

## **Department of Employee Relations**

Cavalier Johnson Mayor

**Harper Donahue, IV** Director

Renee Joos Employee Benefits Director

Nicole M. Fleck Labor Negotiator

REVISED 9/13/2022 (2)

## **Job Evaluation Report**

Fire Police Commission Meeting: September 15, 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 City Services 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 the Department of 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.

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<br>Recruit Rate: \$102,554 |                     |  |
| Accounts Director* One Position - Comptroller 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 | 1KX: \$87,472 - \$122,465                            | N/A                 | 1LX: \$93,232 - \$130,521<br>Recruit Rate: \$120,134 |
| Executive Director-Defer. Comp. Board* One Position – Deferred Compensation  | 2OX: \$87,472 - \$122,465                            |                     |  |
| Fire and Police Commission Chief of Staff* One Position - FPC  | 1HX: \$72,244 - \$101,137                            | FPC Deputy Director |  |

<sup>\*</sup>City Service Commission Report Only

Pay Range 2OX (\$87.472 - \$122.465)

| 1 ay Range 20Ω (ψ01,412 - ψ122,403)    |                           |           |                           |  |  |
|--|---------------------------|-----------|---------------------------|--|--|
| 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 |  |  |
| Capital Finance Manager*               | 20A. \$67,472 - \$122,403 | IN/A      | Recruit Rate: \$97,970    |  |  |
| One Position - Comptroller             |                           |           |                           |  |  |

<sup>\*</sup>City Service Commission Report Only

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

<sup>\*</sup>City Service Commission Report Only

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

| Current Title                              | Current Pay Range          | New Title               | Recommended Pay Range     |
|--|----------------------------|-------------------------|---------------------------|
|  |                            | New Title               |                           |
| Budget and Fiscal Policy Manager*          | 2MX: \$76,988 - \$107,782  |                         | 2MX: \$76,988 - \$107,782 |
| Two Positions – DOA-Budget                 | Recruit Rate: \$84,687     | -                       | Recruit Rate: \$94,456    |
| Legislative Reference Bureau Manager*      | 1HX: \$72,244 - \$101,137  |                         |                           |
| One Position - CCCC                        | Recruit Rate: \$85,680     | _                       |                           |
| Emergency Communications Finance           |                            |                         |                           |
| Manager                                    |                            | N/A                     |                           |
| One Position - DEC                         | 1HX: \$72,244 - \$101,137  | IV/A                    |                           |
| Emergency Communications Human             | Recruit Rate: \$79,467     |                         |                           |
| Resources Administrator                    |                            |                         |                           |
| One Position - DEC                         |                            |                         |                           |
| Port Finance and Administration Officer*   | 2LX: \$72,244 - \$101,137  |                         |                           |
| One Position – Port Milwaukee              | Recruit Rate: \$77,957     |                         |                           |
| Policy and Administration Manager*         |                            | ITMD Policy and         | 1                         |
| One Position – DOA-ITMD                    | 2LX: \$72,244 - \$101,137  | Administration Manager  |                           |
| Human Resources Administrator              | 1HX: \$72,244 - \$101,137  | Police Human Resources  | 1                         |
| One Position - Police                      | Recruit Rate: \$77,182     |                         |                           |
|  | Recruit Kate: \$77,182     | Administrator           | -                         |
| Budget and Management Reporting Manager*   |                            | Budget Manager-City     |                           |
| One Position - DCD                         | -                          | Development             | -                         |
| Administrative Services Manager*           |                            |                         |                           |
| One Position – DPW-Administrative Services |                            |                         |                           |
| Associate Director*                        | 1HX: \$72,244 - \$101,137  |                         |                           |
| One Position - DOA-CDGA                    | 111A. \$72,244 - \$101,137 |                         |                           |
| Health Budget and Administration Manager*  |                            |                         |                           |
| One Position - Health                      |                            |                         |                           |
| Tax Billing and Collection Manager*        | 1                          |                         |                           |
| One Position – City Treasurer              |                            |                         | 1IX: \$76,988 - \$107,782 |
| Safety Manager*                            | 1GX: \$67,763 - \$94,870   | 1                       | Recruit Rate: \$94,456    |
| One Position – DPW-Administration          | Recruit Rate: \$72,244     | N/A                     |                           |
| Water Accounting Manager*                  | 11001011 11000 4 , 2,2     |                         |                           |
| One Position – DPW-Water Works             |                            |                         |                           |
| Water Business Operations Manager*         | ·                          |                         |                           |
|  | 1GX: \$67,763 - \$94,870   |                         |                           |
| One Position – DPW-Water Works             | -                          |                         |                           |
| Retirement Plan Manager*                   |                            |                         |                           |
| One Position - ERS                         |                            |                         |                           |
| Human Resources Compliance Officer*        | 2JX: \$63,585 - \$89,016   |                         |                           |
| One Position - DER                         |                            |                         | -                         |
|  |                            | DCD Human Resources     |                           |
| Human Resources Officer*                   |                            | Administrator           | _                         |
| One Position – DCD                         | 1FX: \$63,585 - \$89,016   | Library Human Resources |                           |
| One Position – Library                     | 11.V. \$02,202 - \$69,010  | Administrator           |                           |
| One Position - Health                      |                            | Health Human Resources  |                           |
|  |                            | Administrator           |                           |
| MPD Safety Division Manager                | 1EV. 050 (22 002 401       |                         | ]                         |
| One Position - Police                      | 1EX: \$59,632 - \$83,481   |                         |                           |
| Business Operations Manager-Neighborhood   |                            | 1                       |                           |
| Services*                                  | 1FX: \$63,585 - \$89,016   |                         |                           |
| One Position - DNS                         | 1111. \$05,505 \$05,010    | N/A                     |                           |
| Library Business Manager*                  | 1FX: \$63,585 - \$89,016   | 11/17                   |                           |
| One Position - Library                     | Recruit Rate: \$69,943     |                         |                           |
|  | Recruit Kate: \$09,943     | -                       | 2MV, \$76,000 \$107,700   |
| Fire Health and Safety Manager             | 2IX: \$59,632 - \$83,481   |                         | 2MX: \$76,988 - \$107,782 |
| One Position - Fire                        | ,                          |                         | Recruit Rate: \$94,456    |
| FPC Compliance Auditor*                    | 2HX: \$55,962 - \$78,342   |                         |                           |
| One Position - FPC                         |                            | N/A                     | 2MX: \$76,988 - \$107,782 |
| Police Open Records Legal Advisor          | 2IX: \$59,632 - \$83,481   | 17/11                   | μισι, φ. 0, 200 φιστ, 702 |
| One Position - Police                      | 2111. \$57,052 \$05,701    |                         |                           |
|  |                            |                         |                           |

| DNS Personnel Officer* One Position - DNS Fire Personnel Officer One Position - Fire Personnel Officer* One Position - City Attorney     | 1DX: \$55,962 - \$78,342                           | DNS Human Resources Administrator Fire Human Resources Administrator City Attorney Human Resources Administrator |   |
|--|--|--|---|
| Operations Personnel Officer* One Position - DPW-Operations Infrastructure Services Personnel Officer* One Position – DPW-Infrastructure | 2HX: \$55,962 - \$78,342<br>4.8% GIC               | Operations Human<br>Resources Administrator<br>Infrastructure Human<br>Resources Administrator                   | 1IX: \$76,988 - \$107,782<br>Recruit Rate: \$94,456 |
| Water Works Personnel Officer* One Position – DPW-Water Works  | 2HX: \$55,962 - \$78,342                           | Water Works Human<br>Resources Administrator   |   |
| Business Finance Officer* One Position – City Attorney   | 2HX: \$55,962 - \$78,342<br>Recruit Rate: \$65,594 | Business Finance Manager   |   |
| Business Finance Manager Two Positions – Fire One Position – DER*  | 1FX: \$63,585 - \$89,016<br>Recruit Rate: \$76,316 | N/A  |   |

<sup>\*</sup>City Service Commission Report Only

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

| Current Title                          | y Ranges 1HX and 2LX (\$72,3<br>Current Pay Range | New Title | Recommended Pay Range                              |
|--|---|-----------|--|
| Budget and Fiscal Policy Analyst IV*   | 2LX: \$72,244 - \$101,137                         |           |  |
| Five Positions – DOA-Budget            | Recruit Rate \$79,467                             |           | 2LX: \$72,244 - \$101,137                          |
| Senior IT Auditor*                     | 2KX: \$67,763 - \$94,870                          |           | Recruit Rate \$79,467                              |
| One Position – Comptroller             | 2KA. \$07,703 - \$54,870                          |           |  |
| Accounting Manager-City Development*   |   |           |  |
| One Position – DCD                     | _   |           |  |
| Assistant Accounting Manager*          |   |           |  |
| One Position – Comptroller             | 1GX: \$67,763 - \$94,870                          |           | 1HX: \$72,244 - \$101,137                          |
| Assistant City Payroll Manager*        | 137. ψ07,703 ψ54,070                              |           | Recruit Rate \$79,467                              |
| One Position - Comptroller             | _   |           |  |
| Assistant Grants Fiscal Manager*       |   |           |  |
| One Position – Comptroller             |   |           |  |
| Risk Management and Safety Officer*    | 2JX: \$63,585 - \$89,016                          |           | 2LX: \$72,244 - \$101,137                          |
| One Position - DER                     | Recruit Rate: \$77,182                            |           | Recruit Rate \$79,467                              |
| UCC Operations Manager*                |   |           |  |
| One Position – DOA-ITMD-UCC            | 1EV 062 505 000 016                               |           |  |
| Water Billing and Collections Manager* | 1FX: \$63,585 - \$89,016                          |           |  |
| One Position – DPW-Water Works         |   |           |  |
| Benefits and Wellness Supervisor*      |   | N/A       |  |
| One Position - DER                     |   | N/A       | 111V, \$72.244 \$101.127                           |
| Human Resources Supervisor             |   |           | 1HX: \$72,244 - \$101,137<br>Recruit Rate \$79,467 |
| One Position - Police                  |   |           | Rectuit Rate \$79,407                              |
| Pay Services Supervisor*               | 1EX: \$59,631 - \$83,481                          |           |  |
| One Position - DER                     | Recruit Rate: \$77,182                            |           |  |
| Workforce Planning and Certification   |   |           |  |
| Supervisor*                            |   |           |  |
| One Position - DER                     |   |           |  |
| Employee Assistance and Resource       | 2117 050 622 002 101                              |           | OL V. (\$72.244   \$1.01.127                       |
| Coordinator*                           | 2IX: \$59,632 - \$83,481                          |           | 2LX: \$72,244 - \$101,137                          |
| One Position - DER                     | Recruit Rate: \$77,182                            |           | Recruit Rate \$79,467                              |
| Business Operations Manager*           |   |           |  |
| Two Positions – DPW-Administration     |   |           |  |
| One Position – DPW-Infrastructure      |   |           |  |
| Legislative Research Supervisor*       |   |           |  |
| Two Positions - CCCC                   |   |           |  |
| Pension Accounting Manager*            | 1EX: \$59,631 - \$83,481                          |           | 1HX: \$72,244 - \$101,137                          |
| Three Positions - ERS                  |   |           | Recruit Rate \$79,467                              |
| THECT OSTUDIES - ENG                   |   |           |  |

| Procurement and Compliance Manager* |                          |                         |                           |
|-------------------------------------|--------------------------|-------------------------|---------------------------|
| One Position – DCD                  | 1EX: \$59,631 - \$83,481 | N/A                     | 1HX: \$72,244 - \$101,137 |
| Procurement Manager*                | 1EA. \$39,031 - \$63,461 | IVA                     | Recruit Rate \$79,467     |
| One Position – DOA-Purchasing       |                          |                         |                           |
| Water Customer Service Manager*     |                          |                         |                           |
| One Position – DPW-Water Works      | 1EX: \$59,631 - \$83,481 |                         | 1HX: \$72,244 - \$101,137 |
| ERS Business Operations Analyst*    | 1EA. \$39,031 - \$83,481 |                         | Recruit Rate \$79,467     |
| One Position – ERS                  |                          | N/A                     |                           |
| Fiscal Planning Specialist*         | 2IX: \$59,632 - \$83,481 | IN/A                    | 2LX: \$72,244 - \$101,137 |
| Two Positions – CCCC                | 217. \$39,032 - \$83,481 |                         | Recruit Rate \$79,467     |
| Court Business Manager*             | 1DX: \$55,962 - \$78,342 |                         |                           |
| One Position – Municipal Court      | 1DA. \$33,302 - \$78,342 |                         | 1HX: \$72,244 - \$101,137 |
| Administrative Services Supervisor* | 1BX: \$49,643 - \$68,968 | Administrative Services | Recruit Rate \$79,467     |
| One Position - Assessor             | 1DA. \$49,043 - \$08,908 | Manager - Assessor      |                           |
| One Position - Assessor             |                          | Manager - Assessor      |                           |

<sup>\*</sup>City Service Commission Report Only

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

| Current Title  | y Ranges 1GX and 2KX (\$67<br>Current Pay Range    | New Title   | Recommended Pay Range                              |
|--|--|-------------|--|
| Grant Compliance Manager* Four Positions – DOA-CDGA  | 2JX: \$63,585 - \$89,016                           | 1,077 17.00 | Teesonmended Lay Runge                             |
| 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<br>Recruit Rate: \$72,383 | N/A         | 2KX: \$67,763 - \$94,870<br>Recruit Rate: \$74,539 |
| Lead Pension Specialist* One Position - ERS Health and Safety Officer One Position - Police  | 1CX: \$52,498 - \$73,504                           |             |  |
| Procurement Specialist* Five Positions – DOA-Purchasing  | 2GX: \$52,498 - \$73,504                           |             |  |
| Police Payroll Supervisor<br>One Position - Police   | 1DX: \$55,962 - \$78,342<br>Recruit Rate: \$72,383 | N/A         | 1GX: \$67,763 - \$94,870                           |
| Safety Supervisor* Once Position – DPW-Administration Leave Administration Coordinator* One Position - DER Worker's Compensation Specialist* One Position - DER Disability Specialist-Lead* One Position - ERS   | 1DX: \$55,962 - \$78,342<br>Recruit Rate: \$59,632 | N/A         | Recruit Rate: \$74,539                             |
| Accounting and Grant Specialist One Position – Health* One Position – Police Two Positions – DPW-Infrastructure* Accountant-Lead* One Position - Comptroller Accounting Supervisor* One Position - Comptroller Auditor-Lead* One Position - Comptroller Fire and Police Commission Investigator* Two Positions - FPC Fire Compliance Officer One Position - Fire IT Auditor* Underfill Title - Comptroller | - 2HX: \$55,962 - \$78,342                         | N/A         | 2KX: \$67,763 - \$94,870<br>Recruit Rate: \$74,539 |

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| Legislative Fiscal Analyst-Lead* Five Positions - CCCC Senior Auditor* Two Positions - Comptroller  | - 2HX: \$55,962 - \$78,342                         | N/A | 2KX: \$67,763 - \$94,870<br>Recruit Rate: \$74,539 |
| 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<br>Recruit Rate: \$74,539 | N/A | 2KX: \$67,763 - \$94,870<br>Recruit Rate: \$74,539 |

<sup>\*</sup>City Service 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*                              | Current I by Runge       | 110 W 11110 | Recommended Lay Range                              |
| Three Positions - ERS                                   |                          |             | 2JX: \$63,585 - \$89,016                           |
| Health and Safety Specialist*                           | 2DN: \$43,350 - \$60,688 | N/A         | Recruit Rate: \$69,943                             |
| One Position – Police                                   |                          |             | rectuit reace. \$65,515                            |
| Call Center Supervisor*                                 |                          |             | 1FX: \$63,585 - \$89,016                           |
| Two Positions – DOA-ITMD-UCC                            | 1AX: \$49,643 - \$64,695 | N/A         | Recruit Rate: \$69,943                             |
| Deferred Compensation Plan Coordinator*                 |                          |             | 1001011 11001 \$ 00,510                            |
| One Position – Deferred Compensation Plan               |                          |             |  |
| Management Accountant-Senior*                           |                          |             |  |
| Three Positions – ERS                                   |                          |             |  |
| One Position – Health                                   |                          |             | 2W/ #62 505 #00 016                                |
| One Position – DPW-Administration                       | 2EX: \$49,643 - \$64,695 | N/A         | 2JX: \$63,585 - \$89,016                           |
| Business Analyst-Senior*                                |                          |             | Recruit Rate: \$69,943                             |
| One Position – DOA-ITMD                                 |                          |             |  |
| One Position – DOA-Equity & Inclusion                   |                          |             |  |
| Disability Specialist-Senior*                           |                          |             |  |
| Two Positions - ERS                                     |                          |             |  |
| Customer Service Specialist*                            | 1BX: \$49,643 - \$68,968 | N/A         | 1FX: \$63,585 - \$89,016                           |
| Two Positions – City Treasurer                          | 1BA. \$49,043 - \$08,908 | IV/A        | Recruit Rate: \$69,943                             |
| Worker's Compensation Analyst*                          |                          |             | 2JX: \$63,585 - \$89,016<br>Recruit Rate: \$69,943 |
| One Position - DER                                      | 1                        |             |  |
| Human Resources Analyst-Senior*                         |                          |             |  |
| Two Positions - DER                                     | <u> </u>                 |             |  |
| Diversity Recruiter*                                    | 2FX: \$49,643 - \$68,968 |             |  |
| One Position - DER                                      | Recruit Rate: \$63,729   | N/A         |  |
| Recruiter*  | Recruit Rate. \$65,727   |             |  |
| One Position - FPC                                      | <u> </u>                 |             |  |
| Emergency Communications Human                          |                          |             |  |
| Resource Analyst-Senior                                 |                          |             |  |
| One Position - DEC                                      |                          |             |  |
| Safety Specialist-Senior                                | 2FX: \$49,643 - \$68,968 |             | 2JX: \$63,585 - \$89,016                           |
| Two Positions – Police                                  | Recruit Rate: \$52,498   | N/A         | Recruit Rate: \$69,943                             |
| Three Position – DPW-Administration*                    | 4.8 % GIC                |             | 4.8 % GIC  |
|   | 5% Lead Assignment       |             | 5% Lead Assignment                                 |
| Certification and Communications                        |                          |             |  |
| Coordinator*  |                          |             |  |
| One Position - DNS  Fire and Police Commission Auditor* | <del> </del>             |             |  |
| Fire and Police Commission Auditor* Two Positions - FPC |                          |             | 2JX: \$63,585 - \$89,016                           |
| DPW Operations Business Analyst*                        | 2FX: \$49,643 - \$68,968 | N/A         | Recruit Rate: \$69,943                             |
| One Position – DPW-Administration                       |                          |             | Rectuit Rate. \$05,545                             |
| Purchasing Agent-Senior*                                |                          |             |  |
| One Position – DOA-Purchasing                           |                          |             |  |
| One Position - DCD                                      |                          |             |  |
| One I obtain - DCD                                      |                          |             |  |

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| Management and Accounting Officer* One Position – DPW-Administration One Position – DPW-Infrastructure Accountant III* Three Positions – DPW-Water Works Two Positions – DPW-Infrastructure One Position – DPW-Transportation Fund  | 2GX: \$52,498 - \$73,504                                       | N/A | 2JX: \$63,585 - \$89,016<br>Recruit Rate: \$69,943             |
| 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 | 2GX: \$52,498 - \$73,504                                       | N/A | 2JX: \$63,585 - \$89,016<br>Recruit Rate: \$69,943             |
| Water Customer Services Supervisor* Two Positions - Library   | 1CX: \$52,498 - \$73,504                                       |     |  |
| Water Collections Supervisor* One Position – DPW-Water Works Tax Collection and Enforcement Coordinator* One Position – City Treasurer  | 1DX: \$55,962 - \$78,342<br>1EX: \$59,632 - \$83,481           | N/A | 1FX: \$63,585 - \$89,016<br>Recruit Rate: \$69,943             |
| Budget and Fiscal Policy Analyst II* Underfill Title – DOA-Budget Investments and Financial Services Coordinator* One Position – City Treasurer   | 2JX: \$63,585 - \$89,016<br>Recruit Rate: \$69,943             | N/A | 2JX: \$63,585 - \$89,016<br>Recruit Rate: \$69,943             |
| Transportation Financial Analyst* One Position – DPW-Transportation Fund  | 2JX: \$63,585 - \$89,016<br>Recruit Rate: \$69,943<br>4.8% GIC | N/A | 2JX: \$63,585 - \$89,016<br>Recruit Rate: \$69,943<br>4.8% GIC |
| Senior Financial Analyst* One Position - Comptroller  | 2JX: \$63,585 - \$89,016                                       | N/A | 2JX: \$63,585 - \$89,016<br>Recruit Rate: \$69,943             |

<sup>\*</sup>City Service Commission Report Only

Pay Ranges 1EX and 2IX (\$59.632 - \$83.481)

| Pay Ranges 1EA and 2IA (\$59,052 - \$63,481) |                          |           |                          |  |
|--|--------------------------|-----------|--------------------------|--|
| Current Title                                | Current Pay Range        | New Title | Recommended Pay Range    |  |
| Revenue Collection Manager*                  | 1DX: \$55,962 - \$78,342 | N/A       | 1EX: \$59,632 - \$83,481 |  |
| One Position – City Treasurer                | IDA: \$33,962 - \$78,342 | N/A       | Recruit Rate: \$65,594   |  |
| Budget and Fiscal Policy Analyst I*          | 2IX: \$59,632 - \$83,481 |           |                          |  |
| Underfill Title – DOA-Budget                 | Recruit Rate: \$65,594   |           |                          |  |
| Financial Analyst*                           | OLV. 050 (22 002 401     |           |                          |  |
| Underfill Title – Comptroller                | 2IX: \$59,632 - \$83,481 | N/A       | 2IX: \$59,632 - \$83,481 |  |
| Management Services Analyst*                 |                          | IN/A      | Recruit Rate: \$65,594   |  |
| One Position – ERS                           | 2HX: \$55,962 - \$78,342 |           |                          |  |
| Business Finance Officer*                    | ZHA: \$33,902 - \$78,342 |           |                          |  |
| One Position – DOA-ECO                       |                          |           |                          |  |
| Benefits Systems Analyst*                    |                          |           |                          |  |
| One Position - DER                           | 2GX: \$52,498 - \$73,504 | N/A       | 2IX: \$59,632 - \$83,481 |  |
| HRIS Analyst*                                | Recruit Rate: \$67,928   | IN/A      | Recruit Rate: \$67,928   |  |
| One Position - DER                           |                          |           |                          |  |

| Cost   Society   Cost   Society  |                                      |                                       | KE                      | VISED 9/13/2022        |
|--|--------------------------------------|---------------------------------------|-------------------------|------------------------|
| Investments and Financial Services   Specialist*   Recruit Rate: \$61,376     Associate Auditor*   ZIX: \$59,632 - \$83,481     Recruit Rate: \$61,376     Associate Auditor*   ZFX: \$49,643 - \$68,968     Finance Specialist*   ZFX: \$49,643 - \$68,968     One Position – Port Milwaukee   ZFX: \$49,643 - \$68,968     Water Claims Specialist*   One Position – DPW-Water Works     Workforce Grant Specialist*   ZFX: \$49,643 - \$68,968     Workforce Grant Specialist*   ZFX: \$49,643 - \$64,695     Hone Position - CCCC   ZFX: \$49,643 - \$64,695     Ligislative Analyst-Associate*   ZEX: \$49,643 - \$64,695     Investigator/Adjuster*   ZEN: \$46,212 - \$64,695     Investigator/Adjuster*   ZEN: \$46,212 - \$64,695     Investigator/Adjuster*   ZEN: \$46,212 - \$64,695     Human Resources Analyst*   ZDN: \$43,350 - \$60,688     Underfill Title – DER   Recruit Rate: \$57,691     Safety Specialist*   ZDN: \$43,350 - \$60,688     Underfill Title – DDW-Administration   Recruit Rate: \$46,212     Purchasing Agent*   ZDN: \$43,350 - \$60,688     Underfill Title – DOA-Purchasing   ZCN: \$40,678 - \$56,941     Underfill Title – DOA-Purchasing   ZCN: \$40,678 - \$56,941     Underfill Title – ERS   ZBN: \$38,174 - \$53,439     Program Assistant II*   5FN: \$41,326 - \$49,213     Human Resources Analyst   Luman Resources Analyst |                                      |                                       |                         |                        |
| Specialist*  |                                      | Recruit Rate: \$67,928                |                         | Recruit Rate: \$67,928 |
| Associate Auditor* Underfill Title - Comptroller 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 Legislative Analyst-Associate* Underfill Title - CCCC Legislative Analyst-Associate* Underfill Title - DER Two Positions - City Attorney Human Resources Analyst* Underfill Title - DER Recruit Rate: \$57,691 Safety Specialist* Underfill Title - DPW-Administration Purchasing Agent* Underfill Title - DOA-Purchasing Business Analyst* Underfill Title - DOA-Purchasing Disability Specialist* Underfill Title - ERS Pension Specialist* Underfill Title - ERS Program Assistant II*  Purpara Resources Analyst  Luman Resour                                    | Specialist*                          |                                       | N/A                     |                        |
| Concentral Price   Comptroller   Finance Specialist*   Cone Position – Port Milwaukee   Cone Position – Downwater Works   Cone Position – DOW-Water Works   Cone Position – CCCC   Cone Position – Fire   Co                                       | Associate Auditor*                   |                                       |                         |                        |
| 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 - CCC  Athletic Trainer One Position - Fire  Investigator/Adjuster* Two Positions - City Attorney  Human Resources Analyst* 2DN: \$43,350 - \$60,688 Underfill Title - DER  Safety Specialist* Underfill Title - DPW-Administration Purchasing Agent* Underfill Title - DOA-Purchasing Disability Specialist* Underfill Title - DOA-Purchasing Disability Specialist* Underfill Title - ERS Pension Specialist* Underfill Title - ERS Program Assistant II*  Linea Position - Securical Analyst  2BN: \$38,174 - \$53,439 Program Assistant II*  Linea Position - Securical Analyst  Linear Position - CCCC  2EX: \$49,643 - \$68,968  2EX: \$49,643 - \$64,695  Active Company Securical Securi                     | Underfill Title – Comptroller        | 2FN/ 040 642 060 060                  |                         | Recruit Rate: \$65,594 |
| 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 Athletic Trainer One Position - Fire Investigator/Adjuster* Two Positions – City Attorney Human Resources Analyst* Underfill Title – DER Safety Specialist* Underfill Title – DPW-Administration Purchasing Agent* Underfill Title – DOA-Purchasing Disability Specialist* Underfill Title – DOA-Purchasing Disability Specialist* Underfill Title – DOA-Purchasing Disability Specialist* Underfill Title – ERS Pension Specialist* Underfill Title – ERS Program Assistant II*  Light S49,643 - \$68,968  PEX: \$49,643 - \$68,968  2EX: \$49,643 - \$64,695  2EX: \$49,643 - \$64,695  2EX: \$49,643 - \$64,695  2EX: \$49,643 - \$64,695  All Security Secu                          | Finance Specialist*                  | 2FX: \$49,643 - \$68,968              |                         |                        |
| One Position - DPW-Water Works   | 1                                    |                                       |                         |                        |
| Workforce Grant Specialist* One Position - CCCC  | Water Claims Specialist*             |                                       |                         |                        |
| One Position - CCCC  | One Position – DPW-Water Works       |                                       |                         |                        |
| One Position - CCCC  | Workforce Grant Specialist*          | 2EV. \$40.642 \$69.069                |                         |                        |
| One Position - CCCC         Legislative Analyst-Associate*         2EX: \$49,643 - \$64,695           Athletic Trainer         2EN: \$46,212 - \$64,695           One Position - Fire         2EN: \$46,212 - \$64,695           Investigator/Adjuster*         2EN: \$46,212 - \$64,695           Two Positions - City Attorney         Recruit Rate: \$53,805           Human Resources Analyst*         2DN: \$43,350 - \$60,688           Underfill Title - DER         Recruit Rate: \$57,691           Safety Specialist*         2DN: \$43,350 - \$60,688           Underfill Title - DPW-Administration         Recruit Rate: \$46,212           Purchasing Agent*         2DN: \$43,350 - \$60,688           Underfill Title - DOA-Purchasing         2DN: \$43,350 - \$60,688           Business Analyst*         2DN: \$43,350 - \$60,688           Underfill Title - DOA-Purchasing         2CN: \$40,678 - \$56,941           Disability Specialist*         2CN: \$40,678 - \$56,941           Underfill Title - ERS         2BN: \$38,174 - \$53,439           Pension Specialist*         2BN: \$38,174 - \$53,439           Program Assistant II*         5FN: \$41,326 - \$49,213  | One Position - CCCC                  | 2FX: \$49,643 - \$68,968              |                         |                        |
| Legislative Analyst-Associate*   | Workforce Outreach Specialist*       | 7                                     | !                       |                        |
| Underfill Title - CCCC   | One Position - CCCC                  |                                       |                         |                        |
| Athletic Trainer One Position - Fire Investigator/Adjuster* Investigator/Adjuster* Two Positions - City Attorney  Human Resources Analyst*  Underfill Title - DPW-Administration  Business Analyst* Underfill Title - DOA-Purchasing  Business Analyst* Underfill Title - ERS  Pension Specialist* Underfill Title - ERS  Program Assistant II*  ZEN: \$46,212 - \$64,695 Recruit Rate: \$53,805  N/A  2IX: \$59,632 - \$83,481 Recruit Rate: \$65,594  N/A  2IX: \$59,632 - \$83,481 Recruit Rate: \$65,594  PN/A  2IX: \$59,632 - \$83,481 Recruit Rate: \$65,594  EXAMPLE AND TO THE ANALYSIS ANALY                         | Legislative Analyst-Associate*       | 2EX: \$49,643 - \$64,695              | N/A                     |                        |
| One Position - Fire         2EN: \$46,212 - \$64,695           Investigator/Adjuster*         2EN: \$46,212 - \$64,695           Two Positions - City Attorney         Recruit Rate: \$53,805           Human Resources Analyst*         2DN: \$43,350 - \$60,688           Underfill Title - DER         Recruit Rate: \$57,691           Safety Specialist*         2DN: \$43,350 - \$60,688           Underfill Title - DPW-Administration         Recruit Rate: \$46,212           Purchasing Agent*         2DN: \$43,350 - \$60,688           Underfill Title - DOA-Purchasing         2DN: \$43,350 - \$60,688           Business Analyst*         2CN: \$40,678 - \$56,941           Underfill Title - DOA-Purchasing         2CN: \$40,678 - \$56,941           Disability Specialist*         2BN: \$38,174 - \$53,439           Pension Specialist*         2BN: \$38,174 - \$53,439           Program Assistant II*         5FN: \$41,326 - \$49,213           Human Resources Analyst   | Underfill Title - CCCC               |                                       |                         |                        |
| One Position - Fire  | Athletic Trainer                     | 2EN: \$46,212 - \$64,695              |                         |                        |
| Two Positions – City Attorney Recruit Rate: \$53,805 Human Resources Analyst* Underfill Title - DER Recruit Rate: \$57,691 Safety Specialist* Underfill Title – DPW-Administration Purchasing Agent* Underfill Title – DOA-Purchasing Business Analyst* Underfill Title – DOA-Purchasing Disability Specialist* Underfill Title – ERS Pension Specialist* Underfill Title - ERS Program Assistant II*  Recruit Rate: \$53,805 N/A  2IX: \$59,632 - \$83,481 Recruit Rate: \$65,594  Pix 43,350 - \$60,688 Recruit Rate: \$46,212  2DN: \$43,350 - \$60,688  2DN: \$43,350 - \$60,688  Pix \$44,350 - \$56,941  Business Analyst* Underfill Title – DOA-Purchasing Disability Specialist* Underfill Title – ERS Pension Specialist* Underfill Title - ERS  Program Assistant II*  Human Resources Analyst   | One Position - Fire                  |                                       |                         |                        |
| Human Resources Analyst*   |                                      | 2EN: \$46,212 - \$64,695              |                         |                        |
| Human Resources Analyst* Underfill Title - DER  Safety Specialist* Underfill Title - DPW-Administration Purchasing Agent* Underfill Title - DOA-Purchasing  Business Analyst* Underfill Title - DOA-Purchasing  Disability Specialist* Underfill Title - ERS  Pension Specialist* Underfill Title - ERS  Program Assistant II*  2DN: \$43,350 - \$60,688 Recruit Rate: \$65,594  Recruit Rate: \$65,594  Pension Specialist* Underfill Title - ERS  Program Assistant II*  42DN: \$43,350 - \$60,688  Recruit Rate: \$65,594  Possion Specialist* Underfill Title - ERS  Program Assistant II*  42DN: \$43,350 - \$60,688  Program Pesources Analyst  Human Resources Analyst  | Two Positions – City Attorney        | Recruit Rate: \$53,805                |                         |                        |
| Safety Specialist* Underfill Title – DPW-Administration Purchasing Agent* Underfill Title – DOA-Purchasing Business Analyst* Underfill Title – DOA-Purchasing Disability Specialist* Underfill Title – ERS Pension Specialist* Underfill Title - ERS Program Assistant II*  DN: \$43,350 - \$60,688  Recruit Rate: \$46,212  2DN: \$43,350 - \$60,688  2CN: \$40,678 - \$56,941  ENSIGNMENT OF THE PROGRAM OF THE P                              | Human Resources Analyst*             | 2DN: \$43,350 - \$60,688              |                         |                        |
| Underfill Title – DPW-Administration  Purchasing Agent* Underfill Title – DOA-Purchasing  Business Analyst* Underfill Title – DOA-Purchasing  Disability Specialist* Underfill Title – ERS  Pension Specialist* Underfill Title - ERS  Program Assistant II*  Recruit Rate: \$46,212  2DN: \$43,350 - \$60,688   42CN: \$40,678 - \$56,941  2CN: \$40,678 - \$56,941  43BN: \$38,174 - \$53,439  44BN: \$38,174 - \$53,439  45BN: \$41,326 - \$49,213  45BN: \$41,326 - \$49,213  45BN: \$41,326 - \$49,213  |                                      | Recruit Rate: \$57,691                |                         |                        |
| Purchasing Agent* Underfill Title – DOA-Purchasing  Business Analyst* Underfill Title – DOA-Purchasing  Disability Specialist* Underfill Title – ERS  Pension Specialist* Underfill Title - ERS  Program Assistant II*  2DN: \$43,350 - \$60,688  2CN: \$40,678 - \$56,941  2CN: \$40,678 - \$56,941  4BN: \$38,174 - \$53,439  Human Resources Analyst  |                                      |                                       |                         |                        |
| Underfill Title – DOA-Purchasing  Business Analyst* Underfill Title – DOA-Purchasing  Disability Specialist* Underfill Title – ERS  Pension Specialist* Underfill Title - ERS  Program Assistant II*  2DN: \$43,350 - \$60,688  2CN: \$40,678 - \$56,941  2CN: \$40,678 - \$56,941  4BN: \$38,174 - \$53,439  Human Resources Analyst  | Underfill Title – DPW-Administration | Recruit Rate: \$46,212                |                         |                        |
| Business Analyst* Underfill Title – DOA-Purchasing  Disability Specialist* Underfill Title – ERS  Pension Specialist* Underfill Title - ERS  Program Assistant II*  DOA-Purchasing  2CN: \$40,678 - \$56,941  2CN: \$40,678 - \$56,941  4BN: \$38,174 - \$53,439  Human Resources Analyst  | Purchasing Agent*                    | 2DN: \$42 350 \$60 688                |                         |                        |
| Underfill Title – DOA-Purchasing  Disability Specialist* Underfill Title – ERS  Pension Specialist* Underfill Title - ERS  Program Assistant II*  2CN: \$40,678 - \$56,941  2BN: \$38,174 - \$53,439  Human Resources Analyst  | Underfill Title – DOA-Purchasing     | 2DN: \$43,330 - \$60,088              |                         |                        |
| Disability Specialist* Underfill Title – ERS  Pension Specialist* Underfill Title - ERS  Program Assistant II*  2CN: \$40,678 - \$56,941  2BN: \$38,174 - \$53,439  Human Resources Analyst  |                                      |                                       |                         |                        |
| Underfill Title – ERS  Pension Specialist* Underfill Title - ERS  Underfill Title - ERS  Program Assistant II*  5FN: \$41,326 - \$49,213  Human Resources Analyst  | Underfill Title – DOA-Purchasing     | 2CN: \$40.678 \$56.041                |                         |                        |
| Pension Specialist* Underfill Title - ERS  Program Assistant II*  2BN: \$38,174 - \$53,439  Human Resources Analyst  |                                      | 2CIN. \$40,076 - \$30,941             |                         |                        |
| Underfill Title - ERS  Program Assistant II*  5FN: \$41,326 - \$49,213  Human Resources Analyst  |                                      |                                       |                         |                        |
| Program Assistant II*  5FN: \$41,326 - \$49,213  Human Resources Analyst   |                                      | 2PN: \$38 174 \$52 420                |                         |                        |
| Human Recources Analyst  | Underfill Title - ERS                | 2DIN: \$30,174 - \$33,439             |                         |                        |
| One Position - Health Recruit Rate: \$43,390   |                                      | 5FN: \$41,3 <del>26 - \$49,2</del> 13 | Human Resources Analyst |                        |
|  | One Position - Health                | Recruit Rate: \$43,390                |                         |                        |

<sup>\*</sup>City Service Commission Report Only

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

<sup>\*</sup>City Service Commission Report Only

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

| 1 ay Range 2211 (ψ40,212 - ψ04,075)         |                           |           |                          |  |  |
|---|---------------------------|-----------|--------------------------|--|--|
| Current Title                               | Current Pay Range         | New Title | Recommended Pay Range    |  |  |
| Benefit Services Coordinator*               |                           |           |                          |  |  |
| One Position - ERS                          | 2DN: \$43,350 - \$60,688  |           |                          |  |  |
| Test Administration Coordinator*            | Recruit Rate: \$57,691    |           |                          |  |  |
| One Position – FPC                          |                           | N/A       | 2EN: \$46,212 - \$64,695 |  |  |
| Paralegal*                                  |                           | IN/A      | Recruit Rate: \$57,691   |  |  |
| One Position – DER                          | 5JN: \$48,037 - \$58,287  |           |                          |  |  |
| Two Positions – FPC                         | 3311. \$46,037 - \$36,287 |           |                          |  |  |
| Three Positions/1 Auxiliary – City Attorney |                           |           |                          |  |  |

<sup>\*</sup>City Service Commission Report Only

Action Required – Effective Pay Period 20, 2022 (September 18, 2022)

\* See addendum included in CCFN: 220530 for Salary and Position Ordinance changes.

Prepared by: \_\_\_\_Andrea Knickerbocker\_

Andrea Kriickerbocker, Human Resources Manager

Reviewed by:

Harper Donahue IV, Employee Relations Director