



Department of Employee Relations

Cavalier Johnson
Mayor

Makda Fessahaye
Director

Renee Joos
Director
Employee Benefits

Nicole Fleck
Labor Negotiator

REVISED 2/21/2022

February 16, 2022

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Common Council File No. 211699 - "Communication from the Department of Employee Relations amending the Salary Ordinance to increase the recruitment rate for the title of Nutritionist in the Health Department."

Dear Committee Members:

The Milwaukee Health Department (MHD) has requested an increase in the recruitment rate for the classification of Nutritionist to help with recruitment, retention and equity between employees. The current annual wage recruitment rate is \$48,037 and the annual resident incentive recruitment rate is \$49,478.

Nutritionist		
Pay Range 2DN	Biweekly	Annual
Wage Rate	\$1,667 - \$2,334	\$43,350 - \$60,688
Resident Wage Incentive	\$1,717 - \$2,404	\$44,651 - \$62,508

The department has five positions of Nutritionist that work with the Special Supplemental Nutrition Program for Women, Infants and Children (WIC) in the Community Health Division. Under the direction of the WIC Program Manager, these positions provide client, nutrition, and administrative services to the program and serve as a leadworker for dietetic technicians, medical assistants, breastfeeding peer counselors and WIC office support staff. Requirements include a bachelor's degree with a major in foods and nutrition, dietetics, or related field; registration as a Registered Dietician (RD) by the Academy of Nutrition and Dietetics; State of Wisconsin Certified Dietician (CD) or CD eligible at time of appointment and must obtain certification within six months of appointment; and must meet State of Wisconsin WIC mandates regarding lactation management and care within one year of appointment.

To study this request, market pay data for similar positions in southeastern Wisconsin were reviewed from the Economic Research Institute (ERI), a service to which the Department of Employee Relations subscribes.

Nutritionist

Area Name	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
West Allis, Wisconsin	45,543	48,890	53,555	57,787	62,281
Waukesha, Wisconsin	45,518	48,866	53,533	57,765	62,258
Racine, Wisconsin	44,940	48,270	52,947	57,204	61,728
Milwaukee, Wisconsin	45,333	48,644	53,258	57,443	61,889
Madison, Wisconsin	46,848	50,116	54,611	58,647	62,904
Kenosha, Wisconsin	47,095	50,608	55,472	59,850	64,469

Assesses a client’s lifestyle, dietary, sleeping, and exercise habits, plus overall health, using a holistic approach; gives customized nutritional and health advice, proposes special diets, and counsels people on nutrition issues and healthy eating habits; prepares treatment plans based on realistic needs and goals; and speaks to health professional and the public about nutrition and the relationship between good eating habits and preventing or managing specific diseases.

Nutrition Specialist

Area Name	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
West Allis, Wisconsin	51,910	55,781	61,114	65,997	71,136
Waukesha, Wisconsin	51,887	55,759	61,091	65,975	71,114
Racine, Wisconsin	51,295	55,186	60,553	65,467	70,627
Milwaukee, Wisconsin	51,631	55,459	60,734	65,569	70,661
Madison, Wisconsin	53,032	56,738	61,801	66,407	71,232
Kenosha, Wisconsin	53,761	57,779	63,272	68,264	73,471

Creates and carries out nutrition and meal plans for clients; asks clients questions to obtain information on eating habits, medical restrictions, and nutritional objectives; weights and measures clients, using measuring instruments, and enters data on client record; and requires a Certified Nutrition Specialist (CNS) certification.

A review of the market data supports an increase in the recruitment rate for the title of Nutritionist. As the City position falls somewhere between the two positions described above, we recommend increasing the recruitment rate from \$48,037 to \$50,951, a rate that is between the 25th percentile and the 50th percentile for Nutritionists in Milwaukee.

Action Required – Effective Pay Period 6, 2020 (March 8, 2020)

In the Salary Ordinance

Under Pay Range 2DN:

- Remove footnotes (6) and (21) from the title ‘Nutritionist’
- Create footnotes (16) and (33) and apply to the title ‘Nutritionist’:

(16) Recruitment is at:

Biweekly	1,959.66
Annual	50,951.16

(33) Recruitment is at:

Biweekly	2,018.45
Annual	52,479.70

Respectfully submitted,



Makda Fessahaye
Employee Relations Director



City of Milwaukee Fiscal Impact Statement

A **Date** 2/18/2022 **File Number** 211699 **Original** **Substitute**

Subject Amending the Salary Ordinance to Increase the Recruitment Rate for Nutritionists in the Health Department which are grant funded.

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

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
E	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
	TOTALS		\$ 0.00	\$ 0.00

FAssumptions 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.

 1-3 Years 3-5 Years _____ 1-3 Years 3-5 Years _____ 1-3 Years 3-5 Years _____**H**

List any costs not included in Sections D and E above. _____

I

Additional information. _____

JThis Note Was requested by committee chair.

**Department of Employee Relations
Fiscal Note Spreadsheet**

Finance and Personnel Committee Meeting of February 23, 2022

NEW COSTS FOR 2020

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	Health	Nutritionist	2DN	Nutritionist (Increase in Recruitment Rate)	2DN	\$48,508	\$52,480	N/A Grant Funded Position		
1								\$0	\$0	\$0

Assume effective date is Pay Period 6, 2020 (March 8, 2020)

NEW COSTS FOR 2021

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	Health	Nutritionist	2DN	Nutritionist (Increase in Recruitment Rate)	2DN	\$48,508	\$52,480	N/A Grant Funded Position		
1	Health	Nutritionist	2DN	Nutritionist (Increase in Recruitment Rate)*	2DN	\$47,095	\$50,951	N/A Grant Funded Position		
2								\$0	\$0	\$0

*Assume effective date is Pay Period 5, 2021 (February 21, 2021)

NEW COSTS FOR 2022

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	Health	Nutritionist	2DN	Nutritionist (Increase in Recruitment Rate)	2DN	\$48,508	\$52,480	N/A Grant Funded Position		
1	Health	Nutritionist	2DN	Nutritionist (Increase in Recruitment Rate)	2DN	\$48,037	\$52,480	N/A Grant Funded Position		
2								\$0	\$0	\$0