



Department of Employee Relations

REVISED 9/12/2022

Job Evaluation Report

City Service Commission Meeting: September 13, 2022

This city-wide job study aligns 160 human resources, business operations, and related classifications across city government. These recommendations have been sent in separate reports to the City Service Commission and the Fire and Police Commission as titles are often specific to a department. Titles highlighted in grey are specific to the Fire and Police Commission report.

The analysis and recommendation process included a review of a position's duties and responsibilities, impact and accountability, relationship responsibilities, working conditions, as well as minimum education and experience requirements. This process also compared a classification's rate of pay to the cost of labor in Southeastern Wisconsin. Market data was sourced from ERI, a salary survey to which Employee Relations subscribes, the Bureau of Labor Statistics, as well as salary survey information provided through MRA.

The recommendations reallocate the rates of pay for classifications based upon a comparison to market rates of pay. These reallocations are not reclassifications. Employees in these titles will receive a rate increase only if their current base pay rate falls below the new minimum recruitment rate for their title. This report does include several reclassifications. The justifications for these changes are provided.

This is the first of a number of reports that will align classifications and recommend competitive rates of pay for City of Milwaukee positions. To assist departments in recruiting and retaining employees for these and other titles, this report recommends that departments be allowed to recruit at any point in the range for titles in Pay Ranges 1AX to 1GX, 2AN to 2JN, and 2EX to 2JX with the approval of DER.

In order to address internal equity issues, this report recommends that departments be allowed to request equity adjustments with the approval of DER. These may be requested when an eligible non-probationary employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience in the same classification or performing similar work within the same department. Further, this report recommends that departments be allowed to request 3% transfer adjustments with the approval of DER. A transfer is defined as the appointment to a position within the same pay range or to a pay range with the same rates of pay.

The recommendations that follow are organized by 'Recommended Pay Range' and indicate titles by Department. These recommendations are a continuation of classification and market studies for human resources and budget/finance positions previously completed in 2021 and earlier in 2022. Please note that these recommendations are shown only as non-resident wage rates. City residents receive the 3% incentive.

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

Pay Range 1LX (\$93,232 - \$130,521)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Budget and Fiscal Policy Operations Manager One Position – DOA-Budget & Management	1LX: \$93,232 - \$130,521 Recruit Rate: \$102,554	N/A	1LX: \$93,232 - \$130,521 Recruit Rate: \$120,134
Accounts Director One Position - Comptroller	1KX: \$87,472 - \$122,465		
Employee Benefits Director One Position - DER			
Financial Services Director One Position - Comptroller			
Investments and Financial Services Director One Position – City Treasurer			
Labor Negotiator One Position - DER	2OX: \$87,472 - \$122,465		
Executive Director-Defer. Comp. Board One Position – Deferred Compensation			
Fire and Police Commission Chief of Staff One Position - FPC	1HX: \$72,244 - \$101,137	FPC Deputy Director	

Fire and Police Commission Deputy Director

Fire and Police Commission Executive Director Leon Todd has requested to repurpose the FPC Chief of Staff into an FPC Deputy Director.

This Deputy Director assists the Executive Director in providing independent citizen oversight of the City of Milwaukee's sworn departments (Milwaukee Fire Department, Milwaukee Police Department, and Department of Emergency Communications) and administering functions performed by the citizen Board of Fire and Police Commissioners as provided in Wis. Stat. § 62.50 and Chapter 314 of the Milwaukee Code of Ordinances.

In doing so, the Deputy Director assists the Executive Director in the management of the daily operations of the Fire and Police Commission; serves as a senior strategist and analyst supporting the FPC; represents the FPC with City and Department staff, Commissioners, Department heads, and elected officials, engaging with both community partners and policy makers to advance key initiatives; provides support to the FPC Leadership Team by centering equity, coordinating priorities, streamlining processes, mitigating risk, and evaluating practices; and leads a variety of key projects to help ensure the FPC's goals and strategic objectives are met. This position supervises 21 employees either directly or indirectly.

The recommendation is to classify this Fire and Police Commission Deputy Director in Pay Range 1LX, comparable to the level of the Budget and Fiscal Policy Operations Manager, Employee Benefits Director, and Labor Negotiator.

Pay Range 2OX (\$87,472 - \$122,465)

Current Title	Current Pay Range	New Title	Recommended Pay Range
ARPA Director One Position - DOA-Budget & Management	2OX: \$87,472 - \$122,465	N/A	2OX: \$87,472 - \$122,465 Recruit Rate: \$97,970
Capital Finance Manager One Position - Comptroller			

Pay Range 1JX (\$82,051 - \$114,879)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager One Position - Comptroller	1JX: \$76,988 - \$107,782	N/A	1JX: \$82,051 - \$114,879 Recruit Rate: \$100,920
Audit Manager One Position – Comptroller			
City Payroll Manager One Position - Comptroller			
FPC Audit Manager One Position - FPC			
FPC Staffing Services Manager One Position - FPC			

Grants Fiscal Manager One Position - Comptroller	1IX: \$76,988 - \$107,782	N/A	1JX: \$82,051 - \$114,879 Recruit Rate: \$100,920
Worker's Compensation and Safety Manager One Position - DER			
Human Resources Manager Two Positions - DER			
Revenue and Financial Services Manager One Position - Comptroller			
Water Financial Manager One Position - DPW-Water Works			
Finance and Administration Manager One Position - DCD One Position - DPW-Operations			
Police Budget and Administration Manager* One Position - Police	1HX: \$72,244 - \$101,137		

*Fire and Police Commission Report Only

Pay Ranges 1IX and 2MX (\$76,988 - \$107,782)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Budget and Fiscal Policy Manager Two Positions – DOA-Budget	2MX: \$76,988 - \$107,782 Recruit Rate: \$84,687	N/A	2MX: \$76,988 - \$107,782 Recruit Rate: \$94,456
Legislative Reference Bureau Manager One Position – CCCC	1HX: \$72,244 - \$101,137 Recruit Rate: \$85,680		1IX: \$76,988 - \$107,782 Recruit Rate: \$94,456
Emergency Communications Finance Manager* One Position – DEC	1HX: \$72,244 - \$101,137 Recruit Rate: \$79,467		
Emergency Communications Human Resources Administrator* One Position - DEC			
Port Finance and Administration Officer One Position – Port Milwaukee	2LX: \$72,244 - \$101,137 Recruit Rate: \$77,957		
Policy and Administration Manager One Position – DOA-ITMD	2LX: \$72,244 - \$101,137		
Human Resources Administrator* One Position - Police	1HX: \$72,244 - \$101,137 Recruit Rate: \$77,182	Police Human Resources Administrator	
Budget and Management Reporting Manager One Position - DCD	1HX: \$72,244 - \$101,137	Budget Manager-City Development	
Administrative Services Manager One Position – DPW-Administrative Services			
Associate Director One Position - DOA-CDGA			
Health Budget and Administration Manager One Position - Health			
Tax Billing and Collection Manager One Position – City Treasurer			
Safety Manager One Position – DPW-Administration	1GX: \$67,763 - \$94,870 Recruit Rate: \$72,244	N/A	
Water Accounting Manager One Position – DPW-Water Works	1GX: \$67,763 - \$94,870		
Water Business Operations Manager One Position – DPW-Water Works			
Retirement Plan Manager One Position - ERS			
Human Resources Compliance Officer One Position - DER	2JX: \$63,585 - \$89,016		

Human Resources Officer One Position – DCD One Position – Library One Position - Health	1FX: \$63,585 - \$89,016	DCD Human Resources Administrator Library Human Resources Administrator Health Human Resources Administrator	1IX: \$76,988 - \$107,782 Recruit Rate: \$94,456
MPD Safety Division Manager* One Position - Police	1EX: \$59,632 - \$83,481	N/A	1IX: \$76,988 - \$107,782 Recruit Rate: \$94,456
Business Operations Manager-Neighborhood Services One Position - DNS	1FX: \$63,585 - \$89,016		
Library Business Manager One Position - Library	1FX: \$63,585 - \$89,016 Recruit Rate: \$69,943		
Fire Health and Safety Manager* One Position - Fire	2IX: \$59,632 - \$83,481		2MX: \$76,988 - \$107,782 Recruit Rate: \$94,456
FPC Compliance Auditor One Position - FPC	2HX: \$55,962 - \$78,342	N/A	2MX: \$76,988 - \$107,782
Police Open Records Legal Advisor* One Position - Police	2IX: \$59,632 - \$83,481		
DNS Personnel Officer One Position - DNS	1DX: \$55,962 - \$78,342	DNS Human Resources Administrator	1IX: \$76,988 - \$107,782 Recruit Rate: \$94,456
Fire Personnel Officer* One Position - Fire		Fire Human Resources Administrator	
Personnel Officer One Position – City Attorney		City Attorney Human Resources Administrator	
Operations Personnel Officer One Position - DPW-Operations	2HX: \$55,962 - \$78,342 4.8% GIC	Operations Human Resources Administrator	
Infrastructure Services Personnel Officer One Position – DPW-Infrastructure		Infrastructure Human Resources Administrator	
Water Works Personnel Officer One Position – DPW-Water Works	2HX: \$55,962 - \$78,342	Water Works Human Resources Administrator	
Business Finance Officer One Position – City Attorney	2HX: \$55,962 - \$78,342 Recruit Rate: \$65,594	Business Finance Manager	
Business Finance Manager Two Positions – Fire* One Position - DER	1FX: \$63,585 - \$89,016 Recruit Rate: \$76,316	N/A	

*Fire and Police Commission Report only

Pay Ranges 1HX and 2LX (\$72,244 - \$101,137)

Pay Ranges 1HX and 2LX (\$72,244 - \$101,137)			
Current Title	Current Pay Range	New Title	Recommended Pay Range
Budget and Fiscal Policy Analyst IV Five Positions – DOA-Budget	2LX: \$72,244 - \$101,137 Recruit Rate \$79,467	N/A	2LX: \$72,244 - \$101,137 Recruit Rate \$79,467
Senior IT Auditor One Position – Comptroller	2KX: \$67,763 - \$94,870		
Accounting Manager-City Development One Position – DCD	1GX: \$67,763 - \$94,870		1HX: \$72,244 - \$101,137 Recruit Rate \$79,467
Assistant Accounting Manager One Position – Comptroller			
Assistant City Payroll Manager One Position - Comptroller			
Assistant Grants Fiscal Manager One Position – Comptroller			
Risk Management and Safety Officer One Position - DER	2JX: \$63,585 - \$89,016 Recruit Rate: \$77,182		2LX: \$72,244 - \$101,137 Recruit Rate \$79,467
UCC Operations Manager One Position – DOA-ITMD-UCC	1FX: \$63,585 - \$89,016		1HX: \$72,244 - \$101,137 Recruit Rate \$79,467
Water Billing and Collections Manager One Position – DPW-Water Works			

Benefits and Wellness Supervisor One Position - DER	1EX: \$59,631 - \$83,481 Recruit Rate: \$77,182	N/A	1HX: \$72,244 - \$101,137 Recruit Rate \$79,467
Human Resources Supervisor*			
One Position - Police			
Pay Services Supervisor One Position - DER			
Workforce Planning and Certification Supervisor One Position - DER	2IX: \$59,632 - \$83,481 Recruit Rate: \$77,182	N/A	2LX: \$72,244 - \$101,137 Recruit Rate \$79,467
Employee Assistance and Resource Coordinator One Position - DER			
Business Operations Manager Two Positions – DPW-Administration One Position – DPW-Infrastructure	1EX: \$59,631 - \$83,481	N/A	1HX: \$72,244 - \$101,137 Recruit Rate \$79,467
Legislative Research Supervisor Two Positions - CCCC			
Pension Accounting Manager Three Positions - ERS			
Procurement and Compliance Manager One Position – DCD			
Procurement Manager One Position – DOA-Purchasing			
Water Customer Service Manager One Position – DPW-Water Works			
ERS Business Operations Analyst One Position – ERS			
Fiscal Planning Specialist Two Positions – CCCC	2IX: \$59,632 - \$83,481		2LX: \$72,244 - \$101,137 Recruit Rate \$79,467
Court Business Manager One Position – Municipal Court	1DX: \$55,962 - \$78,342		1HX: \$72,244 - \$101,137 Recruit Rate \$79,467
Administrative Services Supervisor One Position - Assessor	1BX: \$49,643 - \$68,968	Administrative Services Manager-Assessor	

*Fire and Police Commission Report Only

Pay Ranges 1GX and 2KX (\$67,763 - \$94,870)

Pay Ranges 1GX and 2HX (\$67,763 - \$94,870)			
Current Title	Current Pay Range	New Title	Recommended Pay Range
Grant Compliance Manager Four Positions – DOA-CDGA	2JX: \$63,585 - \$89,016	N/A	2KX: \$67,763 - \$94,870 Recruit Rate: \$74,539
Human Resources Representative One Position – Library Three Positions – Police* Three Positions – DPW-Administration Seven Positions – DER Two Positions – FPC Two Positions - Health	2HX: \$55,962 - \$78,342 Recruit Rate: \$72,383		
Lead Pension Specialist One Position - ERS	1CX: \$52,498 - \$73,504		
Health and Safety Officer* One Position - Police			
Procurement Specialist Five Positions – DOA-Purchasing	2GX: \$52,498 - \$73,504		
Police Payroll Supervisor* One Position - Police	1DX: \$55,962 - \$78,342 Recruit Rate: \$72,383	N/A	1GX: \$67,763 - \$94,870 Recruit Rate: \$74,539

Safety Supervisor Once Position – DPW-Administration	1DX: \$55,962 - \$78,342 Recruit Rate: \$59,632	N/A	1GX: \$67,763 - \$94,870 Recruit Rate: \$74,539
Leave Administration Coordinator One Position - DER			
Worker’s Compensation Specialist One Position - DER			
Disability Specialist-Lead One Position - ERS			
Accounting and Grant Specialist One Position – Health One Position – Police* Two Positions – DPW-Infrastructure	2HX: \$55,962 - \$78,342	N/A	2KX: \$67,763 - \$94,870 Recruit Rate: \$74,539
Accountant-Lead One Position - Comptroller			
Accounting Supervisor One Position - Comptroller			
Auditor-Lead One Position - Comptroller			
Fire and Police Commission Investigator Two Positions - FPC	2HX: \$55,962 - \$78,342	N/A	2KX: \$67,763 - \$94,870 Recruit Rate: \$74,539
Fire Compliance Officer* One Position - Fire			
IT Auditor Underfill Title - Comptroller	2HX: \$55,962 - \$78,342	N/A	2KX: \$67,763 - \$94,870 Recruit Rate: \$74,539
Legislative Fiscal Analyst-Lead Five Positions - CCCC			
Senior Auditor Two Positions - Comptroller			
Budget and Fiscal Policy Analyst III Underfill Title – DOA-Budget			
DCD Accountant-Lead Two Positions - DCD	2KX: \$67,763 - \$94,870 Recruit Rate: \$74,539		
Grant Budget Specialist One Position - DCD			

*Fire and Police Commission Report Only

Pay Ranges 1FX and 2JX (\$63,585 - \$89,016)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Pension Specialist-Senior Three Positions - ERS	2DN: \$43,350 - \$60,688	N/A	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943
Health and Safety Specialist* One Position – Police			
Call Center Supervisor Two Positions – DOA-ITMD-UCC	1AX: \$49,643 - \$64,695	N/A	1FX: \$63,585 - \$89,016 Recruit Rate: \$69,943
Deferred Compensation Plan Coordinator One Position – Deferred Compensation Plan	2EX: \$49,643 - \$64,695	N/A	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943
Management Accountant-Senior Three Positions – ERS One Position – Health One Position – DPW-Administration			
Business Analyst-Senior One Position – DOA-ITMD One Position – DOA-Equity & Inclusion			
Disability Specialist-Senior Two Positions - ERS			
Customer Service Specialist Two Positions – City Treasurer			
	1BX: \$49,643 - \$68,968	N/A	1FX: \$63,585 - \$89,016 Recruit Rate: \$69,943

Worker's Compensation Analyst One Position - DER	2FX: \$49,643 - \$68,968 Recruit Rate: \$63,729	N/A	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943		
Human Resources Analyst-Senior Two Positions - DER					
Diversity Recruiter One Position - DER					
Recruiter One Position - FPC					
Emergency Communications Human Resource Analyst-Senior* One Position - DEC					
Safety Specialist-Senior Two Positions – Police* Three Position – DPW-Administration	2FX: \$49,643 - \$68,968 Recruit Rate: \$52,498 4.8 % GIC 5% Lead Assignment	N/A	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943 4.8 % GIC 5% Lead Assignment		
Certification and Communications Coordinator One Position - DNS	2FX: \$49,643 - \$68,968	N/A	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943		
Fire and Police Commission Auditor Two Positions - FPC					
DPW Operations Business Analyst One Position – DPW-Administration					
Purchasing Agent-Senior One Position – DOA-Purchasing One Position - DCD					
Management and Accounting Officer One Position – DPW-Administration One Position – DPW-Infrastructure	2GX: \$52,498 - \$73,504				
Accountant III Three Positions – DPW-Water Works Two Positions – DPW-Infrastructure One Position – DPW-Transportation Fund					
Workforce Development Coordinator One Position – CCCC					
Accounting Specialist 11 Positions – Comptroller					
Associate IT Auditor Underfill Title – Comptroller					
Auditor Three Positions – Comptroller					
Business Inclusion Program Coordinator One Position – DOA-E&I					
Contract Compliance Officer One Position – DPW-Administration One Position – DOA-E&I					
Grant Monitor Two Positions – DOA-AAA 10 Positions – DOA-CDGA					
Pension Accounting Specialist Two Positions – ERS					
Water Customer Services Supervisor Two Positions – DPW-Water Works	1CX: \$52,498 - \$73,504			N/A	1FX: \$63,585 - \$89,016 Recruit Rate: \$69,943
Water Collections Supervisor One Position – DPW-Water Works	1DX: \$55,962 - \$78,342				
Tax Collection and Enforcement Coordinator One Position – City Treasurer	1EX: \$59,632 - \$83,481				

Budget and Fiscal Policy Analyst II Underfill Title – DOA-Budget	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943	N/A	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943
Investments and Financial Services Coordinator One Position – City Treasurer			
Transportation Financial Analyst One Position – DPW-Transportation Fund	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943 4.8% GIC	N/A	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943 4.8% GIC
Senior Financial Analyst One Position - Comptroller	2JX: \$63,585 - \$89,016	N/A	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943

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Pay Ranges 1EX and 2IX (\$59,632 - \$83,481)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Revenue Collection Manager One Position – City Treasurer	1DX: \$55,962 - \$78,342	N/A	1EX: \$59,632 - \$83,481 Recruit Rate: \$65,594
Budget and Fiscal Policy Analyst I Underfill Title – DOA-Budget	2IX: \$59,632 - \$83,481 Recruit Rate: \$65,594	N/A	2IX: \$59,632 - \$83,481 Recruit Rate: \$65,594
Financial Analyst Underfill Title – Comptroller	2IX: \$59,632 - \$83,481		
Management Services Analyst One Position – ERS	2HX: \$55,962 - \$78,342		
Business Finance Officer One Position – DOA-ECO			
Benefits Systems Analyst One Position - DER	2GX: \$52,498 - \$73,504 Recruit Rate: \$67,928	N/A	2IX: \$59,632 - \$83,481 Recruit Rate: \$67,928
HRIS Analyst One Position - DER			
Test Administration Specialist One Position - DER			
Investments and Financial Services Specialist One Position – City Treasurer	2GX: \$52,498 - \$73,504 Recruit Rate: \$61,376	N/A	2IX: \$59,632 - \$83,481 Recruit Rate: \$65,594
Associate Auditor Underfill Title – Comptroller	2FX: \$49,643 - \$68,968		
Finance Specialist One Position – Port Milwaukee			
Water Claims Specialist One Position – DPW-Water Works			
Workforce Grant Specialist One Position - CCCC			
Workforce Outreach Specialist One Position - CCCC			
Legislative Analyst-Associate Underfill Title - CCCC	2EX: \$49,643 - \$64,695		
Athletic Trainer* One Position - Fire	2EN: \$46,212 - \$64,695		
Investigator/Adjuster Two Positions – City Attorney	2EN: \$46,212 - \$64,695 Recruit Rate: \$53,805		
Human Resources Analyst Underfill Title - DER	2DN: \$43,350 - \$60,688 Recruit Rate: \$57,691		
Safety Specialist Underfill Title – DPW-Administration	2DN: \$43,350 - \$60,688 Recruit Rate: \$46,212		
Purchasing Agent Underfill Title – DOA-Purchasing	2DN: \$43,350 - \$60,688		
Business Analyst Underfill Title – DOA-Purchasing	2CN: \$40,678 - \$56,941		
Disability Specialist Underfill Title – ERS			

Pension Specialist Underfill Title - ERS	2BN: \$38,174 - \$53,439	N/A	2IX: \$59,632 - \$83,481
Program Assistant II One Position - Health	5FN: \$41,326 - \$49,213 Recruit rate: \$43,390	Human Resources Analyst	Recruit Rate: \$65,594

*Fire and Police Commission Report Only

Human Resources Assistant – Health Department

Health Commissioner Kristen Johnson has requested to reclassify one Program Assistant II to a Human Resources Analyst-Senior. A new job description was provided.

This position performs human resources responsibilities in the Health department's Human Resources Office. Duties include recruitment and staffing support, payroll support and general human resources administrative tasks. The position provides front-line contact for the Health Department's employees. Responsibilities include establishing and maintaining effective professional relationships with management, employees, as well as other City and external contacts. The position collaborates with other HR staff to ensure activities align with departmental and divisional expectations.

The Health department has requested this change to a professional level classification in order to meet the Human Resources team's expanding volume of work. The responsibilities of the position now align with the classification of Human Resources Analyst. The recommendation is to classify one Program Assistant II to Human Resources Analyst in Pay Range 2IX.

Pay Range 2GX (\$52,498 - \$73,504)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Business Operations Associate One Position – DER	2FX: \$49,643 - \$68,968 Recruit Rate: \$63,729	Business Operations Specialist	2GX: \$52,498 - \$73,504 Recruit Rate: \$63,729
Paralegal One Position - DER	5JN: \$48,037 - \$58,287	Paralegal-Lead	

Paralegal-Lead, DER-Worker's Compensation Division

Employee Relations Benefits Director Renee Joss has requested a new lead classification for one position of Paralegal in the Worker's Compensation Division. A new job description has been provided.

Under the direction of the Worker's Compensation Manager, the Paralegal-Lead is responsible for higher-level paralegal and administrative oversight of worker's compensation functions. This includes technical assistance to the Worker's Compensation team, assistance with records management and retention, reporting & audits, safety initiatives, employee relations Worker's Compensation related matters, and oversight and tracking of all litigation activities and filing deadlines. This position works closely with the Assistant City Attorneys in the delivery of legal services while performing higher-level paralegal work. The position completes internal docketing services for the Worker's Compensation team and performs file maintenance. The position researches issues and prepares reports and written summaries of findings on matters requiring knowledge of Worker's Compensation, legal processes and procedures relating to the Department of Workforce Development, Chapter 102. The position provides oversight support for administrative support and the paralegal work assignments including but not limited to providing training, auditing work, and review litigation/administrative assignments.

Based upon the addition of these higher-level paralegal responsibilities as well as oversight support to paralegal and administrative support staff, the recommendation is to classify one Paralegal to Paralegal-Lead in Pay Range 2GX.

Pay Range 2EN (\$46,212 - \$64,695)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Benefit Services Coordinator One Position - ERS	2DN: \$43,350 - \$60,688 Recruit Rate: \$57,691	N/A	2EN: \$46,212 - \$64,695 Recruit Rate: \$57,691
Test Administration Coordinator One Position - DER			
Paralegal One Position - DER One Position - FPC Three Positions/1 Auxiliary - City Attorney	5JN: \$48,037 - \$58,287		

Action Required - Effective Pay Period 6, 2022 (March 6, 2022)

* See addendum included in CCFN: 220531 for Salary and Position Ordinance changes.

Prepared by: Andrea Knickerbocker
 Andrea Knickerbocker, Human Resources Manager

Reviewed by: Harper Donahue IV
 Harper Donahue IV, Employee Relations Director

City-Wide Business Operations and Human Resources Benchmark Pay Ranges

Title	Pay Range	Pay Range Minimum	Title Minimum	Pay Range Maximum
Budget and Fiscal Policy Manager	2MX	76,988	94,456	107,782
Budget and Fiscal Police Analyst IV	2LX	72,244	79,467	101,137
Budget and Fiscal Police Analyst III	2KX	67,763	74,539	94,870
Budget and Fiscal Police Analyst II	2JX	63,585	69,943	89,016
Budget and Fiscal Policy Analyst I	2IX	59,632	67,928	83,481

Title	Pay Range	Pay Range Minimum	Title Minimum	Pay Range Maximum
Human Resources Manager	1JX	82,051	100,920	114,879
Human Resources Administrator	1IX	76,988	94,456	107,782
Human Resources Supervisor	1HX	72,244	79,467	101,137
Human Resources Representative	2KX	67,763	74,539	94,870
Human Resources Analyst-Senior	2JX	63,585	69,943	89,016
Human Resources Analyst	2IX	59,632	67,928	83,481