded		
1	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	N/A	N/A	N/A Recruitment Change Only		
1	Health	Home Environmental Hlth Mgr	1GX	Home Environmental Hlth Mgr	1GX	\$76,185	\$83,418	\$7,233	\$1,013	\$8,246
1	Health	Empowering Families of Milw Prog Mgr	1FX	Empowering Families of Milw Prog Mgr (4)	1HX	\$81,152	\$95,955	\$11,842	\$1,658	\$13,500
1	Health	Infectious Disease Prog Mgr	1GX	Infectious Disease Prog Mgr	1HX	\$77,846	\$93,160	\$15,314	\$2,144	\$17,458
1	Health	Sexual & Reproductive Hlth Prog Mgr	1GX	Sexual & Reproductive Hlth Prog Mgr	1HX	N/A	N/A	N/A Recruitment Change Only		

1	Health	Public Hlth Lab Operations Mgr	1EX	Public Hlth Lab Operations Mgr	1GX	\$75,981	\$83,418	\$7,437	\$1,041	\$8,478
1	Health	Health Customer Service Mgr	1DX	Health Customer Service Mgr	1HX	\$64,505	\$81,056	\$16,551	\$2,317	\$18,868
1	Health	Office of Violence Prev Operations Mgr	1HX	Office of Violence Prev Operations Mgr	1HX	\$82,207	\$85,921	\$3,714	\$520	\$4,234
1	Health	Community Violence Prevention Mgr	2iX	Community Violence Prevention Mgr (2)	1GX	\$85,000	\$85,921	\$461	\$64	\$525
1	Health	Family Violence Prevention Mgr	2iX	Family Violence Prevention Mgr (5)	1GX	\$68,840	\$85,921	\$10,419	\$1,459	\$11,878
1	Health	ReCAST Program Mgr	2iX	ReCAST Program Mgr	1GX	N/A	N/A	N/A	100% Grant Funded	
1	Health	Youth Violence Prevention Mgr	2iX	Youth Violence Prevention Mgr	1GX	\$72,557	\$83,418	\$10,861	\$1,521	\$12,382
1	Health	Suicide Prevention Mgr	2iX	Suicide Prevention Mgr	1GX	N/A	N/A	N/A	100% Grant Funded	
2	Health	Health Project Sup - WIC	1CX	Health Project Sup - WIC	1GX	N/A	N/A	N/A	100% Grant Funded	
3	Health	Health Project Sup - EFM	1DX	Health Project Sup - EFM	1GX	N/A	N/A	N/A	100% Grant Funded	
1	Health	Health Project Sup - DADS	1DX	Health Project Sup - DADS (6)	1GX	\$66,640	\$88,515	\$5,469	\$766	\$6,234
1	Health	Disease Intervention Specialist Sup	1EX	Disease Intervention Specialist Sup	1GX	\$72,557	\$85,937	\$13,380	\$1,873	\$15,253
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor (6)	1GX	\$70,769	\$85,937	\$3,792	\$531	\$4,323
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	\$72,892	\$88,515	\$15,623	\$2,187	\$17,810
1	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	\$77,683	\$88,515	\$10,832	\$1,516	\$12,348
2	Health	Public Health Nurse Supervisor	1EX	Public Health Nurse Supervisor	1GX	N/A	N/A	N/A	100% Grant Funded	
1	Health	Doula Program Coordinator	2GN	Doula Program Coordinator (7)	2GN	\$57,685	\$69,394	\$10,538	\$2,155	\$12,693
5	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	N/A	N/A	N/A	100% Grant Funded	
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (8)	2KN	\$64,503	\$84,300	\$396	\$81	\$477
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (9)	2KN	\$69,087	\$81,845	\$5,996	\$1,226	\$7,222
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$72,583	\$84,300	\$11,717	\$2,396	\$14,113
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (10)	2KN	\$74,312	\$84,300	\$300	\$61	\$361
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior (8)	2KN	\$74,312	\$84,300	\$200	\$41	\$241
2	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$75,798	\$84,300	\$17,004	\$3,477	\$20,481
1	Health	Public Health Nurse Coordinator	2GN	Public Health Nurse - Senior	2KN	\$58,506	\$81,845	\$23,339	\$4,773	\$28,112
2	Health	Public Hlth Emerg Resp Plan Coord	2HN	Emergency Response Planning Coord	2HN	N/A	N/A	N/A	Title Change Only	
2	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	N/A	N/A	N/A	100% Grant Funded	
1	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	N/A	N/A	N/A	Position Unfunded	
1	Health	Nurse Practitioner	2MX	Nurse Practitioner	2OX	\$78,528	\$97,938	\$19,410	\$2,717	\$22,127
69								\$338,438	\$51,863	\$390,302

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