



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Director
Employee Benefits

Nicole Fleck
Labor Negotiator

September 10, 2022

(Revised September 12, 2022)

To: The City Service Commission
From: Andrea Knickerbocker, Human Resources Manager
Subject: Probationary Period Recommendations for Reclassified Positions

The following positions are being recommended for reclassification at the September 13, 2022 meeting of the City Service Commission. Accordingly, we make the following recommendations related to the probationary period.

Department of Administration

Current	Recommended
Grant Monitor PR 2GX (\$52,498 - \$73,504) (1 Position)	Grant Compliance Manager 2KX (\$67,763 - \$94,870) FN: Recruitment is at \$74,539 (1 Position)
Not applicable as this position is vacant.	

Department of Public Works – Water Works

Current	Recommended
Water Quality Analyst PR 2GN (\$52,498 - \$73,504) FN: Recruitment at \$62,183/any point with DER approval (One Position)	Water Quality Analyst PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$64,171/any point with DER approval (One Position)
No new probationary period is recommended as the incumbent has been performing the work for some time.	

Health Department

Current	Recommended
Public Health Laboratories Director PR 1LX (\$93,232 - \$130,521) (One Position)	Public Health Laboratories Director PR 1LX (\$93,232 - \$130,521) FN: Recruitment at \$110,796/any point with DER and Chair of Finance and Personnel approval. (One Position)
Public Health Assistant Laboratories Director PR 1JX (\$82,051 - \$114,879) FN: Recruitment at any point with DER and Chair of Finance and Personnel approval. (Two Positions)	Public Health Assistant Laboratories Director PR 1JX (\$82,051 - \$114,879) FN: Recruitment at \$92,513/any point with DER and Chair of Finance and Personnel approval. (Two Positions)
Bioinformatician PR 2JN (\$63,585 - \$89,016)	Bioinformatician PR 2JN (\$63,585 - \$89,016)

FN: Recruitment at any point with DER approval. (One Position)	FN: Recruitment at \$73,960/any point with DER approval. (One Position)
Microbiologist - Lead PR 2JN (\$63,585 - \$89,016) FN: Recruitment at any point with DER approval. (One Position)	Microbiologist - Lead PR 2JN (\$63,585 - \$89,016) FN: Recruitment at \$73,960/any point with DER approval. (One Position)
Public Health Laboratory Operations Manager PR 1EX (\$59,632 - \$83,481) FN: Recruitment at any point with DER approval. (One Position)	Public Health Laboratory Operations Manager PR 1EX (\$59,632 - \$83,481) FN: Recruitment at \$69,381/any point with DER approval. (One Position)
Laboratory Information Systems Specialist PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$62,583/any point with DER approval. (One Position)	Laboratory Information Systems Specialist PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$64,171/any point with DER approval. (One Position)
Laboratory Quality Assurance Specialist PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$56,041/any point with DER approval. (One Position)	Laboratory Quality Assurance Specialist PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$64,171/any point with DER approval. (One Position)
Chemist - Senior PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$56,041/any point with DER approval. (One Position)	Chemist - Senior PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$64,171/any point with DER approval. (One Position)
Microbiologist - Senior PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$56,041/any point with DER approval. (Two Positions)	Microbiologist – Senior PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$64,171/any point with DER approval. (Two Positions)
Virologist - Senior PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$56,041/any point with DER approval. (One Position)	Virologist - Senior PR 2HN (\$55,962 - \$78,342) FN: Recruitment at \$64,171/any point with DER approval. (One Position)
Chemist PR 2FN (\$49,260 - \$68,968) FN: Recruitment at any point with DER approval. (Five Positions)	Chemist PR 2FN (\$49,260 - \$68,968) FN: Recruitment at \$59,025/any point with DER approval. (Five Positions)
Microbiologist PR 2FN (\$49,260 - \$68,968) FN: Recruitment at any point with DER approval. (Nine Positions)	Microbiologist PR 2FN (\$49,260 - \$68,968) FN: Recruitment at \$59,025/any point with DER approval. (Nine Positions)
Virologist PR 2FN (\$49,260 - \$68,968) FN: Recruitment at any point with DER approval. (One Position)	Virologist PR 2FN (\$49,260 - \$68,968) FN: Recruitment at \$59,025/any point with DER approval. (One Position)

Laboratory Data Specialist PR 2EN (\$46,212 - \$64,695) FN: Recruitment at \$51,730. (One Position)	Laboratory Data Specialist PR 2EN (\$46,212 - \$64,695) FN: Recruitment at \$54,105/any point with DER approval. (One Position)
Medical Laboratory Technician PR 3DN (\$38,803 - \$45,287) FN: Recruitment at \$41,508 (Six Positions)	Medical Laboratory Technician PR 3FN (\$39,278 - \$48,114) FN: Recruitment at \$45,256 (Six Positions)
No new probationary periods are recommended as this is a market study only.	

Health Department

Current	Recommended
Violence Reduction and Prevention Program Director PR 1IX (\$76,988 - \$107,782) FN: Appointment may be at any rate in the pay range with the approval of DER and the Chair of Finance and Personnel. (One Position)	Violence Reduction and Prevention Program Director PR 1IX (\$76,988 - \$107,782) FN: Recruitment is at \$78,849 and may be at any rate in the pay range with the approval of DER and the Chair of Finance and Personnel. (One Position)
New Position (One Position)	Office of Violence Prevention Operations Manager PR 1HX (\$72,244 - \$101,137) FN: Recruitment is at \$75,402 and may be at any rate in the pay range with the approval of DER. (One Position)
Family Injury and Violence Prevention Manager PR 2HX (\$55,962 - \$78,342) (One Position)	Family Violence Prevention Manager PR 2IX (\$59,632 - \$83,481) FN: Recruitment is at \$71,134 and may be at any rate in the pay range with the approval of DER. (One Position)
New Position (One Position)	Suicide Prevention Manager PR 2IX (\$59,632 - \$83,481) FN: Recruitment is at \$71,134 and may be at any rate in the pay range with the approval of DER. (One Position)
ReCAST Program Manager PR 2HX (\$55,962 - \$78,342) FN: Appointment may be at any rate in the pay range with the approval of DER and Chair of the Committee on Finance and Personnel. (One Position)	ReCAST Program Manager PR 2IX (\$59,632 - \$83,481) FN: Recruitment is at \$71,134 and may be at any rate in the pay range with the approval of DER. (One Position)
Violence Prevention Manager PR 2HX (\$55,962 - \$78,342) (One Position – Vacant)	Community Violence Prevention Manager PR 2IX (\$59,632 - \$83,481) FN: Recruitment is at \$71,134 and may be at any rate in the pay range with the approval of DER. (One Position)
Violence Prevention Research Coordinator PR 2JX (\$63,585 - \$89,016) (One Position - Vacant)	Data and Evaluation Coordinator PR 2HX (\$55,962 - \$78,342) FN: Recruitment is at \$58,737 and may be at any rate in the pay range with the approval of DER. (One Position)

New Position (One Position)	Grant Compliance Coordinator PR 2HX (\$55,962 - \$78,342) FN: Recruitment may be at any rate in the range with the approval of DER. (One Position)
Injury and Violence Prevention Program Coordinator PR 2FX (\$49,643 - \$68,968) (Two Positions – One Vacant)	Family Violence Prevention Program Coordinator PR 2GX (\$52,498 - \$73,504) FN: Recruitment may be at any rate in the range with the approval of DER. (One Position)
	Community Violence Prevention Program Coordinator PR 2GX (\$52,498 - \$73,504) FN: Recruitment may be at any rate in the range with the approval of DER.
New Position (One Position)	(Two Positions)
ReCAST Program Coordinator PR 2CN (\$40,678 - \$56,941) FN: Recruitment is at \$46,382 (One Position – Vacant)	ReCAST Program Coordinator PR 2GX (\$52,498 - \$73,504) FN: Recruitment may be at any rate in the range with the approval of DER. (One Position)
New Position (One Position)	Marketing and Communications Coordinator PR 2FX (\$49,643 - \$68,968) FN: Recruitment may be at any rate in the range with the approval of DER. (One Position)
New Position (One Position)	Community Outreach Project Liaison PR 2FX (\$49,643 - \$68,968) FN: Recruitment may be at any rate in the range with the approval of DER. (One Position)
Administrative Assistant III PR 5FN (\$41,326 - \$49,213) FN: Recruitment is at \$43,390 (One Position)	Administrative Assistant IV PR 5IN (\$47,274 - \$55,763) FN: Recruitment is at \$48,735 (One Position)
No new probationary periods are recommended as ten of the positions are vacant, four of the positions are exempt, and the incumbent of the Administrative Assistant III position has been performing the work for some time.	

Various

Current	Recommended
Office Assistant IV PR 6HN (\$37,821 - \$42,701) Recruit Rate: \$38,587 (One Position – DPW-Water Works)	Administrative Assistant IV PR 5IN (\$47,274 - \$55,763) Recruit Rate: \$48,735 FN: Recruitment flexibility at any point in the range with DER approval (One Position – DPW-Water Works)
Administrative Services Coordinator PR 5JN (\$48,037 - \$58,287) Recruit Rate: \$50,331 (One Position – DER)	Administrative Support Specialist PR 2DN (\$43,350 - \$60,688) FN: Recruitment flexibility at any point in the range with DER approval (One Position – DER)
Not applicable as these two positions are vacant.	

Various General City Departments

Current	Recommended
Housing Programs Specialist PR 2EN (\$46,212 - \$64,695) FN: Recruitment is at \$54,170 and up to \$64,695 FN: Recruitment at any point/DER approval (4 Positions – <i>City Development</i>)	Housing Programs Specialist PR 2EN (\$46,212 - \$64,695) FN: Recruitment is at \$59,553.59 and up to \$64,695 FN: Recruitment at any point/DER approval (4 Positions – <i>City Development</i>)
Accountant II PR 2DN (\$43,350 - \$60,688) FN: Recruitment is at \$48,037 (2 Positions – <i>City Development</i>) (2 Positions – <i>Comptroller</i>) (2 Positions – <i>Health Department</i>)	Accounting Coordinator II PR 2DN (\$43,350 - \$60,688) FN: Recruitment is at \$52,853.83 (2 Positions – <i>City Development</i>) (2 Positions – <i>Comptroller</i>) (2 Positions – <i>Health Department</i>)
Accountant I PR 2CN (\$40,678 - \$56,941) FN: Recruitment is at \$47,274 (2 Positions – <i>City Development</i>)	Accounting Coordinator I PR 2DN (\$43,350 - \$60,688) FN: Recruitment is at \$49,396.10 (2 Positions – <i>City Development</i>)
Business Services Specialist PR 2DN (\$43,350 - \$60,688) FN: Recruitment is at \$47,274 (2 Positions – <i>DPW</i>)	Business Services Specialist PR 2DN (\$43,350 - \$60,688) FN: Recruitment is at \$49,393.10 (2 Positions – <i>DPW</i>)
City Payroll Specialist PR 2DN (\$43,350 - \$60,688) FN: Recruitment is at \$48,037 FN: Recruitment at any point/DER approval (3 Positions – <i>Comptroller</i>)	City Payroll Specialist PR 2DN (\$43,350 - \$60,688) FN: Recruitment is at \$52,853.83 FN: Recruitment at any point/DER approval (3 Positions – <i>Comptroller</i>)
Revenue Collection Specialist PR 5IN (\$47,274 - \$55,763) FN: Recruitment is at \$48,735 (1 Position – <i>City Treasurer</i>)	Revenue Collection Specialist PR 5IN (\$47,274 - \$55,763) FN: Recruitment is at \$49,396.10 (1 Position – <i>City Treasurer</i>)
Water Billing Specialist PR 5HN (\$45,913 - \$52,436) (4 Positions – <i>DPW Water Works</i>)	Water Billing Specialist PR 5HN (\$45,913 - \$52,436) FN: Recruitment is at \$49,396.10 (4 Positions – <i>DPW Water Works</i>)
Accounting Program Assistant III PR 5GN (\$42,442 - \$50,945) (7 Positions - <i>Comptroller</i>)	Accounting Program Assistant III PR 5GN (\$42,442 - \$50,945) FN: Recruitment is at \$49,396.10 (7 Positions - <i>Comptroller</i>)
Health Accounting Assistant PR 5GN (\$42,442 - \$50,945) (2 Positions – <i>Health Department</i>)	Health Accounting Assistant PR 5GN (\$42,442 - \$50,945) FN: Recruitment is at \$49,396.10 (2 Positions – <i>Health Department</i>)
Accounting Assistant III PR 5EN (\$41,311 - \$47,658) (2 Positions – <i>Library</i>) (1 Position – <i>Municipal Court</i>) (5 Positions – <i>DPW</i>)	Accounting Assistant III PR 5EN (\$41,311 - \$47,658) FN: Recruitment is at \$43,144.47 (2 Positions – <i>Library</i>) (1 Position – <i>Municipal Court</i>) (5 Positions – <i>DPW</i>)
Personnel Payroll Assistant III PR 5EN (\$41,311 - \$47,658)	Personnel Payroll Assistant III PR 5EN (\$41,311 - \$47,658) FN: Recruitment is at \$43,144.47

FN: DPW employees to be paid \$41,311 and up to \$47,687 (1 Position – <i>Health Department</i>) (2 Positions – <i>Library</i>) (9 Positions – <i>DPW</i>)	FN: DPW employees to be paid \$43,144.47 and up to \$47,687 (1 Position – <i>Health Department</i>) (2 Positions – <i>Library</i>) (9 Positions – <i>DPW</i>)
Accounting Program Assistant II PR 6KN (\$42,442 - \$50,945) (4 Positions – <i>Comptroller</i>)	Accounting Program Assistant II PR 6KN (\$42,442 - \$50,945) FN: Recruitment is at \$43,144.47 (4 Positions – <i>Comptroller</i>)
Tax Enforcement Specialist PR 6NN (\$39,401 - \$52,578) FN: Recruitment is at \$45,913 (3 Positions – <i>City Treasurer</i>)	Tax Enforcement Specialist PR 6NN (\$39,401 - \$52,578) FN: Recruitment is at \$49,396.10 (3 Positions – <i>City Treasurer</i>)
Accounting Assistant II PR 6HN (\$37,821 - \$42,701) FN: Recruitment is at \$38,587 (2 Position – <i>City Development</i>) (2 Positions – <i>ERS</i>) (1 Position – <i>Library</i>) (4 Positions – <i>Municipal Court</i>) (2 Positions – <i>Neighborhood Services</i>) (5 Positions – <i>DPW</i>)	Accounting Assistant II PR 6HN (\$37,821 - \$42,701) FN: Recruitment is at \$41,887.83 (2 Position – <i>City Development</i>) (2 Positions – <i>ERS</i>) (1 Position – <i>Library</i>) (4 Positions – <i>Municipal Court</i>) (2 Positions – <i>Neighborhood Services</i>) (5 Positions – <i>DPW</i>)
Accounting Program Assistant I PR 6HN (\$37,821 - \$42,701) (Underfill)	Accounting Program Assistant I PR 6HN (\$37,821 - \$42,701) FN: Recruitment is at \$41,887.83 (Underfill)
Personnel Payroll Assistant II PR 6HN (\$37,821 - \$42,701) FN: Recruitment is at \$38,587 (1 Position – <i>Neighborhood Services</i>)	Personnel Payroll Assistant II PR 6HN (\$37,821 - \$42,701) FN: Recruitment is at \$41,887.83 (1 Position – <i>Neighborhood Services</i>)
Teller PR 6HN (\$37,821 - \$42,701) FN: Recruitment is at \$38,587 (2 Position – <i>City Treasurer</i>)	Teller PR 6HN (\$37,821 - \$42,701) FN: Recruitment is at \$41,887.83 (2 Position – <i>City Treasurer</i>)
Personnel Payroll Assistant I PR 6GN (\$34,656 - \$40,741) FN: Recruitment is at \$36,977 (Underfill)	Personnel Payroll Assistant I PR 6GN (\$34,656 - \$40,741) FN: Recruitment is at \$40,321.93 (Underfill)
Although eight positions had a title change, the increase in rates of pay are based on a market study only and no new probationary periods are recommended.	

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

Various City Departments		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			
Executive Director-Defer. Comp. Board	2OX: \$87,472 - \$122,465		
One Position – Deferred Compensation			
Fire and Police Commission Chief of Staff	1HX: \$72,244 - \$101,137	FPC Deputy Director	
One Position - FPC			

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

Current Title	Current Pay Range	New Title	Recommended Pay Range
ARPA Director	2OX: \$87,472 - \$122,465	N/A	2OX: \$87,472 - \$122,465 Recruit Rate: \$97,970
One Position - DOA-Budget & Management			
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	1IX: \$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			
Worker’s Compensation and Safety Manager One Position - DER	1IX: \$76,988 - \$107,782	N/A	1JX: \$82,051 - \$114,879 Recruit Rate: \$100,920
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			

*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*	1HX: \$72,244 - \$101,137 Recruit Rate: \$79,4667		
One Position – DEC			
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	ITMD Policy and Administration Manager	
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		N/A	
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		
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	

MPD Safety Division Manager* One Position - Police	1EX: \$59,632 - \$83,481	N/A	11X: \$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	11X: \$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)

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		
Human Resources Supervisor* One Position - Police			
Pay Services Supervisor			

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

*Fire and Police Commission Report Only

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

Current Title	Current Pay Range	New Title	Recommended Pay Range
Grant Compliance Manager	2JX: \$63,585 - \$89,016		
Four Positions – DOA-CDGA			
Human Resources Representative			
One Position – Library		NA	2KX: \$67,763 - \$94,870 Recruit Rate: \$74,539
Three Positions – Police*	2HX: \$55,962 - \$78,342 Recruit Rate: \$72,383		
Three Positions – DPW-Administration			
Seven Positions – DER			
Two Positions – FPC			
Two Positions - Health			
Lead Pension Specialist			
One Position - ERS	1CX: \$52,498 - \$73,504		
Health and Safety Officer*			
One Position - Police			
Procurement Specialist	2GX: \$52,498 - \$73,504		
Five Positions – DOA-Purchasing			
Police Payroll Supervisor*	1DX: \$55,962 - \$78,342 Recruit Rate: \$72,383		
One Position - Police		NA	1GX: \$67,763 - \$94,870 Recruit Rate: \$74,539
Safety Supervisor			
Once Position – DPW-Administration			
Leave Administration Coordinator			
One Position - DER	1DX: \$55,962 - \$78,342 Recruit Rate: \$59,632		
Worker's Compensation Specialist			
One Position - DER			
Disability Specialist-Lead			
One Position - ERS			

Accounting and Grant Specialist One Position – Health One Position – Police*	2HX: \$55,962 - \$78,342	NA	2KX: \$67,763 - \$94,870 Recruit Rate: \$74,539
Two Positions – DPW-Infrastructure			
Accountant-Lead One Position - Comptroller			
Accounting Supervisor One Position - Comptroller	2HX: \$55,962 - \$78,342	NA	2KX: \$67,763 - \$94,870 Recruit Rate: \$74,539
Auditor-Lead One Position - Comptroller			
Fire and Police Commission Investigator Two Positions - FPC			
Fire Compliance Officer* One Position - Fire	2HX: \$55,962 - \$78,342	NA	2KX: \$67,763 - \$94,870 Recruit Rate: \$74,539
IT Auditor Underfill Title - Comptroller			
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			
Grant Budget Specialist One Position - DCD			
	2KX: \$67,763 - \$94,870 Recruit Rate: \$74,539		

*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	NA	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	NA	1FX: \$63,585 - \$89,016 Recruit Rate: \$69,943
Deferred Compensation Plan Coordinator One Position – Deferred Compensation Plan	2EX: \$49,643 - \$64,695	NA	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	NA	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	NA	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	NA	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	NA	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	NA	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	NA	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	NA	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943 4.8% GIC
Senior Financial Analyst One Position - Comptroller	2JX: \$63,585 - \$89,016	NA	2JX: \$63,585 - \$89,016 Recruit Rate: \$69,943

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	NA	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	NA	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	NA	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	NA	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		
Program Assistant II One Position - Health	5FN: 41,326.22 49,213.06 43,389.58		

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	

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	NA	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		

No new probationary periods are recommended. Although 15 positions had a title change, the increase in rates is based on a market study only for a majority of the positions and the incumbents of the three reclassifications of FPC Deputy Director, Paralegal-Lead and Human Resources Analyst have been performing the work for some time.