



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits  
Director

**Nicole M. Fleck**  
Labor Negotiator

### Job Evaluation Report

City Service Commission Meeting: January 10, 2023

#### Department of Public Works – Water Works

Current	Recommended
Water Plant Operations Supervisor PR 1FX (\$64,857 - \$90,796) FN: Recruitment at \$74,974 (Three Positions)	Water Plant and Systems Manager PR 1GX (\$69,119 - \$96,768) FN: Recruitment at \$91,486 (Three Positions)

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

The Milwaukee Water Works (MWW) has submitted a request to change the title and pay range of three positions of Water Plant Operations Supervisor as part of a market study. A job description was provided, and discussions were held with Jane Islo, Water Works Administration Manager, and Amy Hefter, Water Works Human Resources Administrator.

These positions manage MWW water treatment plant operations staff at one of two water treatment plants, three major pumping stations, seven booster pumping stations, and two elevated and four above-groundwater storage facilities; coordinate schedules for 24/7 coverage; and ensure water treatment plant compliance with federal, state, and local water quality standards.

Minimum requirements include a bachelor's degree in environmental science, engineering, chemistry, or related field; and two years of experience in water treatment operations, water plant design, pumping, distribution, or other related MWW experience. Equivalent combinations of education and experience may be considered.


The department indicated that these three positions have equivalent responsibilities to the Water Maintenance Manager and on a regular basis, supervise maintenance and/or electrical staff in the absence of the Water Plant Maintenance Manager or Electrical Services Managers. The rates of pay for the positions of Electrical Services Manager and Water Plant Maintenance Manager were adjusted as part of recent market studies. As a matter of equity between management positions within the Water Plants Division, the department has requested that these three positions of Water Plant Operations Supervisor also be placed in Pay Range 1GX (\$69,119 - \$96,768) with the same recruitment rate of \$91,486. A review of all the positions supports the requested level. We also agree with the requested title of Water Plant and Systems Manager to better reflect the duties and responsibilities of the positions.

#### Action Required – Effective Pay Period 3, 2023 (January 22, 2023)

\* See addendum included in CCFN: 221152 for Salary and Position Ordinance changes.

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