



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Harper Donahue, IV**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

July 24, 2023

The Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No. 230454 – Communication from the Department of Employee Relations relating to classification studies scheduled for the July 25, 2023 City Service Commission meeting.*

Dear Committee Members:

The following classifications and pay recommendations are scheduled for the Civil Service Commission meeting on July 25, 2023.

### City Attorney – Assistant City Attorneys

Current	Recommended
Assistant City Attorney V PR: 2QX (\$101,356-\$141,906) FN: Recruitment is at \$136,318 FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney (35 Positions)	Assistant City Attorney V PR: 2QX (\$101,356-\$141,906) FN: Recruitment is at \$111,316 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (10 Positions)
Assistant City Attorney IV PR: 2OX (\$89,222-\$124,914) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney (Underfill title)	Assistant City Attorney IV PR: 2PX (\$95,097-\$133,131) FN: Recruitment is at \$101,196 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (Underfill title)
Assistant City Attorney III PR: 2MX (\$78,528-\$109,938) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney (Underfill title)	Assistant City Attorney III PR: 2NX (\$83,692-\$117,177) FN: Recruitment is at \$91,996 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (25 positions)
Assistant City Attorney II PR: 2KX (\$69,119-\$96,768) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney (Underfill title)	Assistant City Attorney II PR: 2LX (\$73,688-\$103,160) FN: Recruitment is at \$83,633 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (Underfill title)
Assistant City Attorney I PR: 2IX (\$60,824-\$85,151) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney (Underfill title)	Assistant City Attorney I PR: 2KX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (Underfill title)

**City Attorney – Legal Division Leadership**

Current	Recommended
Deputy City Attorney PR: 10X (\$115,161-\$161,221) (4 Position)	Deputy City Attorney PR 10X (\$115,161-\$161,221) FN: Recruitment is at \$134,692 (4 Positions)
Special Deputy City Attorney PR: 1NX (\$108,037-\$151,255) (1 Position)	Special Deputy City Attorney PR 1NX (\$108,037-\$151,255) FN: Recruitment is at \$122,447 (1 Position)

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

**DOA-Information & Technology Management Division-Unified Call Center**

Current	Recommended
UCC Operations Manager PR 1HX (\$73,688 - \$103,160) Recruitment Rate: \$81,056 One Position	Unified Call Center Manager PR 1HX (\$73,688 – \$103,160) Recruitment Rate: \$87,146 One Position
Call Center Supervisor PR 1FX (\$64,857 - \$90,796) Recruitment Rate: \$71,341 Two Positions	Unified Call Center Supervisor PR 1FX (\$64,857 – \$90,796) Recruitment Rate \$75,003 Two Positions
UCC Customer Service Representative IV PR 6JN (\$36,257 - \$46,345) Recruitment Rate: \$41,212 Two Positions	Unified Call Center Representative – Lead PR 2GN (\$53,548 - \$74,974) Recruitment Rate: \$65,004 Two Positions
UCC Customer Service Representative III PR 6HN (\$38,578 - \$43,555) Recruitment Rate: \$39,358 11 Positions/21 Auxiliary Positions	Unified Call Center Representative 3 PR 5KN (\$56,876 - \$69,950) Recruitment Rate: \$56,876 11 Positions
UCC Customer Service Representative II PR 6GN (\$35,349 - \$41,556) Recruitment Rate: \$37,717 Underfill Title	Unified Call Center Representative 2 PR 5JN (\$48,998 – \$59,453) Recruitment Rate: \$50,631 Underfill Title
UCC Customer Service Representative I PR 6FN (\$32,460 - \$39,958) Recruitment Rate: \$33,372 Underfill Title	Unified Call Center Representative 1 PR 5GN (\$43,291 – \$51,964) Recruitment Rate: \$45,076 Underfill Title

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

**Employees Retirement System – Membership Services**

Current	Recommended
Retirement Plan Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$96,345 (One Position)	Retirement Plan Manager PR 1JX (\$83,692-\$117,177) FN: Recruitment is at \$102,938 (One Position)
Disability Specialist-Lead PR 1GX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 (One Position)	Disability Specialist-Lead PR 1HX (\$73,688-\$103,160) FN: Recruitment is at \$81,056 (One Position)
Disability Specialist-Senior PR 2JX (\$64,857-\$90,796) FN: Recruitment is at \$71,341 (Two Positions)	Disability Specialist-Senior PR 2KX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 (Two Positions)
Disability Specialist PR 2IX (\$60,824-\$85,151) FN: Recruitment is at \$66,906 (Underfill title)	Disability Specialist PR 2JX (\$64,857-\$90,796) FN: Recruitment is at \$71,341 (Underfill title)

Administrative Services Specialist PR 2BN (\$38,937-\$54,508) (One Position)	Benefit Services Coordinator PR 2EN (\$53,548-\$74,974) FN: Recruitment is at \$65,004 (One Position)
Program Assistant II PR 5FN (\$42,153-\$50,197) FN: Recruitment is at \$44,257 (One Position)	Benefits Services Specialist PR 5IN (\$48,220-\$56,878) FN: Appointment may be at any rate in the pay range with the approval of DER. FN: Recruitment is at \$50,384 (One Position)
Program Assistant II PR 5FN (\$42,153-\$50,197) FN: Recruitment is at \$44,257 (One Position)	Benefit Services Coordinator PR 2EN (\$53,548-\$74,974) FN: Recruitment is at \$65,004 (One Position)
Program Assistant II PR 5FN (\$42,153-\$50,197) FN: Recruitment is at \$44,257 (One Position)	Benefits Services Specialist PR 5IN (\$48,220-\$56,878) FN: Appointment may be at any rate in the pay range with the approval of DER. FN: Recruitment is at \$50,384 (One Position)

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

#### **Employees' Retirement System – Fiscal Services**

Current	Recommended
Pension Accounting Manager PR 1HX (\$73,688-\$103,160) FN: Recruitment is at \$81,056 (Three Positions)	Pension Accounting Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$96,345 (Three Positions)
Pension Accounting Specialist PR 2JX (\$64,857-\$90,796) FN: Recruitment is at \$71,341 (Two Positions)	Pension Accounting Specialist PR 2KX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 (Two Positions)
Accounting Assistant II (Membership) PR 6HN (\$38,578-\$43,555) FN: Recruitment is at \$42,726 (One Position)	ERS Fiscal Services Assistant PR 5JN (\$48,998-\$59,453) FN: Recruitment is at \$53,911 (One Position)
Accounting Assistant II (Payroll) PR 6HN (\$38,578-\$43,555) FN: Recruitment is at \$42,726 (One Position)	ERS Accounting Assistant PR 5IN (\$48,220-\$56,878) FN: Recruitment is at \$48,892 (One Position)

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

#### **Employees' Retirement System – Management Support Services**

Current	Recommended
Administrative Assistant IV PR 5IN (\$48,220-\$56,878) FN: Recruitment is at \$49,710 (One Position)	ERS Services Specialist PR 5KN (\$56,876-\$69,950) FN: Recruitment is at \$58,514 (One Position)

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

#### **Health Department – BOMB Doula Program**

Current	Recommended
Doula Program Manager PR 1GX (\$69,119-\$96,768) FN: Recruitment is at \$83,418 (One Position)	Doula Program Manager PR 1HX (\$73,688-\$103,160) FN: Recruitment is at \$93,160 (One position)

Doula Program Coordinator PR 2GN (\$53,548-\$74,974) FN: Recruitment is at \$69,394 (One Position)	Doula Senior PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One position)
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Note: Residents receive a rate that is 3% higher.

### Various - City Wide

Current Title	Current Pay Range	New Title	Recommended Pay Range
<b>Engineer in Charge</b> Four Positions – DPW Infrastructure One Position – DPW Water Two Aux Positions – DPW Infrastructure	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$94,051	N/A	1NX: \$108,037 - \$151,255 Recruit Rate: \$138,193
<b>Water Plants Manager</b> One Position – DPW Water	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$94,051	N/A	1NX: \$108,037 - \$151,255 Recruit Rate: \$138,193
<b>Building Construction Inspection Division Manager</b> One Position – DNS One Aux Position – DNS	1IX: \$78,528 - \$109,938	N/A	1NX: \$108,037 - \$151,255 Recruit Rate: \$136,325
New Position One Position – DNS	N/A	<b>Building Construction Inspection Operations Manager</b>	1MX: \$101,356 - \$141,906 Recruit Rate: \$123,932
<b>Water Plants Operations Manager</b> One Position – DPW Water	1IX: \$78,528 - \$109,938 Recruit Rate: \$94,051	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$125,630
<b>Electrical Services Operations Manager</b> One Position – DPW Infrastructure	1JX: \$83,692 - \$117,177 Recruit Rate: \$94,051	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$123,932
<b>Special Enforcement Manager</b> One Position - DNS	1IX: \$78,528 - \$109,938	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$121,294
<b>Redevelopment and Special Projects Manager</b> One Position - DCD	1IX: \$78,528 - \$109,938 Recruit Rate: \$90,190	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$121,294
<b>Electrical Inspection Supervisor</b> One Position - DNS	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$118,054
<b>Building Codes Court Manager</b> One Position - DNS	1IX: \$78,528 - \$109,938	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$114,209
<b>Building Codes Enforcement Manager</b> One Position – DNS One Aux Position - DNS	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$114,209
<b>Building Codes Enforcement Manager – Commercial</b> One Position - DNS	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051	<b>Building Codes Enforcement Manager</b>	1MX: \$101,356 - \$141,906 Recruit Rate: \$114,209
<b>Neighborhood Improvement Project Manager</b> One Position - DNS	1EX: \$60,824 - \$85,151	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$114,209
<b>Bridge Maintenance Manager</b> One Position – DPW Infrastructure	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Sewer Services Manager</b> One Position – DPW Infrastructure	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Street Services Manager</b> One Position – DPW Infrastructure	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Forestry Services Manager</b> One Position – DPW Operations	1JX: \$83,692 - \$117,177 Recruit Rate: \$94,051	<b>Urban Forestry Services Manager</b>	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209

<b>Sanitation Services Manager</b> One Position – DPW Operations	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Water Distribution Manager</b> One Position – DPW Water	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Fleet Services Manager</b> One Position – DPW Operations	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Library Facilities Manager</b> One Position - Library	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051	<b>Facilities Manager</b>	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Port Operations Manager</b> One Position – Port One Aux Position – Port	1IX: \$78,528 - \$109,938		
<b>Facilities Manager</b> One Position – DPW Infrastructure	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051		
<b>Water Plant Maintenance Manager</b> Two Positions – DPW Water	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Water Plant and Systems Manager</b> Three Positions – DPW Water	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Electrical Services Manager – Senior</b> One Position – DPW Infrastructure	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$112,665
<b>Building Construction Inspection Supervisor</b> Two Positions - DNS	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$109,729
<b>Fire Protection Engineer Supervisor</b> One Position - DNS	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$109,729
<b>Plumbing Inspection Supervisor</b> Two Positions - DNS	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$109,729
<b>Water Plants Maintenance Supervisor</b> Two Positions – DPW Water	1FX: 64,857 - \$90,796 Recruit Rate: \$85,502	N/A	1JX: \$83,692 - \$117,177 Recruit Rate: \$105,160
<b>Housing Programs Manager</b> One Position - DCD	1GX: \$69,119 - \$96,768 Recruit Rate: \$77,334	N/A	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938
<b>Water Distribution Operations Manager</b> One Position – DPW Water	1IX: \$78,528 - \$109,938 Recruit Rate: \$96,345	N/A	1JX: \$83,692 - \$117,177 Recruit Rate: \$103,826
<b>Library Facilities Maintenance Supervisor</b> One Position - Library	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	<b>Facilities Supervisor</b>	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938
<b>Facilities Maintenance Supervisor</b> One Position – DPW Infrastructure	1EX: \$60,824 - \$ 85,151 Recruit Rate: \$70,661		
<b>Port Facilities Supervisor</b> One Position - Port	1EX: \$60,824 - \$ 85,151 Recruit Rate: \$70,661		
<b>Electrical Services Manager</b> Six Positions – DPW Infrastructure One Position – DPW Water One Aux Position – DPW Infrastructure	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,423
<b>Fleet Repairs Manager</b>	1HX: \$73,688 - \$103,160	<b>Fleet Repair Manager</b>	1IX: \$78,528 - \$109,938 Recruit Rate: \$96,345
<b>Carpenter Supervisor</b> One Position – DPW Infrastructure	7ON: \$68,411 - \$68,499	<b>Carpenter Manager</b>	1IX: \$78,528 - \$109,938 Recruit Rate: \$89,990
<b>District Code Enforcement Supervisor</b> Ten Positions - DNS	1EX: \$60,824 - \$85,151 Recruit Rate: \$66,388	N/A	1IX: \$78,528 - \$109,938 Recruit Rate: \$81,684
<b>Housing Rehabilitation Manager</b> One Position - DCD	1EX: \$60,824 - \$85,151 Recruit Rate: \$71,582	N/A	1IX: \$78,528 - \$109,938 Recruit Rate: \$93,304
<b>Special Enforcement Supervisor</b> Two Positions - DNS	1FX: \$64,857 - \$90,796	N/A	1IX: \$78,528 - \$109,938 Recruit Rate: \$93,304
<b>Electrical Communications Supervisor</b> One Position – DPW Infrastructure	1DX: \$57,081 - \$79,808 Recruit Rate: \$68,790	<b>Electrical Services Utility Manager</b>	1HX: \$73,688 - \$103,160 Recruit Rate: \$100,074

<b>Fleet Repair Supervisor – Senior</b> Two Positions – DPW Operations	1FX: \$64,857 - \$90,796	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051
<b>Greenhouse and Nursery Manager</b> One Position – DPW Operations	1GX: \$69,119 - \$96,768 Recruit Rate: \$82,512	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051
<b>Urban Forestry District Manager</b> Three Positions – DPW Operations One Aux Position – DPW Operations	1HX: \$73,688 - \$103,160 Recruit Rate: \$86,854	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051
<b>Property Maintenance and Compliance Manager</b> One Position – DPW Operations	1FX: \$64,857 - \$90,796 Recruit Rate: \$77,842	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$86,854
<b>Ironworker Supervisor</b> One Position – DPW Infrastructure	7ON: \$68,411 - \$68,499 Recruit Rate: \$68,499	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$89,596
<b>Traffic Sign and Machine Shop Supervisor</b> One Position – DPW Infrastructure	1EX: \$60,824 - \$85,151 Recruit Rate: \$64,376	<b>Traffic Sign Shop Supervisor</b>	1GX: \$69,119 - \$96,768 Recruit Rate: \$84,249
<b>Machinist II</b> One Position – DPW Infrastructure	7LN: \$51,937 - \$63,114 Recruit Rate: \$53,990	<b>Machine Shop Supervisor</b>	1GX: \$69,119 - \$96,768 Recruit Rate: \$84,249
<b>Fleet Repair Supervisor</b> Five Positions – DPW Operations One Aux Position – DPW Operations	1DX: \$57,081 - \$79,909 Recruit Rate: \$68,790	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$77,806
<b>Forestry Shop and Maintenance Manager</b> One Position – DPW Operations	1FX: \$64,857 - \$90,796 Recruit Rate: \$77,842	<b>Urban Forestry Shop and Maintenance Manager</b>	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
<b>Urban Forestry Manager</b> Nine Positions – DPW Operations One Aux Position – DPW Operations	1FX: \$64,857 - \$90,796 Recruit Rate: \$77,842	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$77,842
<b>Sanitation District Manager</b> Six Positions – DPW Operations One Aux Position – DPW Operations	1GX: \$69,119 - \$96,768 Recruit Rate: \$75,000	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$77,842
<b>Fleet Acquisition Manager</b> One Position - DPW Operations	1EX: \$60,824 - \$85,151	N/A	1FX: \$64,857 - \$90,796 Recruit Rate: \$83,418
<b>Inventory Manager</b> One Position – DPW Infrastructure One Aux Position – DPW Infrastructure	1CX: \$53,548 - \$74,974 Recruit Rate: \$61,069	N/A	1EX: \$60,824 - \$85,151 Recruit Rate: \$71,351
<b>Field Operations Inspection Supervisor</b> One Position – DPW Infrastructure	1DX: \$57,081 - \$79,909 Recruit Rate: \$60,337	N/A	1DX: \$57,081 - \$79,909 Recruit Rate: \$61,450
<b>Building Services Supervisor II</b> One Position – DPW Infrastructure	1AX: \$50,636 - \$65,989	<b>Building Operations Supervisor</b>	1DX: \$57,081 - \$79,909 Recruit Rate: \$69,554
<b>Building Services Supervisor II</b> Two Positions - Library	1AX: \$50,636 - \$65,989	N/A	1BX: \$50,636 - \$70,347 Recruit Rate: \$60,337
<b>Inventory Supervisor</b> One Position – DPW Infrastructure	1BX: \$50,636 - \$70,347 Recruit Rate: \$60,337	<b>Inventory Assistant Manager</b>	1BX: \$50,636 - \$70,347 Recruit Rate: \$60,337
<b>Senior Water Treatment Plant Operator</b> 36 Positions – DPW Water	2GN: \$53,548 - \$74,974 Recruit Rate: \$59,583	N/A	2HN: \$57,081 - \$79,909 Recruit Rate: \$70,853
<b>Water Treatment Plant Operator</b> Underfill Title One 0.25 FTE Aux Position – DPW Water	2EN: \$47,136 - \$65,989 Recruit Rate: \$47,685	N/A	2FN: \$50,245 - \$70,347 Recruit Rate: \$60,205
<b>New Title</b>	N/A	<b>Laboratory Technician 3</b>	3NN: \$46,765 - \$63,772 Recruit Rate: \$56,894
<b>Water Laboratory Technician</b> Three Positions – DPW Water	3FN: \$40,064 - \$49,076 Recruit Rate: \$43,151	<b>Laboratory Technician 2</b> Underfill Title	3MN: \$50,119 - \$63,489 Recruit Rate: \$51,605
<b>Medical Laboratory Technician</b> Four Positions - Health	3DN: \$39,579 - \$46,193 Recruit Rate: \$46,161	<b>Laboratory Technician 1</b> Underfill Title	3LN: \$44,257 - \$61,482 Recruit Rate: \$49,147
<b>Landscape and Irrigation Specialist</b> One Position – DPW Operations	7RN: \$69,006 - \$86,109 Recruit Rate: \$85,501	N/A	7MN: \$98,280 - \$131,739 Recruit Rate: \$99,754



<b>Elevator Inspector</b> Five Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Elevator Inspector 4</b>	7MN: \$98,280 - \$131,739 Recruit Rate: \$107,322
		<b>Elevator Inspector 3</b>	7LN: \$91,164 - \$118,565 Recruit Rate: \$96,590
		<b>Elevator Inspector 2</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,491
		<b>Elevator Inspector 1</b>	7FN: \$62,801 - \$79,043 Recruit Rate: \$64,393
<b>Plumbing Inspector</b> 20 Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Plumbing Inspector 4</b>	7MN: \$98,280 - \$131,739 Recruit Rate: \$99,754
		<b>Plumbing Inspector 3</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$89,779
		<b>Plumbing Inspector 2</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$74,816
		<b>Plumbing Inspector 1</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,853
<b>Water Plant Steamfitter</b> Three Positions – DPW Water	7RN: \$69,006 - \$86,109 Recruit Rate: \$85,501	N/A	7MN: \$98,280 - \$131,739 Recruit Rate: \$98,280
<b>Water Plant Steamfitter – HVACR Mechanic</b> Two Positions – DPW Water	7RN: \$69,006 - \$86,109 Recruit Rate: \$85,501	N/A	7MN: \$98,280 - \$131,739 Recruit Rate: \$98,280
<b>Water Plant Machine Repairperson</b> 18 Positions – DPW Water	7QN: \$72,870 - \$73,351 Recruit Rate: \$58,286	<b>Industrial Machine Repairperson 5</b>	7MN: \$98,280 - \$131,739 Recruit Rate: \$98,280
		<b>Industrial Machine Repair Mechanic 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$88,452
<b>Water Plant Machinery Mechanic</b> Underfill Title	7LN: \$51,937 - \$63,114 Recruit Rate: \$49,525	<b>Industrial Machine Repair Mechanic 3</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$73,710
		<b>Industrial Machine Repair Mechanic 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$58,968
<b>Water Plant Facility Mechanic</b> Underfill Title	7HN: \$43,461 - \$54,152 Recruit Rate: \$44,544	<b>Industrial Machine Repair Mechanic 1</b>	7BN: \$49,140 - \$61,671 Recruit Rate: \$49,140
<b>Municipal Services Electrician</b> One Position – Library 85 Positions – DPW Infrastructure 8 Positions – DPW Water 5 Aux Positions – DPW Infrastructure	7SN: \$85,501 FN: \$1.50 per hour for lead work	N/A	7LN: \$91,164 - \$118,565 FN: 5% for Lead Assignments
<b>Electrical Inspector</b> Nine Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Electrical Inspector 4</b>	7LN: \$91,164 - \$118,565
		<b>Electrical Inspector 3</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$82,048
		<b>Electrical Inspector 2</b>	7GN: \$64,983 - \$83,929
		<b>Electrical Inspector 1</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$54,698
<b>Sprinkler Construction Inspector</b> Four Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Sprinkler Construction Inspector 4</b>	7LN: \$91,164 - \$118,565 Recruit Rate: \$95,332
		<b>Sprinkler Construction Inspector 3</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$85,798
		<b>Sprinkler Construction Inspector 2</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$71,499
		<b>Sprinkler Construction Inspector 1</b>	7EN: \$57,199 - \$74,967
<b>Fire Protection Engineer III</b> One Position - DNS	2JN: \$64,857 - \$90,796 Recruit Rate: 85,502	<b>Fire Protection Engineer 4</b>	7LN: \$91,164 - \$118,565 Recruit Rate: \$95,332
		<b>Fire Protection Engineer 3</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$85,798

<b>Fire Protection Engineer II</b> Underfill Title	2GN: \$53,548 - \$74,974 Recruit Rate: \$74,974	<b>Fire Protection Engineer 2</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$71,499
<b>Fire Protection Engineer I</b> Underfill Title	2EN: \$47,136 - \$65,989	<b>Fire Protection Engineer 1</b>	7EN: \$57,199 - \$74,967
<b>HVAC Maintenance Technician – Senior</b> One Position – Library Two Positions – DPW Infrastructure	7ON: \$68,411 - \$68,499 Recruit Rate: \$68,499	N/A	7LN: \$91,164 - \$118,565 Recruit Rate: \$92,875
<b>HVAC Maintenance Technician</b> One Position – Library Seven Positions – DPW Infrastructure	7NN: \$46,596 - \$65,755 Recruit Rate: \$65,755	<b>HVAC Maintenance Technician 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$88,452
		<b>HVAC Maintenance Technician 3</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$73,710
		<b>HVAC Maintenance Technician 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$58,968
		<b>HVAC Maintenance Technician 1</b>	7BN: \$49,140 - \$61,671 Recruit Rate: \$49,140
<b>Special Enforcement Inspector</b> 18 Positions – DNS Two Aux Positions – DNS	2GN: \$53,548 - \$74,974 Recruit Rate: \$64,663	<b>Special Enforcement Inspector 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$84,822
		<b>Special Enforcement Inspector 3</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,783
		<b>Special Enforcement Inspector 2</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$76,744
		<b>Special Enforcement Inspector 1</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,907
<b>Neighborhood Improvement Project Inspector</b> 10 Positions - DNS	2GN: \$53,548 - \$74,974 Recruit Rate: \$64,663	<b>Neighborhood Improvement Project Inspector 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$84,822
		<b>Neighborhood Improvement Project Inspector 3</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,783
		<b>Neighborhood Improvement Project Inspector 2</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$76,744
		<b>Neighborhood Improvement Project Inspector 1</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,907
<b>Housing Rehabilitation Specialist</b> Six Positions - DCD	2GN: \$53,548 - \$74,974 Recruit Rate: \$64,663	<b>Housing Rehabilitation Specialist 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$84,822
		<b>Housing Rehabilitation Specialist 3</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,783
		<b>Housing Rehabilitation Specialist 2</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$76,744
		<b>Housing Rehabilitation Specialist 1</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,907
<b>Building Construction Inspector</b> 14 Positions – DNS Two Aux Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Building Construction Inspector 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$84,822
		<b>Building Construction Inspector 3</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$80,783
		<b>Building Construction Inspector 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$64,626
		<b>Building Construction Inspector 1</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$56,548
<b>Bricklayer, Buildings</b> Two Positions – DPW Infrastructure	7QN: \$72,870 - \$73,351	<b>Bricklayer</b> Position Authority	7KN: \$84,103 - \$110,205 Recruit Rate: \$86,644



<b>New Titles</b>	N/A	<b>Bricklayer Helper 3</b> Position Authority	7IN: \$74,816 - \$95,721 Recruit Rate: \$77,979
		<b>Bricklayer Helper 2</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$64,983
		<b>Bricklayer Helper 1</b>	7CN: \$51,986 - \$65,997
<b>Sewer Mason</b> Four Positions – DPW Infrastructure Four Aux Positions – DPW Infrastructure	7QN: \$72,870 - \$73,351	<b>Mason</b> Position Authority	7KN: \$84,103 - \$110,205 Recruit Rate: \$86,644 FN: Employees in this title in DPW – Electrical Services to be paid the following rate: \$90,976
<b>New Titles</b>	N/A	<b>Mason Helper 3</b> Position Authority	7IN: \$74,816 - \$95,721 Recruit Rate: \$77,979
		<b>Mason Helper 2</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$64,983
		<b>Mason Helper 1</b>	7CN: \$51,986 - \$65,997
<b>Carpenter Leadworker</b> One Position – DPW Infrastructure	7MN: \$64,281 - \$65,548 Recruit Rate: \$65,111	<b>Carpenter Senior</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$84,103
<b>Carpenter</b> One Position – Library Nine Positions – DPW Infrastructure One Aux Position – DPW Infrastructure	7KN: \$60,525 - \$61,789 Recruit Rate: \$61,789	<b>Carpenter 4</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,098
		<b>Carpenter 3</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,088
		<b>Carpenter 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$60,074
		<b>Carpenter 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$48,059
<b>Boiler Inspector</b> Two Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Boiler Inspector 4</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$79,646
		<b>Boiler Inspector 3</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$71,682
		<b>Boiler Inspector 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,735
		<b>Boiler Inspector 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$47,788
<b>Ironworker</b> Five Positions – DPW Infrastructure One Aux Position – DPW Infrastructure	7MN: \$64,281 - \$65,548	<b>Ironworker 4</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$83,735
		<b>Ironworker 3</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$75,361
		<b>Ironworker 2</b>	7FN: \$62,801 - \$79,043 Recruit Rate: \$62,801
		<b>Ironworker 1</b>	7BN: \$49,140 - \$61,671 Recruit Rate: \$50,241
<b>Municipal Services Electrician Apprentice</b> Underfill Title Six Positions – DPW Infrastructure	7QN: \$72,870 - \$73,351 Below are actual increments:	N/A	7JN: \$78,737 - \$102,785 Below are actual increments:
	\$76,951		\$82,048
	\$64,126		\$68,373
	\$51,301		\$54,698
	\$42,751		\$45,582
<b>Electrical Worker</b> 34 Positions – DPW Infrastructure Four Aux Positions – DPW Infrastructure	7FN: \$40,719 - \$50,358	N/A	7GN: \$64,983 - \$83,929 Recruit Rate: \$68,373
<b>Cement Finisher</b> Seven Positions – DPW Infrastructure	7KN: \$60,525 - \$61,789 Recruit Rate: \$60,915	<b>Cement Finisher</b> Position Authority	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,098

Two Aux Positions – DPW Infrastructure			
<b>Cement Finisher Helper</b> Eight Positions – DPW Infrastructure Two Aux Positions – DPW Infrastructure	8FN: \$39,899 - \$45,086 Recruit Rate: \$40,352	<b>Cement Finisher Helper 3</b> Position Authority	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,088
		<b>Cement Finisher Helper 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$60,074
		<b>Cement Finisher Helper 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$48,059
<b>Painter Leadworker, Bridge and Iron</b> One Position – DPW Infrastructure One Aux Position – DPW Infrastructure	7KN: \$60,525 - \$61,789 Recruit Rate: \$60,609	<b>Painter Senior</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$78,737
<b>Painter Leadworker, House</b> One Position – DPW Infrastructure	7JN: \$49,511 - \$60,215 Recruit Rate: \$59,472		
<b>Sign and Marking Technician</b> One Position – DPW Infrastructure	7JN: \$49,511 - \$60,215 Recruit Rate: \$60,215	<b>Painter 4</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$74,988
<b>Painter, Bridge and Iron</b> One Aux Position – DPW Infrastructure		<b>Painter 3</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$67,489
<b>Painter</b> 12 Positions – DPW Infrastructure 2 Aux Positions – DPW Infrastructure	7IN: \$50,312 - \$58,641 Recruit Rate: \$58,641	<b>Painter 2</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$56,241
		<b>Painter 1</b>	7AN: \$44,993 - \$58,993
<b>Environmental Risk Officer</b> Four Positions - DNS	2FN: \$50,245 - \$70,347 Recruit Rate: \$55,177	<b>Environmental Risk Officer 4</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$80,296
		<b>Environmental Risk Officer 3</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$75,043
		<b>Environmental Risk Officer 2</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$70,133
		<b>Environmental Risk Officer 1</b>	7FN: \$62,801 - \$79,043 Recruit Rate: \$65,545
<b>Automotive Machinist</b> Underfill Title – DPW Operations	7IN: \$50,312 - \$58,641 Recruit Rate: \$50,583	<b>Machinist 4</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$78,256
<b>Machinist II</b>	7LN: \$51,937 - \$63,114 Recruit Rate: \$53,990	<b>Machinist 3</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$70,430
<b>Electrical Services Machinist I</b> Four Positions – DPW Infrastructure	7JN: \$49,511 - \$60,215 Recruit Rate: \$52,203	<b>Machinist 2</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$58,692
<b>Machinist I</b> One Position – DPW Water	7IN: \$50,312 - \$58,641	<b>Machinist 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$46,954
<b>Electrical Services Blacksmith</b> One Position – DPW Infrastructure	7JN: \$49,511 - \$60,215 Recruit Rate: \$52,203	N/A	7IN: \$74,816 - \$95,721 Recruit Rate: \$76,352
<b>Fleet Services Welder</b> Five Positions – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$53,203	<b>Welder 4</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,716
		<b>Welder 3</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$68,400
<b>Electrical Services Welder</b> Two Positions – DPW Infrastructure	7HN: \$43,461 - \$54,152 Recruit Rate: \$47,530	<b>Welder 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$54,537
		<b>Welder 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$45,811
<b>Port Operations Technician</b> Eight Positions – Port	7JN: \$49,511 - \$60,215 Recruit Rate: \$40,247	<b>Port Operations and Maintenance Technician 4</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$80,635
		<b>Port Operations and Maintenance Technician 3</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$70,959
<b>Harbor Crane Operator</b> Two Positions - Port	8QN: \$65,473 - \$71,354	<b>Port Operations and Maintenance Technician 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$60,476
		<b>Port Operations and Maintenance Technician 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$48,381

<b>Vehicle Services Technician</b> 46 Positions – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$53,203	<b>Vehicle Services Technician 4</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,716
		<b>Vehicle Services Technician 3</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$68,400
<b>Fleet Maintenance Technician</b> 6 Positions – DPW Operations	7HN: \$43,461 - \$54,152 Recruit Rate: \$40,247	<b>Vehicle Services Technician 2</b>	7FN: \$62,801 - \$79,043 Recruit Rate: \$66,253
		<b>Vehicle Services Technician 1</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,927
<b>Automotive Body Repair/Painting Technician</b> Two Positions – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$53,203	<b>Vehicle Body Repair/Painting Technician 3</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$68,400
		<b>Vehicle Body Repair/Painting Technician 2</b>	7FN: \$62,801 - \$79,043 Recruit Rate: \$66,253
		<b>Vehicle Body Repair/Painting Technician 1</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,927
<b>Nursery Crew Leader</b> One Position – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$55,449	N/A	7FN: \$62,801 - \$79,043 Recruit Rate: \$65,022
<b>Urban Forestry Crew Leader</b> 22 Positions – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$55,449	N/A	7FN: \$62,801 - \$79,043 Recruit Rate: \$65,022
<b>Urban Forestry Technician</b> Ten Positions – DPW Operations Two Aux Positions – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$55,449	N/A	7FN: \$62,801 - \$79,043 Recruit Rate: \$65,022
<b>Nursery Specialist</b> Four Positions – DPW Operations	7HN: \$43,461 - \$54,152 Recruit Rate: \$50,409	N/A	7EN: \$57,199 - \$74,967 Recruit Rate: \$61,926
<b>Urban Forestry Specialist</b> 83 Positions – DPW Operations	7JN: \$49,511 - \$60,215 Recruit Rate: \$50,409	N/A	7EN: \$57,199 - \$74,967 Recruit Rate: \$61,926
<b>Residential Code Enforcement Inspector</b> 60 Positions – DNS Three Aux Positions - DNS	3LN: \$44,257 - \$61,482	<b>Residential Code Enforcement Inspector 4</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$58,807
		<b>Residential Code Enforcement Inspector 3</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$56,007
		<b>Residential Code Enforcement Inspector 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$53,340
		<b>Residential Code Enforcement Inspector 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$50,800
<b>Commercial Code Enforcement Inspector</b> 14 Positions - DNS	3LN: \$44,257 - \$61,482	<b>Commercial Code Enforcement Inspector 4</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$58,807
		<b>Commercial Code Enforcement Inspector 3</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$56,007
		<b>Commercial Code Enforcement Inspector 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$53,340
		<b>Commercial Code Enforcement Inspector 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$50,800
<b>Forestry Equipment Mechanic – Lead</b> One Position – DPW Operations	7IN: \$50,312 - \$58,641	<b>Equipment and Tool Mechanic – Lead</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,927
<b>Lead Equipment Mechanic</b> Two Positions – DPW Operations One Aux Position – DPW Operations	7FN: \$40,719 - \$50,358		
<b>Forestry Equipment Mechanic</b> Two Positions – DPW Operations	7HN: \$43,461 - \$54,152 Recruit Rate: \$45,892	<b>Equipment and Tool Mechanic 3</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$57,073
<b>Equipment Mechanic IV</b> One Position – DPW Infrastructure	7EN: \$ 42,282 - \$48,979	<b>Equipment and Tool Mechanic 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$54,356

One Position – DPW Operations One Position – DPW Water One Aux Position – DPW Infrastructure			
<b>Equipment Mechanic II</b> Three Positions – DPW Infrastructure One Aux Position – DPW Infrastructure	7CN: \$41,782 - \$47,224	<b>Equipment and Tool Mechanic 1</b>	7BN: \$49,140 - \$61,671 Recruit Rate: \$51,767
<b>Equipment Mechanic I</b> Two Positions – DPW Infrastructure	7BN: \$36,805 - \$44,573 Recruit Rate: \$39,899		
<b>Urban Forestry Arborist Apprentice</b> Underfill Title	7CN: \$41,782 - \$47,224 Below are actual increments:	N/A	7DN: \$54,698 - \$69,036 Below are actual increments:
	\$49,924		\$58,977
	\$47,511		\$55,700
	\$43,893		\$52,424
	\$39,459		\$49,147
<b>Fleet Maintenance Technician</b> Nine Positions – DPW Operations	7HN: \$43,461 - \$54,152 Recruit Rate: \$40,247	<b>Vehicle Service Writer</b> Two Positions	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,927
		<b>Tire Repair Worker</b> Four Positions	7BN: \$49,140 - \$61,671 Recruit Rate: \$51,605
		<b>Garage Custodian</b> Three Positions	7AN: \$44,993 - \$58,993 Recruit Rate: \$50,800
<b>Rent Assistance Inspector</b>	2CN: \$41,492 - \$58,080 Recruit Rate: \$46,831	<b>Rent Assistance Inspector 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$53,340
		<b>Rent Assistance Inspector 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$50,800
<b>Garage Attendant</b> One Position – DPW Operations	8DN: \$35,225 - \$42,084 Recruit Rate: \$38,331	<b>Maintenance Assistant</b>	8CN: \$48,490 - \$57,011 Recruit Rate: \$49,147
<b>Directional, Boring Machine Operator/Worker</b> Two Positions – DPW Infrastructure	8HN: \$61,133 - \$70,992 Recruit Rate: \$61,200	N/A	8IN: \$63,699 - \$73,891 Recruit Rate: \$64,000
<b>Code Enforcement Intern</b>	3AN: \$32,460	<b>Code Enforcement Intern 2</b>	8BN: \$46,181 - \$56,122 Recruit Rate: \$43,982
		<b>Code Enforcement Intern 1</b>	8AN: \$43,982 - \$52,550 Recruit Rate: \$41,888

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

Respectfully Submitted,



Harper Donahue, IV  
Employee Relations Director

Attachments: Job Evaluation Reports  
Fiscal Impact Statement



## 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: July 25<sup>th</sup>, 2023

#### City Attorney – Assistant City Attorneys

Current	Recommended
Assistant City Attorney V PR: 2QX (\$101,356-\$141,906) FN: Recruitment is at \$136,318 FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney (35 Positions)	Assistant City Attorney V PR: 2QX (\$101,356-\$141,906) FN: Recruitment is at \$111,316 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (10 Positions)
Assistant City Attorney IV PR: 2OX (\$89,222-\$124,914) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney (Underfill title)	Assistant City Attorney IV PR: 2PX (\$95,097-\$133,131) FN: Recruitment is at \$101,196 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (Underfill title)
Assistant City Attorney III PR: 2MX (\$78,528-\$109,938) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney (Underfill title)	Assistant City Attorney III PR: 2NX (\$83,692-\$117,177) FN: Recruitment is at \$91,996 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (25 positions)
Assistant City Attorney II PR: 2KX (\$69,119-\$96,768) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney (Underfill title)	Assistant City Attorney II PR: 2LX (\$73,688-\$103,160) FN: Recruitment is at \$83,633 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (Underfill title)
Assistant City Attorney I PR: 2IX (\$60,824-\$85,151) FN: Appointment may be at any rate in the pay range at the discretion of the City Attorney (Underfill title)	Assistant City Attorney I PR: 2KX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 and appointment may be at any rate in the pay range at the discretion of the City Attorney. (Underfill title)

#### City Attorney – Legal Division Leadership

Current	Recommended
Deputy City Attorney PR: 1OX (\$115,161-\$161,221) (4 Position)	Deputy City Attorney PR 1OX (\$115,161-\$161,221) FN: Recruitment is at \$134,692 (4 Positions)
Special Deputy City Attorney PR: 1NX (\$108,037-\$151,255) (1 Position)	Special Deputy City Attorney PR 1NX (\$108,037-\$151,255) FN: Recruitment is at \$122,447 (1 Position)

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

## **Background**

The City Attorney's Office requested a Market study of their Assistant City Attorney positions. Discussions were held with City Attorney Tearman Spencer, Deputy City Attorney Odalo Ohiku, and City Attorney Human Resources Administrator Sharon Crowe. The report was expanded after preliminary study of the Assistant City Attorney positions to also evaluate the Legal Division Leadership for compression.

## **Duties & Responsibilities**

Assistant City Attorneys perform professional legal services for the City of Milwaukee by acting in matters relating to legal work and protecting the interests of the City of Milwaukee. All Assistant City Attorneys perform some basic job functions but as incumbents progress through title levels, they complete tasks related to more complex or highly important cases, perform more complex legal research and discovery, and advise and counsel City directors, commissioners, Council members, and the Mayor.

### Essential functions for all titles:

#### Litigation:

- Represent the City in court and before administrative agencies.
- Handle any and all litigation in any court of this state and in connection with the City's action.
- Conduct litigation as assigned.
- Handles appeals in state and federal courts of appeal.
- Prosecute violations of offenses against City ordinances.

#### Advisory and Administrative:

- Interpret laws, rulings and regulations for clients.
- Review opinions, resolutions and ordinances.
- Draft and review legal documents.
- Advise departments, committees, boards and commissions on legal matters.
- Negotiate on behalf of the City and its departments.

### Assistant City Attorney I

Performs essential functions.

Minimum requirements include graduation from a law school accredited by the American Bar Association and a license to practice law in the State of Wisconsin at time of appointment.

### Assistant City Attorney II

Performs essential functions. Also appears formally in court conferences, motions, and trials, attends dispositions, and prepares and answers written discovery. This position also works in an advisory capacity to departments, committees, boards and commissions on legal matters and represents the city before various boards and commissions, and in state and federal court.

Minimum requirements include graduation from a law school accredited by the American Bar Association, a license to practice law in the State of Wisconsin, and three years of practicing law at time of appointment.

### Assistant City Attorney III

Performs essential functions. This position is distinguished from the II level as incumbents may prepare for and try cases which require interviewing and deposing witnesses, handling depositions, and conducting discovery. Incumbents also draft and review legal documents such as contracts, ordinances, pleadings, settlement agreements, legal briefs, legal opinions, motions, and depositions. This position may also work in consultation with the Mayor and Common Council members.

Minimum requirements include graduation from a law school accredited by the American Bar Association, a license to practice law in the State of Wisconsin, and five years of practicing law at time of appointment.



Assistant City Attorney IV

Performs essential functions. This position prepares for and tries complex and/or highly important cases before the court and is distinguished from the III level based on the complexity of the litigation and legal research required. This position also serves as a resident expert in a specialty area of the law for the city and provides consultative expertise in that area (specialty areas include public employment law; real estate, education, litigation, etc).

Minimum requirements include graduation from a law school accredited by the American Bar Association, a license to practice law in the State of Wisconsin, seven years of practicing law, and the legal range and experience to perform all duties and responsibilities of the position.

Assistant City Attorney V

Performs essential functions. Incumbents in the position must perform all levels of Assistant City Attorney functions, additionally handling any and all litigation in any court of Wisconsin and in connection with the City's action. This position also prosecutes offenses against City ordinances and manages special projects as they arise.

Minimum requirements include graduation from a law school accredited by the American Bar Association, a license to practice law in the State of Wisconsin, 10 or more years of experience., and the legal range and experience to perform all duties and responsibilities of the position.

**Market Rates & External Competitors**

In conducting a market cost of labor analysis for these titles, rates of pay from the Economic Research Institute (ERI), and peer employers at local, county, and state levels via job postings, pay plans, and pay schedules were considered.

**Litigation Attorney**

Years of Experience	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
5	\$92,546	\$103,552	\$117,538	\$132,515	\$147,181
4	\$86,865	\$97,190	\$110,302	\$124,298	\$137,968
3	\$80,867	\$90,483	\$102,688	\$115,660	\$128,330
2	\$74,651	\$83,542	\$94,826	\$106,752	\$118,405
1	\$68,325	\$76,485	\$86,849	\$97,736	\$108,369

Source: ERI, Data as of January 1<sup>st</sup>, 2023

The following table provides wage information from ERI for Litigation Attorney in southeastern Wisconsin communities:

**Litigation Attorney: Three years of experience**

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
West Allis	\$85,319	\$95,800	\$109,066	\$122,975	\$136,320
Madison	\$80,912	\$90,467	\$102,579	\$115,354	\$127,715
Milwaukee	\$84,969	\$95,413	\$108,624	\$122,466	\$135,742
Racine	\$81,392	\$91,372	\$104,047	\$117,428	\$130,368
Waukesha	\$85,341	\$95,830	\$109,095	\$122,987	\$136,301

Source: ERI, as of January 1, 2023

*ERI defines a Litigation Attorney as a position that Performs consultation, advisory, arbitration, and trial work, and carries out the legal processes necessary to affect the rights, privileges, and obligations of the client. Works directly with and represents plaintiffs or defendants to bring or pursue a lawsuit to be tried in a court of justice for the purpose of enforcing a right when settlement negotiation and arbitration efforts fail. Conducts criminal and civil lawsuits, draws up legal documents, and advises clients as to legal rights. Gathers evidence, conducts research, interviews clients and witnesses, prepares legal briefs, and develops strategy, arguments, and testimony in divorce, civil, criminal, and other cases to formulate an offense or defense or to initiate legal action. Studies legal data to determine advisability of defending or*

*prosecuting lawsuit. Files briefs with court clerk. Represents client in court and before quasi-judicial or administrative agencies of government. Studies the Constitution, statutes, decisions, and ordinances of quasi-judicial bodies. Interprets laws, rulings, and regulations for individuals and businesses. Education expectations: Doctorate (Law degree).*

#### Compliance Attorney

Years of Experience	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
5	\$82,765	\$91,401	\$102,487	\$114,005	\$125,373
4	\$78,677	\$86,892	\$97,439	\$108,357	\$119,136
3	\$74,446	\$82,229	\$92,226	\$102,532	\$112,707
2	\$70,118	\$77,463	\$86,903	\$96,594	\$106,160
1	\$65,746	\$72,648	\$81,530	\$90,608	\$99,572

Source: ERI, Data as of April 1st, 2023

The following table provides wage information from ERI for Compliance Attorney in southeastern Wisconsin communities:

#### Compliance Attorney: Three years of experience

Area Name	10th Percentile	25th Percentile	Survey Mean	75th Percentile	90th Percentile
West Allis	\$78,506	\$86,987	\$97,911	\$109,139	\$120,102
Madison	\$74,710	\$82,446	\$92,404	\$102,658	\$112,716
Milwaukee	\$78,177	\$86,632	\$97,516	\$108,698	\$119,609
Racine	\$74,913	\$82,981	\$93,385	\$104,115	\$114,651
Waukesha	\$78,522	\$87,011	\$97,942	\$109,169	\$120,121

Source: ERI, as of January 1, 2023

*ERI defines a Litigation Attorney as a position that Endeavors to ensure that a company conducts business in accordance with governmental and contractual obligations to protect against legal risk. Represents a company's ethics and compliance program as the primary point person, providing legal support to any compliance audits and inquiries. Develops ethics and compliance policies and procedures that meet company and federal guidelines. Reviews and drafts legal documents and advises employees on legal and regulatory issues related to vendors, projects, sales, and marketing. Develops and implements compliance monitoring, risk assessments, reporting, testing, and tracking, applying regulatory priorities as well as industry best practices. Anticipates regulatory issues and proactively offers legal solutions to those challenges. Remains current on changes in the regulatory environment that might impact the operations of the business. Trains and educates business leaders on evolving compliance-related subjects, procedures, and regulatory requirements. Increases employee awareness of potential legal and compliance risks to prevent finance loss. Education expectations: Doctorate Law degree.*

**Comparisons to other Jurisdictions in Wisconsin**

Peer employers and the City of Milwaukee, sorted by maximum rate of pay:

City/ County	Title	Recruitment Rate
Dane County	Judicial Staff Attorney	\$72,966-\$86,902
City of Manitowoc	Assistant City Attorney	\$77,131-\$88,150
Sheboygan	Assistant City Attorney	\$68,473-\$92,622
City of Racine	Assistant City Attorney	\$75,296-\$96,824
Fitchburg	Assistant City Attorney	\$85,155-\$97,323
City of Green Bay	Assistant City Attorney	\$73,798-\$99,836
City of Kenosha	Assistant City Attorney I-II	\$73,224-\$106,296
Wauwatosa	Assistant City Attorney	\$79,560-\$109,119
Waukesha County	Attorney-Senior Attorney	\$81,224-\$128,918
State of Wisconsin	Assistant City Attorney	\$56,659-\$136,781
City of Milwaukee - Current	Assistant City Attorney I-V	\$60,824-\$141,906
City of Milwaukee - Recommended	Assistant City Attorney I-V	\$76,030-\$141,906
City of Madison	Assistant City Attorney	\$78,951-\$148,467
Dane County	Assistant Corporation Counsel	\$80,829-\$166,338

Peer employers and the City of Milwaukee, sorted by recruitment rate of pay:

City/ County	Title	Recruitment Rate
State of Wisconsin	Assistant City Attorney	\$56,659-\$136,781
City of Milwaukee - Current	Assistant City Attorney I-V	\$60,824-\$141,906
Sheboygan	Assistant City Attorney	\$68,473-\$92,622
Dane County	Judicial Staff Attorney	\$72,966-\$86,902
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City of Green Bay	Assistant City Attorney	\$73,798-\$99,836
City of Racine	Assistant City Attorney	\$75,296-\$96,824
City of Milwaukee - Recommended	Assistant City Attorney I-V	\$76,030-\$141,906
City of Manitowoc	Assistant City Attorney	\$77,131-\$88,150
City of Madison	Assistant City Attorney	\$78,951-\$148,467
Wauwatosa	Assistant City Attorney	\$79,560-\$109,119
Dane County	Assistant Corporation Counsel	\$80,829-\$166,338
Waukesha County	Attorney-Senior Attorney	\$81,224-\$128,918
Fitchburg	Assistant City Attorney	\$85,155-\$97,323

Notes on Comparators:

- Dane County is represented with two different titles. Dane County's classification specification for Judicial Staff Attorney indicates that incumbents *read and evaluate motions and briefs, perform legal research, prepare recommendations and reports*. Judicial Staff Attorneys do not provide legal assistance or advice. Dane County utilizes both pay steps and longevity to progress incumbents through the listed pay range.
- The City of Kenosha has two classifications (Assistant City Attorney I and Assistant City Attorney II) and also utilizes pay steps. Progression to ACA II requires experience with the City of Kenosha.
- Waukesha County has both an Attorney and Senior Attorney classification without any clear career progression. Senior Attorneys are required to have comprehensive knowledge of Waukesha County Code, Rules of Order, and applicable rules of parliamentary procedure upon appointment to the title.
- The City of Madison, the State of Wisconsin, and the City of Green Bay all utilize pay steps (sometimes along with longevity increases) to progress incumbents through the listed pay range.
- All comparators require a Juris Doctorate and a license to practice law in the State of Wisconsin. Juris Doctorate is a graduate degree, typically requiring three years of additional professional education beyond a bachelor's degree.

- The majority of comparators did not set a minimum qualification for years of experience at the entry level, similar to Milwaukee, but some set preferred experience at 1 to 2 years. The City of Racine and Fitchburg require a minimum of three years' experience in municipal law or equivalent civil law practice.

### Analysis and Recommendation

A review of the job duties and responsibilities for the five Assistant City Attorney levels, along with the minimum qualifications at each level, show an established career path for incumbents. Achieving promotional criteria and promoting through the title pathway provides a long-term compensation incentive.

The ERI market data does not include the context of this career path. The comparison to other jurisdictions helps to provide this context with examples of similar title levels or the utilization of pay steps and longevity to progress pay to be competitive with the market.

The City of Milwaukee's current appointment and promotional pay practices allow for a 7% increase for promotion from ACA I to ACA II, or the new recruitment rate, whichever is higher. Promotions at the higher levels are allotted a 10% increase or the new minimum rate of the position, whichever is higher. For all titles, appointment may be at any rate in the pay range at the discretion of the City Attorney.

In further analysis of the pay data from other jurisdictions, the City of Milwaukee remains competitive at the high end of the pay scale. When the same data is considered based on recruitment rates, the City falls behind, second to lowest in recruitment in this comparison group. We recommend raising rates of pay in the entry levels of the career path to aid in recruitment and retention, and establishing minimum recruitment rates at all levels with flexibility in recruitment up to the maximum of the range.

### Recommendations for Budget and Position Authority:

- 25 positions will be authorized at the Assistant City Attorney III level. Recruitment is recommended at the Assistant City Attorney I level with applicable promotion after under-fill to higher levels.
- 10 positions will be authorized at the Assistant City Attorney V level. This would allow for underfill at the Assistant City Attorney IV level and recruitment at higher levels if needed by the department.

### Legal Division Leadership

The Legal Division Leadership team is included in this report for labor market comparisons and to prevent pay compression.

Current	Recommended
Deputy City Attorney PR: 10X (\$115,161-\$161,221) (4 Positions)	Deputy City Attorney PR 10X (\$115,161-\$161,221) FN: Recruitment is at \$134,692 (4 Positions)
Special Deputy City Attorney PR: 1NX (\$108,037-\$151,255) (1 Position)	Special Deputy City Attorney PR 1NX (\$108,037-\$151,255) FN: Recruitment is at \$122,447 (1 Position)

### Duties & Responsibilities

#### Deputy City Attorney

A Deputy City Attorney manages a division of attorneys of the Office of the City Attorney so that quality legal services are provided to City of Milwaukee departments and officials.

- Supervise the work of the staff attorneys and support staff in providing legal advice.
- Supervise those in his/her division in the preparation of legal opinions, negotiations, and legal proceedings that impact the City.

- Supervise staff attorneys on their provision of legal advice to City Departments, the Office of the Mayor, the Common Council, and Administrative Boards in all areas of municipal law.
- Handle major litigation with staff attorneys.
- Prepare and review resolutions to the Common Council.
- Advise the City Attorney on major legal matters and office operations.
- Communicate with elected officials.
- Work on the directives and vision of the City Attorney.

Minimum qualifications include Graduation from a law school accredited by the American Bar Association (ABA) with a Juris Doctor (JD) degree and a License to practice law in Wisconsin, Eastern and Western District of Wisconsin, is required at the time of appointment and five years of experience practicing law that includes at least two years of legal leadership experience.

#### Special Deputy City Attorney

The Special Deputy City Attorney is a senior legal strategist to the City Attorney and directs the daily operations and activities of the Office of the City Attorney.

- Overall responsibility for evaluating all office practices in order to help mitigate risk and for optimizing the organization and utilization of professional and administrative staff.
- Guides assignments to ensure integration and consistency with the City Attorney's vision and mission for the office.
- Serves as a key liaison with public and private sector officials as designated by the City Attorney including with representatives from the Mayo/s Office and members of the Common Council.

Minimum qualifications include a Juris Doctor and bachelor's degree; a license to practice law in the State of Wisconsin or the ability to obtain within six months of appointment and three years each of legal experience, Senior Human Resources experience and legal management experience in a complex legal environment preferred.

#### **Analysis and Recommendation**

No changes are recommended to the existing pay ranges for these leadership titles, but we recommend higher minimum recruitment rates to help alleviate any compression due to the changes in rates for their direct reports.

#### **Action Required – Effective Pay Period 17, 2023 (August 6<sup>th</sup>, 2023)**

**\* Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

Prepared by: Sarah Wangerin  
Sarah Wangerin, Human Resources Representative

Reviewed by: Andrea Knickerbocker  
Andrea Knickerbocker, Human Resources Manager

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



Department of Employee Relations

JOB EVALUATION REPORT

Cavalier Johnson  
Mayor

Harper Donahue, IV  
Director

Renee Joos  
Employee Benefits Director

Nicole M. Fleck  
Labor Negotiator

City Service Commission Meeting: July 25<sup>th</sup>, 2023

**DOA-Information & Technology Management Division-Unified Call Center**

Current	Recommended
UCC Operations Manager PR 1HX (\$73,688 - \$103,160) Recruitment Rate: \$81,056 One Position	Unified Call Center Manager PR 1HX (\$73,688 – \$103,160) Recruitment Rate: \$87,146 One Position
Call Center Supervisor PR 1FX (\$64,857 - \$90,796) Recruitment Rate: \$71,341 Two Positions	Unified Call Center Supervisor PR 1FX (\$64,857 – \$90,796) Recruitment Rate \$75,003 Two Positions
UCC Customer Service Representative IV PR 6JN (\$36,257 - \$46,345) Recruitment Rate: \$41,212 Two Positions	Unified Call Center Representative – Lead PR 2GN (\$53,548 - \$74,974) Recruitment Rate: \$65,004 Two Positions
UCC Customer Service Representative III PR 6HN (\$38,578 - \$43,555) Recruitment Rate: \$39,358 11 Positions/21 Auxiliary Positions	Unified Call Center Representative 3 PR 5KN (\$56,876 - \$69,950) Recruitment Rate: \$56,876 11 Positions
UCC Customer Service Representative II PR 6GN (\$35,349 - \$41,556) Recruitment Rate: \$37,717 Underfill Title	Unified Call Center Representative 2 PR 5JN (\$48,998 – \$59,453) Recruitment Rate: \$50,631 Underfill Title
UCC Customer Service Representative I PR 6FN (\$32,460 - \$39,958) Recruitment Rate: \$33,372 Underfill Title	Unified Call Center Representative 1 PR 5GN (\$43,291 – \$51,964) Recruitment Rate: \$45,076 Underfill Title

**Background**

Chief Information Officer David Henke has requested a classification and market rate study for the Unified Call Center. DER staff have received up-to-date job descriptions and had discussions with David Henke, ITMD Policy and Administration Manager Rich Watt, and Unified Call Center Manager Ann-Elizabeth Shapera.

The Unified Call Center Representatives provide exceptional and accurate customer service for the City of Milwaukee. Since the creation of the center, these positions have used a variety of communication channels to handle a wide variety of contacts in a fast-paced environment.

In 2011, an employee with no call center experience could have been trained on-the-job to be a customer service representative. At that time, Representatives answered a desk phone and looked up information in a physical binder. Representatives chiefly addressed information and requests for DPW divisions. In contrast, Representatives now handle service and information requests for DPW, DNS, Treasurer's Office, Assessor's Office, City Clerk's Office - License



Division, Health Department, Elections Commission, and others. A UCC Representative navigates between four distinct, very-different applications for service request entry and information-request recording.

Since the creation of the Call Center, a UCC Representative's level and complexity of work has evolved significantly. Today a Representative must:

- Possess the ability to perform online research by navigating multiple resources both on the UCC's intranet and on the City's website. Must be able to distinguishing rapidly between genuine search engine results and promoted, AI-generated, or false results.
- Use both desktop telephones and software telephones and must have fundamental familiarity with using voice-over-internet-protocol (VOIP) phone technology.
- Be able to memorize large volumes of City operations information.
- Use online systems to ensure all customer inquiries and service requests are logged and routed properly.
- Adapt quickly to frequent, rapid changes in City information, activities, programs and policies.

When call volume lowers, a Representative must take the initiative to review resources to keep current. In order to ensure this knowledge, Representatives must acknowledge that they have received the frequent email messages containing information updates, requests for additional specific interaction information, and corrections from the Call Center's leadership staff.

Additionally, caller demeanor has degraded vastly since this position's creation. Representatives are expected to maintain composure, use detachment, and exercise boundaries far more frequently in handling a large volume of abusive calls.

The Unified Call Center has experienced difficulty recruiting and retaining employees. Out of the most recent recruitments only three UCC Representative have been hired (one of whom was terminated during probation). More than forty applicants declined the job due to the low rate of pay. The UCC also cannot attract contracted employees from Temporary Agencies to supplement budgeted positions, as the position does not offer market competitive wages.

### **Labor Market Rate Comparisons**

For positions in this report comparisons were made to the labor market using the Economic Research Institute (ERI), a salary survey to which DER subscribes. Staff reviewed labor market data for Southeastern, WI. The data shown below represents competitive rates of pay for titles comparable to the classifications listed above.

#### ***Call Center Manager***

	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Mean</i>	<i>75th Percentile</i>	<i>90th Percentile</i>
<i>Level 1</i>	63,032	68,435	75,668	82,795	90,081
<i>Level 2</i>	72,423	78,735	87,146	95,462	103,855
<i>Level 3</i>	84,998	92,507	102,438	112,260	122,037

*Plans and implements call center strategies and operations, enhances systems and processes, and manages a staff of Call Center Representatives, making the most effective and efficient use of call-center staff and technology resources. Determines call center operational strategies by conducting needs assessments, capacity planning, and cost/benefit analyses; identifies and evaluates state-of-the-art technologies; defines user requirements; and establishes technical specifications and production, productivity, quality, and customer-service standards.*

**Call Center Supervisor**

	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
Level 1	52,889	56,942	62,422	67,579	72,951
Level 2	59,984	64,606	70,856	76,835	83,048
Level 3	69,586	75,003	82,323	89,419	96,747

*Supervises and coordinates activities of a team of Call Center Representatives who provide telephone customer support services and give product or service information by answering questions and offering assistance. Oversees on-floor activities, being available to affect the call center's operations; handles calls that representatives aren't able to; replies to comments and answers questions when a representative needs assistance. Studies queue and tracks inbound and/or outbound calls; keeps representatives aware of inbound calls, calls waiting, abandonment rate, etc.*

**Call Center Representative (Complex Calls)**

	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
Level 1	39,260	42,265	46,333	50,002	53,884
Level 2	45,613	49,061	53,778	58,163	62,765
Level 3	53,725	57,783	63,358	68,662	74,186

*Answers inbound and places outbound calls in a call center with the goal of increasing business, customer satisfaction, and customer retention. Takes care of complex customer inquiries and problems, having experience and advanced knowledge, which is what distinguishes this position from lower-level Call Center Representatives. Requires higher degree of skill and ability to explain most complex matters to ensure customer satisfaction and retention, and to sell products and services, and may require considerable adaptation in response to the particular customer in order to achieve success.*

**Call Center Representative (General Calls)**

	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
Level 1	29,610	32,097	35,527	38,583	41,802
Level 2	34,635	37,547	41,463	44,994	48,687
Level 3	40,792	44,194	48,699	52,845	57,166

*Answers general inbound and places outbound calls in a call center with the goal of increasing business, customer satisfaction, and customer retention. Takes care of inbound and outbound calls of a lesser complexity that are primarily routine or basic in nature. Follows basic procedures and scripts, using fundamental knowledge to navigate company's customer information systems and/or order system along with a basic knowledge of company, services, and products.*

It is apparent from this comparison data that the rates of pay for the Unified Call Center positions are quite a bit below competitive market pay rates. The rates proposed in this job evaluation study will assist in the UCC in achieving the staffing levels needed.

Current	Recommended
UCC Operations Manager PR 1HX (\$73,688 - \$103,160) Recruitment Rate: \$81,056 One Position	Unified Call Center Manager PR 1HX (\$73,688 – \$103,160) Recruitment Rate: \$87,146 One Position

The Unified Call Center Manager directs the day-to-day operations of the call center and provides supervision, training, schedule tracking and development of UCC representatives and supervisors. This position is critical to the effective functioning of the Unified Call Center. The operations manager monitors UCC staffing, activities and its ability to effectively respond to citizen requests for services and information. This includes measuring customer service effectiveness, insuring data integrity and accuracy, and maintaining efficient operations. This position also plays a role assessing city operations through process mapping and reports on call center metrics such as call resolution times, call scoring, and various call center performance standards.

- 70% Supervise all daily activities of the Unified Call Center, including:
- Scheduling and shift development, assessing representatives' workloads, and monitoring call etiquette and system use.
  - Reviewing and reporting on citizen complaints, requests for information and services, and suggestions concerning city services.
  - Directing preparation of reports on customer service activities and city service delivery.
  - Ensuring that UCC Representatives are trained in the latest approaches to customer service and are applying the most current methods to customer relations.
  - Acting as mediator in escalated customer problems which require special attention.
  - Monitoring technology and data entry insure information integrity. Direct the changes and corrections of deficiencies as necessary.
- 30% General UCC Support:
- Oversee the management of the UCC office.
  - Provide operational goals, document general policy guidance and specific directions when special support services are required.
  - Monitor and evaluate office activities. Implement changes when necessary.

To prevent compression between the new classification structure of the Unified Call Center Representatives, the Unified Call Center Supervisor, and the Unified Call Center Manager, and to align with current market data, we recommend a recruitment rate of \$87,146 in the position's current pay range of 1HX (\$73,688 – \$103,160).

Current	Recommended
Call Center Supervisor PR 1FX (\$64,857 - \$90,796) Recruitment Rate: \$71,341 Two Positions	Unified Call Center Supervisor PR 1FX (\$64,857 – \$90,796) Recruitment Rate \$75,003 Two Positions

Under the guidance of the Unified Call Center Manager, and as a part of the UCC management team, the UCC Supervisor is expected to provide training, schedule tracking and development, and general supervision of UCC representatives. This position leads a team of UCC representatives and is critical to the effective functioning of the Unified Call Center. The supervisor monitors UCC activities and its ability to effectively respond to citizen requests for services and information. This includes measuring customer service effectiveness, insuring data integrity and accuracy, and maintaining efficient operations. This position also plays a role

assessing city operations through process mapping and reports on call center metrics such as call resolution times, call scoring, and various call center performance standards.

- 70% Supervise all daily activities of the Unified Call Center, including:
- Scheduling and shift development, assessing the workloads of representatives, and monitoring their etiquette and system use.
  - Review and report on citizen complaints, requests for information and services, and suggestions concerning city services.
  - Direct preparation of reports on customer service activities and city service delivery.
  - Ensure that UCC Representatives are trained in the latest approaches to customer service and are applying the most current methods to customer relations.
  - Act as mediator in escalated customer problems which require special attention.
  - Monitor technology and data entry insure information integrity. Direct the changes and corrections of deficiencies as necessary.
  - Under the guidance of the Call Center Operations Manager, work to update and respond to servicing departments' changing needs.
- 30% General UCC Support:
- Oversee the management of the UCC office.
  - Provide operational goals, document general policy guidance and specific directions when special support services are required.
  - Monitor and evaluate office activities. Implement changes when necessary.

Minimum qualifications include a Bachelor's degree in Business Administration, Management, Consumer Science, Communications, or a closely related field from an accredited college or university and two years of experience either in a call center environment or involving high-intensity customer contact, of which at least one year must have been at a supervisory level.

To prevent compression between the new classification structure of the UCC Call Center Representatives and the UCC Call Center Supervisor, and to better align with current market data, we recommend a recruitment rate of \$75,003 in the position's current pay range of 1FX (\$64,857 – \$90,796).

### **Unified Call Center Representative series**

The Unified Call Center Representatives provide exceptional and accurate customer service for the City of Milwaukee. All UCC Representatives perform the below set of essential functions. Titles become distinguishable by duties performed beyond these essential functions.

#### **Essential Functions**

- Responsible for customer contact with other City divisions, elected/appointed officials, and private citizens in a timely, courteous, concise, resilient, and professional manner.
- Demonstrates necessary technological skills to navigate Action (Accela-CRM/PublicStuff), DPW-Work Orders, DPW-Night Parking, GovTow, and other web-based applications as well as resources in the UCC network via Microsoft Word, Microsoft Excel, and PDF reader applications to ensure all customer inquiries and service requests are logged and routed properly.
- Demonstrates necessary online research skills to navigate multiple resources in the UCC's intranet and on the City's website and perform frequent online information searches to ensure timely, correct and current responses to customer questions.
- Utilizes effective questioning and listening skills to identify customer needs and provide appropriate solutions or options for problem resolution. Exhibits the ability to assess and balance customer needs without compromising City policies or ordinances.

- Offers cooperative and pleasant personality to help manage significant daily customer interactions while maintaining strong intradepartmental and interdepartmental relationships.
- Ability to maintain composure throughout a variety of interactions regardless of the contact type or customer disposition. All customers, wherever possible, should leave their City of Milwaukee interaction with a positive experience.
- Provide empathetic responses to all customers where appropriate. Work diligently to solve problems and identify future customer issues before they arise (next-issue avoidance).
- Memorize large volumes of City operations information. Adapt quickly to frequent, rapid changes in City information, activities, programs and policies. When call volume lowers, review resources to keep current.
- Receive, acknowledge receipt, and respond to email messages containing information updates, requests for additional specific interaction information, and corrections from UCC Administrative staff in a timely and professional manner.

#### Bilingual designations:

- Responsible for customer contact with other City divisions, elected/appointed officials, and private citizens in Spanish and English in a timely, courteous, concise, resilient, and professional manner.
- Retrieve Spanish-language voicemail messages and return calls as needed.

Current	Recommended
UCC Customer Service Representative IV PR 6JN (\$36,257 - \$46,345) Recruitment Rate: \$41,212 Two Positions	Unified Call Center Representative – Lead PR 2GN (\$53,548 - \$74,974) Recruitment Rate: \$65,004 Two Positions

The Unified Call Center Representative – Lead provides guidance to representatives who respond to a variety complex customer inquiries and problems. This position has extensive knowledge of City services and programs which is part of what distinguishes this position from lower-level UCC Representatives. This positions also provides support to leadership in escalated or more complex customer service requests.

#### Call Center Functions

- Performs essential functions
- Exhibits exceptional problem-solving skills.
- Extensive knowledge of City services and programs, ability to explore city resources to identify and properly investigate high level calls to the Unified Call Center.

#### Leadworker Functions

- Responsible for lead customer contact with other City divisions, elected/appointed officials, and private citizens in a timely, courteous, concise, resilient, and professional manner.
- Provides first and primary support to UCC representatives in handling escalated calls. This includes leadership with customer service skills and investigating customer follow-ups as needed.
- Reports operational inefficiencies and recommend remedial procedure adaptations.
- Monitors workflow systems to ensure continuous records transfer.
- Observes representative's performance for quality control and correct or reward as circumstance dictates.

- Disseminates critical information updates and answer representative's questions about frequently-changing City operational information.
- Assists representatives in troubleshooting system and application issues.
- Actively monitors representative activity for adherence to Unified Call Center customer service and call handling guidelines using available technologies.
- Provides feedback to UCC supervisors regarding training and coaching needs for representatives.
- Reviews data and call routing for accuracy and provide recommendations to the UCC Supervisor or Operations Manager for improvements in the systems, or enhanced training and procedural documentation.
- Provides leadership in the drafting of call scripts, best practice documents, or knowledge base development.

Minimum qualifications include five years of experience with multi-faceted customer contact or telephone work performing duties such as receiving and/or resolving complaints, problem solving, quick decision making, multi-tasking or having responsibility for giving and receiving information in high stress environments.

Current	Recommended
UCC Customer Service Representative III PR 6HN (\$38,578 - \$43,555) Recruitment Rate: \$39,358 11 Positions/21 Auxiliary Positions	Unified Call Center Representative 3 PR 5KN (\$56,876 - \$69,950) Recruitment Rate: \$56,876 11 Positions
UCC Customer Service Representative II PR 6GN (\$35,349 - \$41,556) Recruitment Rate: \$37,717 Underfill Title	Unified Call Center Representative 2 PR 5JN (\$48,998 – \$59,453) Recruitment Rate: \$50,631 Underfill Title
UCC Customer Service Representative I PR 6FN (\$32,460 - \$39,958) Recruitment Rate: \$33,372 Underfill Title	Unified Call Center Representative 1 PR 5GN (\$43,291 – \$51,964) Recruitment Rate: \$45,076 Underfill Title

### Unified Call Center Representative 3

#### Call Center Functions

- Performs essential functions
- Monitors receipt of requests submitted online by the public via Click4Action and the MKE Mobile Action app.
- Utilizes strong written communication skills and critical thinking skills in reviewing, triaging and submitting requests submitted online by the public via Click4Action and the MKE Mobile Action app.
- Monitors receipt of email messages from the public via the UCCWebHelp@milwaukee.gov Outlook account.
- Utilizes strong written communication skills and critical thinking skills in reviewing, triaging and submitting requests resulting from email messages received from the public via the UCCWebHelp@milwaukee.gov Outlook account, logging information requests and transfers to other City divisions when appropriate.

### Unified Call Center Representative 2

#### Call Center Functions

- Performs essential functions



- Monitors receipt of requests submitted online by the public via Click4Action and the MKE Mobile Action app.
- Utilizes strong written communication skills and critical thinking skills in reviewing, triaging and submitting requests submitted online by the public via Click4Action and the MKE Mobile Action app.

### Unified Call Center Representative 1

#### Call Center Functions

- Performs essential functions

Minimum qualifications include 2 years of experience with multi-faceted customer contact or telephone work performing duties such as receiving and/or resolving complaints, problem solving, quick decision making, multi-tasking or having responsibility for giving and receiving information in high stress environments.

#### **Action Required – Effective Pay Period 17, 2023 (August 6<sup>th</sup>, 2023)**

**\* Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

Prepared by: Sarah Wangerin  
Sarah Wangerin, Human Resources Representative

Prepared by: Andrea Knickerbocker  
Andrea Knickerbocker, Human Resources Manager

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



**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: July 25<sup>th</sup>, 2023

**Employee Retirement System – Membership Services**

Current	Recommended
Retirement Plan Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$96,345 (One Position)	Retirement Plan Manager PR 1JX (\$83,692-\$117,177) FN: Recruitment is at \$102,938 (One Position)
Disability Specialist-Lead PR 1GX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 (One Position)	Disability Specialist-Lead PR 1HX (\$73,688-\$103,160) FN: Recruitment is at \$81,056 (One Position)
Disability Specialist-Senior PR 2JX (\$64,857-\$90,796) FN: Recruitment is at \$71,341 (Two Positions)	Disability Specialist-Senior PR 2KX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 (Two Positions)
Disability Specialist PR 2IX (\$60,824-\$85,151) FN: Recruitment is at \$66,906 (Underfill title)	Disability Specialist PR 2JX (\$64,857-\$90,796) FN: Recruitment is at \$71,341 (Underfill title)
Administrative Services Specialist PR 2BN (\$38,937-\$54,508) (One Position)	Benefit Services Coordinator PR 2EN (\$53,548-\$74,974) FN: Recruitment is at \$65,004 (One Position)
Program Assistant II PR 5FN (\$42,153-\$50,197) FN: Recruitment is at \$44,257 (One Position)	Benefits Services Specialist PR 5IN (\$48,220-\$56,878) FN: Appointment may be at any rate in the pay range with the approval of DER. FN: Recruitment is at \$50,384 (One Position)
Program Assistant II PR 5FN (\$42,153-\$50,197) FN: Recruitment is at \$44,257 (One Position)	Benefit Services Coordinator PR 2EN (\$53,548-\$74,974) FN: Recruitment is at \$65,004 (One Position)
Program Assistant II PR 5FN (\$42,153-\$50,197) FN: Recruitment is at \$44,257 (One Position)	Benefits Services Specialist PR 5IN (\$48,220-\$56,878) FN: Appointment may be at any rate in the pay range with the approval of DER. FN: Recruitment is at \$50,384 (One Position)

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

**Employees' Retirement System – Fiscal Services**

Current	Recommended
Pension Accounting Manager PR 1HX (\$73,688-\$103,160) FN: Recruitment is at \$81,056 (Three Positions)	Pension Accounting Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$96,345 (Three Positions)
Pension Accounting Specialist PR 2JX (\$64,857-\$90,796) FN: Recruitment is at \$71,341 (Two Positions)	Pension Accounting Specialist PR 2KX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 (Two Positions)
Accounting Assistant II (Membership) PR 6HN (\$38,578-\$43,555) FN: Recruitment is at \$42,726 (One Position)	ERS Fiscal Services Assistant PR 5JN (\$48,998-\$59,453) FN: Recruitment is at \$53,911 (One Position)
Accounting Assistant II (Payroll) PR 6HN (\$38,578-\$43,555) FN: Recruitment is at \$42,726 (One Position)	ERS Accounting Assistant PR 5IN (\$48,220-\$56,878) FN: Recruitment is at \$48,892 (One Position)

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

**Employees' Retirement System – Management Support Services**

Current	Recommended
Administrative Assistant IV PR 5IN (\$48,220-\$56,878) FN: Recruitment is at \$49,710 (One Position)	ERS Services Specialist PR 5KN (\$56,876-\$69,950) FN: Recruitment is at \$58,514 (One Position)

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

**Background**

The Employees' Retirement System has requested a study and reevaluation on certain department titles that were included in the citywide Business Operations report that was submitted and approved at in September of 2022. The department expressed concern with classification compression that resulted from the study. This compression now exists in titles that previously had distinct career levels or pathways.

ERS has also requested the study of titles within their Membership Services division that share similar duties and responsibilities, scope, and knowledge as titles in the Department of Employee Relations (DER) Medical Benefits section. The titles in DER were included in the citywide Business Operations report.

Job Descriptions were provided to DER for the study and discussions were held with Jerry Allen, Executive Director - Employees' Retirement System and Melody Johnson, Deputy Director - Employees' Retirement System. Supervisory and Manager titles were added later to address compression.

Current	Recommended
Retirement Plan Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$96,345 (One Position)	Retirement Plan Manager PR 1JX (\$83,692-\$117,177) FN: Recruitment is at \$102,938 (One Position)
Disability Specialist-Lead PR 1GX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 (One Position)	Disability Specialist-Lead PR 1HX (\$73,688-\$103,160) FN: Recruitment is at \$81,056 (One Position)
Disability Specialist-Senior PR 2JX (\$64,857-\$90,796) FN: Recruitment is at \$71,341 (Two Positions)	Disability Specialist-Senior PR 2KX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 (Two Positions)
Disability Specialist PR 2IX (\$60,824-\$85,151) FN: Recruitment is at \$66,906 (Underfill title)	Disability Specialist PR 2JX (\$64,857-\$90,796) FN: Recruitment is at \$71,341 (Underfill title)

In the 2022 reports for Business Operations positions, Disability Specialist-Senior and Pension Specialist-Senior were placed into pay range 2JX with a recruitment rate of \$71,341. This placement was based on the scope of the study, which was focused on correcting pay rates to align with market and looked at large groups of titles together. A recruitment rate of \$71,341 in pay range 2JX is also shared with the Human Resources Analyst-Senior and Budget and Fiscal Policy Analyst II. Both of these classifications have minimum requirements that include a Bachelor's degree in a focus related to the duties and responsibilities of the position plus two years of experience. This is also appropriate for the Pension Specialist – Senior, but the Disability Specialist – Senior requires one more year of experience, making it three years total experience with a Bachelor's degree to meet the minimum requirements for the position.

We recommend placing the Disability Specialist -Senior title into pay range 2KX with a recruitment rate of \$76,030, which is the same pay range and recruitment rate for the Human Resources Representative and Budget and Fiscal Policy Analyst III. These positions both have minimum requirements that include a Bachelor's degree in a focus related to the duties and responsibilities of the position plus three years of experience.

The pay ranges and rates of pay for the Disability Specialist, Disability Specialist – Lead, and Retirement Plan Manager were adjusted, also by one pay range to prevent compression.

Current	Recommended
Administrative Services Specialist PR 2BN (\$38,937-\$54,508) (One Position)	Benefit Services Coordinator PR 2EN (\$53,548-\$74,974) FN: Recruitment is at \$65,004 (One Position)
Program Assistant II PR 5FN (\$42,153-\$50,197) FN: Recruitment is at \$44,257 (One Position)	Benefit Services Coordinator PR 2EN (\$53,548-\$74,974) FN: Recruitment is at \$65,004 (One Position)

Reviewing updated job descriptions and previous classification studies show these positions have evolved, taken on additional duties through the years, and have titles that no longer fully cover the scope of the position.

The *Administrative Services Specialist* in the Health and Dental Insurance section is responsible for the complete administration of financial and membership functions of health and dental insurance for the following retiree groups: General City, Fire, Police, FABF, PABF, HACM-RACM, WI Center, MEDC, Duty and Ordinary Disability, spouse survivors, and dependents. The incumbent is responsible for the on-going correspondence and communication with members, ERS Board, staff, and other affected personnel. They understand and apply associated rules, regulations, and legal opinions governing the process.

The *Program Assistant II* in the Group Life Insurance section administers the life insurance program through completion of enrollment applications, changes in coverage, and ensuring compliance with applicable law. The incumbent serves as liaison between employees and life insurance carrier to resolve problems and provides accurate answers to any questions or concerns. They also prepare required reports for management, third party administrators, the City and ERS board and beneficiaries.

Both the Administrative Services Specialist and the Program Assistant II serve as lead workers for their respective teams.

DER Compensation staff made a comparison to internal City positions and determined that the following position performs work of similar level and complexity to the position in question:

Classification	Function
Title: Benefit Services Coordinator Pay Range: 2EN (\$53,548-\$74,974) FN: Recruitment is at \$65,004 Department: Employees Retirement System	The Benefit Services Coordinator is responsible for the timely and accurate wage and contribution data of 15,000 active and deferred members of the retirement system. This position reconciles financial and member data into the ERS' pension administration software for use by the ERS' actuaries, benefit calculations, and the annual employee pension earnings statements.  The incumbent acts as the lead person on the ERS Wage and Contribution team.
Minimum qualifications include a bachelor's degree in accounting, finance, business administration, or a closely related field from an accredited college or university; two years of accounting or financial analysis experience; and proficient in common office automation software, including Excel and Access.	

Current	Recommended
Program Assistant II PR 5FN (\$42,153-\$50,197) FN: Recruitment is at \$44,257 (Two Positions)	Benefits Services Specialist PR 5IN (\$48,220-\$56,878) FN: Appointment may be at any rate in the pay range with the approval of DER. FN: Recruitment is at \$50,384 (Two Positions)

The *Program Assistant II* in the Group Life Insurance section administers the life insurance program through completion of enrollment applications and changes in coverage. The incumbent maintains appropriate records and databases to ensure compliance with applicable law. They also assist the team leader work with required reports for management, third party administrators, the City and ERS board and beneficiaries.

- Administers the life insurance program through completion of enrollment applications and changes in coverage.
- Maintains appropriate records and databases to ensure compliance with applicable law.
- Assists in preparation of reports for management, third party administrators, the City and ERS board.
- Tracks, bills, and processes payments for Employees and Retirees who are billed directly for Life Insurance Premiums (active employees not on payroll, or retirees with insufficient funds on their paycheck).
- Administers the active life insurance program through completion of enrollment applications for new and active employees including changes in coverage and beneficiaries.
- Assists in conducting new employee and retirement workshops.
- Generates, bills, and tracks payments from agencies for employer-paid portion of premiums.

The *Program Assistant II* in the Health and Dental Insurance section is responsible for administration of the COBRA dental and vision insurance programs through the generation of application packets, completion of application forms, changes, processing changes in the system (MERITS), informing carriers as necessary, counseling members, and performing bill reconciliations from carriers in conjunction with DER. Serves as backup for health insurance processing, including member questions and as carrier/provider liaison.

- Administers the COBRA dental and vision insurance programs through completion of enrollment applications and changes in coverage.
- Sets up policies as necessary for survivors of members who decease, including updating policies when dependents decease
- Prints, validates, and mails letters to members who are aging into Medicare coverage (Age 65 letters)
- Administers the health insurance programs through the completion of the application forms, changes, interviewing and processing the applicants through the various stems including verification of accuracy of information and application of appropriate regulations. Counsels members on available benefits. This includes working on the open enrollment processes.
- Researches claim status, coverage requirements, and other member questions and concerns with third party administrators, providers, etc. Prepares appropriate documentation for applications processing, claims and benefits.
- Maintains the appropriate records and database. Prepares required reports for management, third-party administrators, the City, and ERS Board. Advising retiree groups on coverage and premiums. Prepares and processes materials for distribution, and provides back-up coverage.
- Prints, mails, and tracks the generation of direct bills for health, dental, and vision insurance recipients who don't pay via payroll deductions, including handling of direct payments that are not processed by the Treasurer's Office.
- Serves as backup for health insurance processing, including member questions and as carrier/provider liaison.



Minimum qualifications for both Program Assistant II positions include a Bachelor's degree in Human Resources, Public Administration, Business or an associated field of study or four years of experience in benefit processing.

DER Compensation staff made a comparison to internal City positions and determined that the following position performs work of similar level and complexity to the position in question:

Classification	Function
Title: Benefits Services Specialist Pay Range: 5IN (\$48,220-\$56,878) FN: Appointment may be at any rate in the pay range with the approval of DER. FN: Recruitment is at \$50,384 Department: Department of Employee Relations	The Benefit Services Specialist performs administrative and membership coordination for health/pharmacy and dental benefits as well as for numerous other benefit programs for active employees and their families.  This position plays an important role in educating employees on various benefit programs and in providing support and assistance to ensure employees understand and enroll in benefits.
Minimum qualifications include four years of progressively responsible experience related to health, dental and/or other benefits, including experience working with the PeopleSoft HRMS system.	

With particular emphasis on the support team, the Program Assistant II titles and their corresponding lead workers in ERS very closely mirror the Benefits division support staff in the Department of Employee Relations.

In 2005, DER reclassified the Administrative Services Specialists in their Medical Benefits section to a tiered Benefits Services Specialist I and Benefits Services Specialist II title structure. Since 2005, the title has been restudied and ultimately placed appropriately according to market rates in 2022. We recommend the Program Assistant II support titles in ERS be placed as the Benefits Services Specialist in DER, in pay range 5IN with a recruitment rate of \$50,384. For the lead worker positions, we recommend placing them as the Benefits Service Coordinator, which was studied for their department in June of 2022.

Current	Recommended
Pension Accounting Manager PR 1HX (\$73,688-\$103,160) FN: Recruitment is at \$81,056 (One Position)	Pension Accounting Manager PR 1IX (\$78,528 - \$109,938) FN: Recruitment is at \$96,345 (One Position)
Pension Accounting Specialist PR 2JX (\$64,857-\$90,796) FN: Recruitment is at \$71,341 (Two Positions)	Pension Accounting Specialist PR 2KX (\$69,119-\$96,768) FN: Recruitment is at \$76,030 (Two Positions)

Similar to the Disability Specialist-Senior and Pension Specialist-Senior, the Pension Accounting Specialist was placed into pay range 2JX with a recruitment rate of \$71,341 in the 2022 report for Business Operations positions. The minimum requirements for the Pension Accounting Specialist position include a bachelor's degree in accounting, business administration, finance, or a related field from an accredited college or university and three years of progressively responsible governmental accounting or finance work.

We recommend placing the Pension Accounting Specialist title into pay range 2KX with a recruitment rate of \$76,030, which is the same pay range and recruitment rate for the Human Resources Representative and Budget and Fiscal Policy Analyst III. All of these positions have minimum requirements that include a Bachelor's degree in a focus related to the duties and responsibilities of the position plus three years of experience. They also all contain a citywide scope and level of responsibility.

The pay range and recruitment rate of pay for the Pension Accounting Manager was adjusted, also by one pay range to prevent compression.

Current	Recommended
Accounting Assistant II (Membership) PR 6HN (\$38,578-\$43,555) FN: Recruitment is at \$42,726 (One Position)	ERS Fiscal Services Assistant PR 5JN (\$48,998-\$59,453) FN: Recruitment is at \$53,911 (One Position)
Accounting Assistant II (Payroll) PR 6HN (\$38,578-\$43,555) FN: Recruitment is at \$42,726 (One Position)	ERS Accounting Assistant PR 5IN (\$48,220-\$56,878) FN: Recruitment is at \$48,892 (One Position)

The *Accounting Assistant II* in charge of record keeping for 15,000 active and deferred employees of the retirement system produces accurate financial and member information for the ERS actuary and produces the annual employee pension earnings statements

- Edit and approve payroll records received from employer agencies. Reconcile wage and contributions data for any errors produced as part of file validation process. Identify underlying reasons for errors and follow-up with employer agency to resolve issues. Answer any employer inquiries or discrepancies.
- Maintain the job status of active and deferred members- resignations, suspensions, terminations, layoffs, etc. in pension administration software. Maintain the work history of members by identifying and resolving any payroll and service history errors made by employers to ensure corrections are proper. Monitor and record demographic and status changes of separated members.
- Review and process manual adjustments to member accounts including (but not limited to): adjustments from employer agencies, lawsuits, and collective bargaining agreements.
- Assist with the annual actuarial valuations by providing and researching data for active and deferred members, retirements, and withdrawals, and deaths. Assist in benefit calculations by researching and verifying salary, service history, and contribution data are accurate. Assist in preparation of the annual employee pension earnings statements.
- Cross-train and serve as backup for Benefit Services Coordinator

Four years of experience performing accounting and/or bookkeeping work OR an associate degree in accounting, finance, business, or a related field from an accredited college and two years of experience performing accounting and/or bookkeeping work.

The *Accounting Assistant II* in charge of payroll and accounts payable for the Employees' Retirement System performs a variety of transactional accounting, budgeting, and payroll duties.

- Responsible for ERS payroll preparation including review and approval of time, payroll register, certification, and other payroll reports (including those mandated by law) as required. Maintain

formalized manual recording system of payrolls Respond to requests from staff / management for assistance with DRW Time Entry System, personal forms, payroll information, leave balances, FMLA and other City Employee benefits and forms. Monitor employee records with management, prepare timely submission of wage step increases, SLCIP and the identification of any personnel issues.

- Responsible for preparation of purchase orders, payment vouchers, interdepartmental requisitions and invoices and the processing of same through the City's FMIS financials System. Maintains electronic and filing systems records related to bills and purchases for the ERS. Reviews initial legitimacy and accuracy of same, prior to forwarding through established distribution process for approvals and payment. Assists in the monitoring of departmental budget through monitoring of commitments. Reviews invoices against contracts, making sure that invoice is consistent with contract.
- Prepare all paperwork for personnel changes needed in ERS.
- Order paper and supplies for all ERS staff, maintains paper and supply inventory, and verifies receipt of items. Assists accounting staff in other functions including bank reconciliation, budget preparation etc. as needed

Two years of experience performing accounting and/or bookkeeping work OR an associate degree in accounting, finance, business, or a related field from an accredited college.

DER Compensation staff made a comparison to internal City positions and determined that the following positions perform work of similar level and complexity to the positions in question:

Classification	Function
Title: City Payroll Specialist Pay Range: 2DN (\$44,217-\$61,902) FN: Recruitment is at \$53,911 Department: Health Department	The City Payroll Specialist edits, processes, and pre-audits all data required for the proper operation of the City's Human Capital Management System (HCM) to ensure the timely and accurate processing of payroll payments to approximately 7,500 City employees. The payroll staff in the Comptroller's Office, including the incumbent in this position, is the final authority ensuring compliance with the provisions of labor agreements and ordinances covering sworn personnel, non-represented personnel, and management.
Minimum qualifications include four years of office support experience performing duties related to the position, including payroll functions.	
Title: Assessment Accounting Assistant Pay Range: 5IN (\$48,220-\$56,878) FN: Recruitment is at \$48,892 Department: Assessor's Office	Under the supervision of the Assessor's Office Administrative Managers, the Assessment Accounting Assistant is responsible for department payroll administration, and financial system entries relating to voucher payments, travel reimbursements, and purchase orders.
Minimum Qualifications include two years of experience performing accounting and/or bookkeeping work OR an associate degree in accounting, finance, business, or a related field from an accredited college.	

Given the scope of the Accounting Assistant II in charge of record keeping for 15,000 active and deferred employees, along with the position providing backup to the now professional-level Benefit

Services Coordinator, we recommend placing the position into pay range 2DN with the title Accounting Coordinator II with a recruitment rate of \$53,911.

For the Accounting Assistant II in charge of payroll, we recommend retaining its assignment as a paraprofessional but placing the title in pay range 5IN with a recruitment rate of \$48,892.

Current	Recommended
Administrative Assistant IV PR 5IN (\$48,220-\$56,878) FN: Recruitment is at \$49,710 (One Position)	ERS Services Specialist PR 5KN (\$56,876-\$69,950) FN: Recruitment is at \$58,514 (One Position)

This position is responsible for the supervision of the administrative support staff in the ERS, performs complex clerical and administrative work in keeping official records and assisting in the administration of the standard operating policies and procedures for the Executive Director, Chief Investment Officer and the Annuity and Pension Board. This position serves as confidential assistant to the Executive Director and Chief Investment Officers of the ERS.

#### Duties and Responsibilities

##### Annuity and Pension Board support

- Coordinates all Regular, Investment, Administration & Operations, Special, and Legislative meetings of the Annuity and Pension Board.
- Prepares, assembles and delivers packet materials to Board members.
- Posts meeting agendas to cmers.com and sends agendas for Milwaukee.gov. Prepares meeting signage, sets meeting room, records meetings, writes minutes, and posts minutes to cmers.com.
- Prepares meeting schedule for following year and schedules meetings in Outlook.
- Handles Board members' mail.
- Renews NAPPA memberships for Attorneys and Board member.
- Creates Resolutions for departing Board members.
- Registers attorneys for conferences with ProCard.
- Orders parking passes for Board members.

##### Assistant to the Executive Director and Chief Investment Officer

- Prepares and composes general and confidential correspondence and reports.
- Maintains calendars and schedules appointments.

##### Election

- Plans and coordinates Board elections, including timeline, notice of election, nomination papers, biographical information and ballots, supervising staff for pre-election and election day work, and follow-up materials for candidates.

##### Lead Worker

- Trains and works with Administrative Assistant II on work assignments.
- Acts as office liaison to report physical office issues to maintenance technician..

DER Compensation staff made comparisons to internal City positions and determined that the following positions perform work of similar level and complexity to the position in question:

Classification	Function
Title: Assessment Services Specialist Pay Range: 5KN (\$56,876-\$69,950) FN: Recruitment is at \$58,514 Department: Assessor's Office	Supports the Board of Review that holds hearings for taxpayers who wish to challenge their assessments. The Assessment Services Specialist takes on all responsibilities of the Board Clerk as outlined in the Board of Review's Rules of Procedure. These duties require sound knowledge and understanding of the rules of the Board, general knowledge of assessment matters, and the ability to interpret ordinances and regulations and provide information to individuals.
Title: Legal Office Assistant - Lead Pay Range: 5KN (\$56,876-\$69,950) FN: Recruitment is at \$58,514 Department: City Attorney	Performs a variety of higher-level support functions by serving as executive support staff to Deputy City Attorneys, Claims Investigators, and may provide support to the City Attorney. <ul style="list-style-type: none"> <li>• Sets work priorities independently based on familiarity with caseload and office functions.</li> <li>• Serves as a leadworker to office support personnel, reviews the work of others and provides general input on employee performance to supervisor.</li> </ul>

This position performs tasks beyond standard office administration and works directly with the Annuity and Pension Board, which enhances its responsibility. It includes many functions performed by the internal City comparator positions listed, including board support, lead worker duties, and executive level administrative support. We therefore recommend placing this position in pay range 5KN with a recruitment rate of \$58,514, which matches the pay range and recruitment rate of the comparators.

**Action Required – Effective Pay Period 19, 2023 (September 3, 2023)**

**\* Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

Prepared by: Sarah Wangerin  
 Sarah Wangerin, Human Resources Representative

Prepared by: Andrea Knickerbocker  
 Andrea Knickerbocker, Human Resources Manager

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



## 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: July 25<sup>th</sup>, 2023

#### Health Department – BOMB Doula Program

Current	Recommended
Doula Program Manager PR 1GX (\$69,119-\$96,768) FN: Recruitment is at \$83,418 (One Position)	Doula Program Manager PR 1HX (\$73,688-\$103,160) FN: Recruitment is at \$93,160 (One position)
Doula Program Coordinator PR 2GN (\$53,548-\$74,974) FN: Recruitment is at \$69,394 (One Position)	Doula Senior PR 2KN (\$69,119-\$96,768) FN: Recruitment is at \$81,845 (One position)

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

#### Background

The Milwaukee Health Department (MHD) has requested a study of leadership titles in the Birth Outcomes Made Better (BOMB) Doula program after the implementation of the Health Department Leadership study. Job descriptions were provided and discussions were held with Lindsey O'Connor, Health Human Resources Administrator; Erica Olivier, Deputy Commissioner of Community Health; and Christina Drain, Doula Program Manager.

The Doula Program focuses on expectant mothers in the City of Milwaukee—especially within high-need areas, such as the 53206 zip code. The goal of the program is to provide physical and emotional support and advocacy for women and their partners during and after the birthing process.

#### Duties & Responsibilities

The *Doula Program Manager* engages Doula staff and clients around concepts of “mothering the mother” with a focus on maternal and child health and improving birth outcomes. In conjunction with the division director, the Doula Program Manager creates an outreach strategy targeting diverse and non-traditional locations to strengthen and increase programmatic reach. The Doula Program Manager also provides overall staff management and supervision with support from the Doula Program Coordinator on staff training, certification, case and outreach assignments, and program promotion.

Minimum qualifications include a Bachelor's degree in nursing, public health, social work, community health or a related field from an accredited college or university, and three years of related experience and/or training in public health community outreach, program development, and/or other community organizing related to maternal and child health, including one year of supervisory experience.

The Doula Manager must also achieve a Certified Doula status within one year of appointment, and throughout employment; passing probation is contingent upon successfully fulfilling this requirement.

The *Doula Senior* is responsible for high-level coordination of city and community-based doula services. The Coordinator provides recruitment, training, and onboarding of doulas and serves as a lead worker and professional resource for the doula team. The Coordinator manages referral disbursement, data entry of referrals, maintenance of client records, and day-to-day operations to support the Doula Program Manager and team, and also provides outreach and education/training opportunities in the City of Milwaukee.

Minimum qualifications include a Bachelor's degree in public health, social work, community health, or related field, and two years of supervisory, lead worker or program coordination experience with moms and babies, maternal and child health, labor and delivery, doula/birth work, and/or public health.

The Doula Senior must also achieve both a Certified Doula and Certified Lactation Counselor® (CLC) status within one year of appointment, and throughout employment; passing probation is contingent upon successfully fulfilling this requirement.

Both the Doula Program Manager and the Doula Senior are not meant to maintain a caseload of clients but actively participate in on-call hours in order to meet client needs, including working evenings and weekends based upon the triage of labor and delivery coverage amongst the Doula team members.

### Analysis and Recommendation

Since the Health Department Leadership study, the Doula program has been evaluated and the positions' duties along with them. The Doula Coordinator performs both lead worker duties and provides direct support to the Doula Program Manager. We recommend reclassifying the Doula Program Coordinator in pay range 2GN with a recruitment rate of \$69,394 to the title Doula Senior in pay range 2KN with a recruitment rate of \$81,845.

Similarly, our recommendation is based on the new recommended classification of the Doula Senior and also on the evaluation of the title for placement among peer Program Managers in the Health Leadership report. We recommend placing the Doula Program Manager in pay range 1HX with a recruitment rate of \$93,160.

### Action Required – Effective Pay Period 17, 2023 (August 6<sup>th</sup>, 2023)

**\* Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

Prepared by: Sarah Wangerin  
Sarah Wangerin, Human Resources Representative

Reviewed by: Andrea Knickerbocker  
Andrea Knickerbocker, Human Resources Manager

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



## Department of Employee Relations

**Cavalier Johnson**  
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Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

REVISED 7/24/2023

### Job Evaluation Report

Civil Service Commission Meeting: July 25, 2023

This is the second of two city-wide job study reports that address the market rates of pay, alignment, and career structures for the remaining skilled craft, service, maintenance and related classifications across city government. The recommendations in this report specifically deal with trades, skilled crafts, and related classifications. Furthermore, the recommendations have been sent in separate reports to the City Service Commission and the Fire and Police Commission.

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 required. This process also compared classifications' 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, MRA, as well as the prevailing wage for Milwaukee County. The City of Milwaukee needs to ensure that we pay the industry standard and this report further recommends that these rates are assessed and maintained yearly to avoid falling behind in market rates again.

The necessity to study these positions is long overdue as there are documented recruitment and retention difficulties, hemorrhaging contractor costs, and the looming impact on services offered to the constituents of the City of Milwaukee. There are high vacancy rates in these positions city-wide, but most notably would be in the Milwaukee Water Works, the Department of Public Works – Operations, and the Department of Public Works – Infrastructure. The incumbents of these areas work hard and take pride in their work to provide services to the constituents of the City of Milwaukee, but the vacancies are making it near impossible to keep up.

Various factors have led to this point – the loss of labor unions that maintained a market rate consistently, aging equipment that the city is maintaining or replacing, and even residual implications from COVID-19. Due to the City's precarious position in regards to the lack of staff to fulfill services expected by constituents, these two reports are essential to retain our staff and give the departments the ability to recruit before the year end to ensure there isn't a stoppage in services. On top of that, there is a nationwide labor shortage in trade professions that can be attributed to several factors<sup>1</sup>:

- **Changing Perceptions:** During the past couple of generations, there has been a cultural shift that placed greater emphasis on obtaining a college education and pursuing professional, office jobs. As a result, fewer individuals have considered trade professions as a viable career option. This shift led to a decrease in the number of people entering trade schools or apprenticeship programs.
- **Aging Workforce:** Many skilled trade professionals belong to an older generation, and a significant portion of them are reaching retirement age. As they retire, there is a shortage of experienced workers to fill their positions. This situation is further exacerbated by the lack of the younger generations entering these trades to replace the outgoing workforce.
- **Lack of Training and Education:** The reduced focus on trade professions in educational institutions has resulted in limited training and education opportunities for individuals interested in these fields. Vocational programs and trade schools have seen a decline in enrollment, leading to a smaller pool of skilled workers. Not only that, vocational education programs were cut back generations ago, in a belief that these programs

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<sup>1</sup> Wilkie, D. (2019, February 2). *The Blue-Collar Drought*. SHRM. Retrieved May 19, 2023, from <https://www.shrm.org/hr-today/news/all-things-work/pages/the-blue-collar-drought.aspx>



tracked studies into dead-end jobs. Furthermore, employers want candidates who already have the skills, as opposed to in the past where employees would have gotten that through on-the-job training.

- **Economic Factors:** Economic fluctuations have impacted the demand for trade professions. The 2008 recession caused the commercial construction industry to decline rapidly. Companies went under and laid off hundreds of thousands of skilled workers. Even including the progress made in recovery over the years, there is still the persistence of a shortage of skilled workers in the United States. As a result, individuals are showing residual apprehension in pursuing trade professions due to the perceived instability.

To address the labor shortage in trade professions, efforts are being made to promote the value and benefits of these careers, improve training and educational opportunities, and change the perception surrounding trade professions. This includes initiatives such as apprenticeship programs, partnerships between educational institutions and industry, and campaigns to raise awareness about the opportunities and financial benefits available in trade professions.

Although unemployment as a whole is down to 3.6% according to BLS.gov, the National Association of Business Economics (NABE) revealed that over half (57%) of the survey respondents in 2021 stated there was a shortage of skilled workers in their 4<sup>th</sup> quarter report. According to the Associated General Contractors of America, even with the construction boom during COVID-19 and despite the challenges of project delays due to the supply chain and rise in material cost 'contractors report as much difficulty filling positions as they experienced before the pandemic. 89% of firms that are seeking to fill hourly craft positions report having a hard time doing so and 86% of firms seeking to fill salary positions are also having a hard time hiring.'<sup>2</sup> According to a proprietary model developed by Associated Builders and Contractors, "the construction industry will need to attract an estimated 546,000 additional workers on top of the normal pace of hiring in 2023 to meet the demand for labor... With nearly 1 in 4 construction workers older than 55, retirements will continue to whittle away at the construction workforce... The number of construction laborers, the most entry-level occupational title, has accounted for nearly 4 out of every 10 new construction workers since 2012. Meanwhile, the number of skilled workers has grown at a much slower pace or, in the case of certain occupations like carpenter, declined."<sup>3</sup> In the SHRM article by Dana Wilkie<sup>1</sup>, examples were used from Wisconsin where schools in Janesville are creating programs and specialized classes to prepare kids with the type of education they would want to walk into. Furthermore " 'businesses are certainly responding to the labor need... one way is with paid apprenticeship programs. Employers are reaching out to high schools and community colleges to recruit students for one-to-two-year, on-the-job training programs. These are paid positions and teach workers exactly the skills that the company needs for them to fill vacancies.' " There is now a massive push to promote apprenticeships and now is the time for the City to further establish career paths for current and future employees. This is so that the City will be able to provide a lucrative career for our largest workforce, but also so that we ensure that we can continue to carry forward the institutionalized knowledge incumbents possess.

For the trade professions, the Department of Employee Relations recommendations reflect 94.5% of the prevailing wage for those titles. This is so that the City of Milwaukee can attract candidates and retain our talent in a highly competitive market. Many of the contractors that the City of Milwaukee uses pay their employees prevailing wage, and those costs and their employee's fringe benefits are being passed onto us while also paying overhead. That money would be better served investing in our own employees so that we can not only fix but maintain our buildings, streets, and bridges. While doing this, DER Compensation is recommending the creation of title series that will provide the following flexibility:

- Departments will have the ability to hire at any level based on department needs.
- Departments will have the ability to use a title as a secondary title that is officially classified so employees who work in that capacity are compensated appropriately.

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<sup>2</sup> (2019, February 2). *Construction Workforce Shortages Reach Pre-pandemic Levels Even as Coronavirus Continues to Impact Projects & Disrupt Supply Chains*. AGC: The Construction Association. Retrieved May 19, 2023, from <https://www.agc.org/news/2021/09/02/construction-workforce-shortages-reach-pre-pandemic-levels-even-coronavirus>

<sup>3</sup> (2023, February 9). *Construction Workforce Shortage Tops Half a Million in 2023, Says ABC*. ABC. Retrieved May 19, 2023, from <https://www.abc.org/News-Media/News-Releases/entryid/19777/construction-workforce-shortage-tops-half-a-million-in-2023-says-abc>

- Departments will be able to provide career paths for their employees.

The Department of Employee Relations Compensation, Staffing, and the various affected Departments will work closely together to establish minimum qualifications, where necessary, for the recommended new positions. This report will recommend that incumbents impacted by a newly created career path are placed at the first step and will then be evaluated and placed at their appropriate level within the title series. Then a matrix will be implemented to ensure incumbents are placed appropriately within their new pay ranges. A timeline for these implementations is attached to this report's Common Council File number as an addendum.

The goal of this report and its recommendations is to ensure that the City of Milwaukee becomes the preferred employer in the City of Milwaukee and is no longer a training ground for southeastern Wisconsin.

Current Title	Current Pay Range	New Title	Recommended Pay Range
<b>Engineer in Charge</b> Four Positions – DPW Infrastructure One Position – DPW Water Two Aux Positions – DPW Infrastructure	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$94,051	N/A	1NX: \$108,037 - \$151,255 Recruit Rate: \$138,193
<b>Water Plants Manager</b> One Position – DPW Water	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$94,051	N/A	1NX: \$108,037 - \$151,255 Recruit Rate: \$138,193
<b>Building Construction Inspection Division Manager</b> One Position – DNS One Aux Position – DNS	1IX: \$78,528 - \$109,938	N/A	1NX: \$108,037 - \$151,255 Recruit Rate: \$136,325
New Position One Position – DNS	N/A	<b>Building Construction Inspection Operations Manager</b>	1MX: \$101,356 - \$141,906 Recruit Rate: \$123,932
<b>Water Plants Operations Manager</b> One Position – DPW Water	1IX: \$78,528 - \$109,938 Recruit Rate: \$94,051	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$125,630
<b>Electrical Services Operations Manager</b> One Position – DPW Infrastructure	1JX: \$83,692 - \$117,177 Recruit Rate: \$94,051	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$123,932
<b>Special Enforcement Manager</b> One Position - DNS	1IX: \$78,528 - \$109,938	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$121,294
<b>Redevelopment and Special Projects Manager</b> One Position - DCD	1IX: \$78,528 - \$109,938 Recruit Rate: \$90,190	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$121,294
<b>Electrical Inspection Supervisor</b> One Position - DNS	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$118,054
<b>Building Codes Court Manager</b> One Position - DNS	1IX: \$78,528 - \$109,938	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$114,209
<b>Building Codes Enforcement Manager</b> One Position – DNS One Aux Position – DNS	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$114,209
<b>Building Codes Enforcement Manager – Commercial</b> One Position - DNS	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051	<b>Building Codes Enforcement Manager</b>	1MX: \$101,356 - \$141,906 Recruit Rate: \$114,209
<b>Neighborhood Improvement Project Manager</b> One Position - DNS	1EX: \$60,824 - \$85,151	N/A	1MX: \$101,356 - \$141,906 Recruit Rate: \$114,209
<b>Bridge Maintenance Manager</b> One Position – DPW Infrastructure	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Sewer Services Manager</b> One Position – DPW Infrastructure	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209

<b>Street Services Manager</b> One Position – DPW Infrastructure	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Forestry Services Manager</b> One Position – DPW Operations	1JX: \$83,692 - \$117,177 Recruit Rate: \$94,051	<b>Urban Forestry Services Manager</b>	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Sanitation Services Manager</b> One Position – DPW Operations	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Water Distribution Manager</b> One Position – DPW Water	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Fleet Services Manager</b> One Position – DPW Operations	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Library Facilities Manager</b> One Position - Library	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051	<b>Facilities Manager</b>	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Port Operations Manager</b> One Position – Port One Aux Position – Port	1IX: \$78,528 - \$109,938		
<b>Facilities Manager</b> One Position – DPW Infrastructure	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051		
<b>Water Plant Maintenance Manager</b> Two Positions – DPW Water	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Water Plant and Systems Manager</b> Three Positions – DPW Water	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$114,209
<b>Electrical Services Manager – Senior</b> One Position – DPW Infrastructure	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$112,665
<b>Building Construction Inspection Supervisor</b> Two Positions - DNS	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$109,729
<b>Fire Protection Engineer Supervisor</b> One Position - DNS	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$109,729
<b>Plumbing Inspection Supervisor</b> Two Positions - DNS	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1KX: \$89,222 - \$ 124,914 Recruit Rate: \$109,729
<b>Water Plants Maintenance Supervisor</b> Two Positions – DPW Water	1FX: 64,857 - \$90,796 Recruit Rate: \$85,502	N/A	1JX: \$83,692 - \$117,177 Recruit Rate: \$105,160
<b>Housing Programs Manager</b> One Position - DCD	1GX: \$69,119 - \$96,768 Recruit Rate: \$77,334	N/A	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938
<b>Water Distribution Operations Manager</b> One Position – DPW Water	1IX: \$78,528 - \$109,938 Recruit Rate: \$96,345	N/A	1JX: \$83,692 - \$117,177 Recruit Rate: \$103,826
<b>Library Facilities Maintenance Supervisor</b> One Position - Library	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	<b>Facilities Supervisor</b>	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,938
<b>Facilities Maintenance Supervisor</b> One Position – DPW Infrastructure	1EX: \$60,824 - \$ 85,151 Recruit Rate: \$70,661		
<b>Port Facilities Supervisor</b> One Position - Port	1EX: \$60,824 - \$ 85,151 Recruit Rate: \$70,661		
<b>Electrical Services Manager</b> Six Positions – DPW Infrastructure One Position – DPW Water One Aux Position – DPW Infrastructure	1GX: \$69,119 - \$96,768 Recruit Rate: \$91,486	N/A	1JX: \$83,692 - \$117,177 Recruit Rate: \$102,423
<b>Fleet Repairs Manager</b>	1HX: \$73,688 - \$103,160	<b>Fleet Repair Manager</b>	1IX: \$78,528 - \$109,938 Recruit Rate: \$96,345
<b>Carpenter Supervisor</b> One Position – DPW Infrastructure	7ON: \$68,411 - \$68,499	<b>Carpenter Manager</b>	1IX: \$78,528 - \$109,938 Recruit Rate: \$89,990
<b>District Code Enforcement Supervisor</b> Ten Positions - DNS	1EX: \$60,824 - \$85,151 Recruit Rate: \$66,388	N/A	1IX: \$78,528 - \$109,938 Recruit Rate: \$81,684

<b>Housing Rehabilitation Manager</b> One Position - DCD	1EX: \$60,824 - \$85,151 Recruit Rate: \$71,582	N/A	1IX: \$78,528 - \$109,938 Recruit Rate: \$93,304
<b>Special Enforcement Supervisor</b> Two Positions - DNS	1FX: \$64,857 - \$90,796	N/A	1IX: \$78,528 - \$109,938 Recruit Rate: \$93,304
<b>Electrical Communications Supervisor</b> One Position – DPW Infrastructure	1DX: \$57,081 - \$79,808 Recruit Rate: \$68,790	<b>Electrical Services Utility Manager</b>	1HX: \$73,688 - \$103,160 Recruit Rate: \$100,074
<b>Fleet Repair Supervisor – Senior</b> Two Positions – DPW Operations	1FX: \$64,857 - \$90,796	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051
<b>Greenhouse and Nursery Manager</b> One Position – DPW Operations	1GX: \$69,119 - \$96,768 Recruit Rate: \$82,512	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051
<b>Urban Forestry District Manager</b> Three Positions – DPW Operations One Aux Position – DPW Operations	1HX: \$73,688 - \$103,160 Recruit Rate: \$86,854	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$94,051
<b>Property Maintenance and Compliance Manager</b> One Position – DPW Operations	1FX: \$64,857 - \$90,796 Recruit Rate: \$77,842	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$86,854
<b>Ironworker Supervisor</b> One Position – DPW Infrastructure	7ON: \$68,411 - \$68,499 Recruit Rate: \$68,499	N/A	1HX: \$73,688 - \$103,160 Recruit Rate: \$89,596
<b>Traffic Sign and Machine Shop Supervisor</b> One Position – DPW Infrastructure	1EX: \$60,824 - \$85,151 Recruit Rate: \$64,376	<b>Traffic Sign Shop Supervisor</b>	1GX: \$69,119 - \$96,768 Recruit Rate: \$84,249
<b>Machinist II</b> One Position – DPW Infrastructure	7LN: \$51,937 - \$63,114 Recruit Rate: \$53,990	<b>Machine Shop Supervisor</b>	1GX: \$69,119 - \$96,768 Recruit Rate: \$84,249
<b>Fleet Repair Supervisor</b> Five Positions – DPW Operations One Aux Position – DPW Operations	1DX: \$57,081 - \$79,909 Recruit Rate: \$68,790	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$77,806
<b>Forestry Shop and Maintenance Manager</b> One Position – DPW Operations	1FX: \$64,857 - \$90,796 Recruit Rate: \$77,842	<b>Urban Forestry Shop and Maintenance Manager</b>	1GX: \$69,119 - \$96,768 Recruit Rate: \$83,418
<b>Urban Forestry Manager</b> Nine Positions – DPW Operations One Aux Position – DPW Operations	1FX: \$64,857 - \$90,796 Recruit Rate: \$77,842	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$77,842
<b>Sanitation District Manager</b> Six Positions – DPW Operations One Aux Position – DPW Operations	1GX: \$69,119 - \$96,768 Recruit Rate: \$75,000	N/A	1GX: \$69,119 - \$96,768 Recruit Rate: \$77,842
<b>Fleet Acquisition Manager</b> One Position - DPW Operations	1EX: \$60,824 - \$85,151	N/A	1FX: \$64,857 - \$90,796 Recruit Rate: \$83,418
<b>Inventory Manager</b> One Position – DPW Infrastructure One Aux Position – DPW Infrastructure	1CX: \$53,548 - \$74,974 Recruit Rate: \$61,069	N/A	1EX: \$60,824 - \$85,151 Recruit Rate: \$71,351
<b>Field Operations Inspection Supervisor</b> One Position – DPW Infrastructure	1DX: \$57,081 - \$79,909 Recruit Rate: \$60,337	N/A	1DX: \$57,081 - \$79,909 Recruit Rate: \$61,450
<b>Building Services Supervisor II</b> One Position – DPW Infrastructure	1AX: \$50,636 - \$65,989	<b>Building Operations Supervisor</b>	1DX: \$57,081 - \$79,909 Recruit Rate: \$69,554
<b>Building Services Supervisor II</b> Two Positions - Library	1AX: \$50,636 - \$65,989	N/A	1BX: \$50,636 - \$70,347 Recruit Rate: \$60,337
<b>Inventory Supervisor</b> One Position – DPW Infrastructure	1BX: \$50,636 - \$70,347 Recruit Rate: \$60,337	<b>Inventory Assistant Manager</b>	1BX: \$50,636 - \$70,347 Recruit Rate: \$60,337
<b>Senior Water Treatment Plant Operator</b> 36 Positions – DPW Water	2GN: \$53,548 - \$74,974 Recruit Rate: \$59,583	N/A	2HN: \$57,081 - \$79,909 Recruit Rate: \$70,853
<b>Water Treatment Plant Operator</b> Underfill Title One 0.25 FTE Aux Position – DPW Water	2EN: \$47,136 - \$65,989 Recruit Rate: \$47,685	N/A	2FN: \$50,245 - \$70,347 Recruit Rate: \$60,205

<b>New Title</b>	N/A	<b>Laboratory Technician 3</b>	3NN: \$46,765 - \$63,772 Recruit Rate: \$56,894
<b>Water Laboratory Technician</b> Three Positions – DPW Water	3FN: \$40,064 - \$49,076 Recruit Rate: \$43,151	<b>Laboratory Technician 2</b> Underfill Title	3MN: \$50,119 - \$63,489 Recruit Rate: \$51,605
<b>Medical Laboratory Technician</b> Four Positions - Health	3DN: \$39,579 - \$46,193 Recruit Rate: \$46,161	<b>Laboratory Technician 1</b> Underfill Title	3LN: \$44,257 - \$61,482 Recruit Rate: \$49,147
<b>Landscape and Irrigation Specialist</b> One Position – DPW Operations	7RN: \$69,006 - \$86,109 Recruit Rate: \$85,501	N/A	7MN: \$98,280 - \$131,739 Recruit Rate: \$99,754
<b>Elevator Inspector</b> Five Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Elevator Inspector 4</b>	7MN: \$98,280 - \$131,739 Recruit Rate: \$107,322
		<b>Elevator Inspector 3</b>	7LN: \$91,164 - \$118,565 Recruit Rate: \$96,590
		<b>Elevator Inspector 2</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,491
		<b>Elevator Inspector 1</b>	7FN: \$62,801 - \$79,043 Recruit Rate: \$64,393
<b>Plumbing Inspector</b> 20 Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Plumbing Inspector 4</b>	7MN: \$98,280 - \$131,739 Recruit Rate: \$99,754
		<b>Plumbing Inspector 3</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$89,779
		<b>Plumbing Inspector 2</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$74,816
		<b>Plumbing Inspector 1</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,853
<b>Water Plant Steamfitter</b> Three Positions – DPW Water	7RN: \$69,006 - \$86,109 Recruit Rate: \$85,501	N/A	7MN: \$98,280 - \$131,739 Recruit Rate: \$98,280
<b>Water Plant Steamfitter – HVACR Mechanic</b> Two Positions – DPW Water	7RN: \$69,006 - \$86,109 Recruit Rate: \$85,501	N/A	7MN: \$98,280 - \$131,739 Recruit Rate: \$98,280
<b>Water Plant Machine Repairperson</b> 18 Positions – DPW Water	7QN: \$72,870 - \$73,351 Recruit Rate: \$58,286	<b>Industrial Machine Repairperson 5</b>	7MN: \$98,280 - \$131,739 Recruit Rate: \$98,280
<b>Water Plant Machinery Mechanic</b> Underfill Title	7LN: \$51,937 - \$63,114 Recruit Rate: \$49,525	<b>Industrial Machine Repair Mechanic 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$88,452
		<b>Industrial Machine Repair Mechanic 3</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$73,710
<b>Water Plant Facility Mechanic</b> Underfill Title	7HN: \$43,461 - \$54,152 Recruit Rate: \$44,544	<b>Industrial Machine Repair Mechanic 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$58,968
		<b>Industrial Machine Repair Mechanic 1</b>	7BN: \$49,140 - \$61,671 Recruit Rate: \$49,140
<b>Municipal Services Electrician</b> One Position – Library 85 Positions – DPW Infrastructure 8 Positions – DPW Water 5 Aux Positions – DPW Infrastructure	7SN: \$85,501 FN: \$1.50 per hour for lead work	N/A	7LN: \$91,164 - \$118,565 FN: 5% for Lead Assignments
<b>Electrical Inspector</b> Nine Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Electrical Inspector 4</b>	7LN: \$91,164 - \$118,565
		<b>Electrical Inspector 3</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$82,048
		<b>Electrical Inspector 2</b>	7GN: \$64,983 - \$83,929
		<b>Electrical Inspector 1</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$54,698
<b>Sprinkler Construction Inspector</b> Four Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Sprinkler Construction Inspector 4</b>	7LN: \$91,164 - \$118,565 Recruit Rate: \$95,332



		<b>Sprinkler Construction Inspector 3</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$85,798
		<b>Sprinkler Construction Inspector 2</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$71,499
		<b>Sprinkler Construction Inspector 1</b>	7EN: \$57,199 - \$74,967
<b>Fire Protection Engineer III</b> One Position - DNS	2JN: \$64,857 - \$90,796 Recruit Rate: 85,502	<b>Fire Protection Engineer 4</b>	7LN: \$91,164 - \$118,565 Recruit Rate: \$95,332
		<b>Fire Protection Engineer 3</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$85,798
<b>Fire Protection Engineer II</b> Underfill Title	2GN: \$53,548 - \$74,974 Recruit Rate: \$74,974	<b>Fire Protection Engineer 2</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$71,499
		<b>Fire Protection Engineer 1</b>	7EN: \$57,199 - \$74,967
<b>Fire Protection Engineer I</b> Underfill Title	2EN: \$47,136 - \$65,989		
<b>HVAC Maintenance Technician – Senior</b> One Position – Library Two Positions – DPW Infrastructure	7ON: \$68,411 - \$68,499 Recruit Rate: \$68,499	N/A	7LN: \$91,164 - \$118,565 Recruit Rate: \$92,875
<b>HVAC Maintenance Technician</b> One Position – Library Seven Positions – DPW Infrastructure	7NN: \$46,596 - \$65,755 Recruit Rate: \$65,755	<b>HVAC Maintenance Technician 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$88,452
		<b>HVAC Maintenance Technician 3</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$73,710
		<b>HVAC Maintenance Technician 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$58,968
		<b>HVAC Maintenance Technician 1</b>	7BN: \$49,140 - \$61,671 Recruit Rate: \$49,140
<b>Special Enforcement Inspector</b> 18 Positions – DNS Two Aux Positions – DNS	2GN: \$53,548 - \$74,974 Recruit Rate: \$64,663	<b>Special Enforcement Inspector 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$84,822
		<b>Special Enforcement Inspector 3</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,783
		<b>Special Enforcement Inspector 2</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$76,744
		<b>Special Enforcement Inspector 1</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,907
<b>Neighborhood Improvement Project Inspector</b> 10 Positions - DNS	2GN: \$53,548 - \$74,974 Recruit Rate: \$64,663	<b>Neighborhood Improvement Project Inspector 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$84,822
		<b>Neighborhood Improvement Project Inspector 3</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,783
		<b>Neighborhood Improvement Project Inspector 2</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$76,744
		<b>Neighborhood Improvement Project Inspector 1</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,907
<b>Housing Rehabilitation Specialist</b> Six Positions - DCD	2GN: \$53,548 - \$74,974 Recruit Rate: \$64,663	<b>Housing Rehabilitation Specialist 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$84,822
		<b>Housing Rehabilitation Specialist 3</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,783
		<b>Housing Rehabilitation Specialist 2</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$76,744

		<b>Housing Rehabilitation Specialist 1</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,907
<b>Building Construction Inspector</b> 14 Positions – DNS Two Aux Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Building Construction Inspector 4</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$84,822
		<b>Building Construction Inspector 3</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$80,783
		<b>Building Construction Inspector 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$64,626
		<b>Building Construction Inspector 1</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$56,548
<b>Bricklayer, Buildings</b> Two Positions – DPW Infrastructure	7QN: \$72,870 - \$73,351	<b>Bricklayer</b> Position Authority	7KN: \$84,103 - \$110,205 Recruit Rate: \$86,644
<b>New Titles</b>	N/A	<b>Bricklayer Helper 3</b> Position Authority	7IN: \$74,816 - \$95,721 Recruit Rate: \$77,979
		<b>Bricklayer Helper 2</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$64,983
		<b>Bricklayer Helper 1</b>	7CN: \$51,986 - \$65,997
<b>Sewer Mason</b> Four Positions – DPW Infrastructure Four Aux Positions – DPW Infrastructure	7QN: \$72,870 - \$73,351	<b>Mason</b> Position Authority	7KN: \$84,103 - \$110,205 Recruit Rate: \$86,644 FN: Employees in this title in DPW – Electrical Services to be paid the following rate: \$90,976
<b>New Titles</b>	N/A	<b>Mason Helper 3</b> Position Authority	7IN: \$74,816 - \$95,721 Recruit Rate: \$77,979
		<b>Mason Helper 2</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$64,983
		<b>Mason Helper 1</b>	7CN: \$51,986 - \$65,997
<b>Carpenter Leadworker</b> One Position – DPW Infrastructure	7MN: \$64,281 - \$65,548 Recruit Rate: \$65,111	<b>Carpenter Senior</b>	7KN: \$84,103 - \$110,205 Recruit Rate: \$84,103
<b>Carpenter</b> One Position – Library Nine Positions – DPW Infrastructure One Aux Position – DPW Infrastructure	7KN: \$60,525 - \$61,789 Recruit Rate: \$61,789	<b>Carpenter 4</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,098
		<b>Carpenter 3</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,088
		<b>Carpenter 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$60,074
		<b>Carpenter 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$48,059
<b>Boiler Inspector</b> Two Positions - DNS	2HN: \$57,081 - \$79,909 Recruit Rate: \$79,909	<b>Boiler Inspector 4</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$79,646
		<b>Boiler Inspector 3</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$71,682
		<b>Boiler Inspector 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,735
		<b>Boiler Inspector 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$47,788
<b>Ironworker</b> Five Positions – DPW Infrastructure One Aux Position – DPW Infrastructure	7MN: \$64,281 - \$65,548	<b>Ironworker 4</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$83,735
		<b>Ironworker 3</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$75,361
		<b>Ironworker 2</b>	7FN: \$62,801 - \$79,043 Recruit Rate: \$62,801

		<b>Ironworker 1</b>	7BN: \$49,140 - \$61,671 Recruit Rate: \$50,241
<b>Municipal Services Electrician Apprentice</b> Underfill Title Six Positions – DPW Infrastructure	7QN: \$72,870 - \$73,351 Below are actual increments:	N/A	7JN: \$78,737 - \$102,785 Below are actual increments:
	\$76,951		\$82,048
	\$64,126		\$68,373
	\$51,301		\$54,698
	\$42,751		\$45,582
<b>Electrical Worker</b> 34 Positions – DPW Infrastructure Four Aux Positions – DPW Infrastructure	7FN: \$40,719 - \$50,358	N/A	7GN: \$64,983 - \$83,929 Recruit Rate: \$68,373
<b>Cement Finisher</b> Seven Positions – DPW Infrastructure Two Aux Positions – DPW Infrastructure	7KN: \$60,525 - \$61,789 Recruit Rate: \$60,915	<b>Cement Finisher</b> Position Authority	7JN: \$78,737 - \$102,785 Recruit Rate: \$80,098
<b>Cement Finisher Helper</b> Eight Positions – DPW Infrastructure Two Aux Positions – DPW Infrastructure	8FN: \$39,899 - \$45,086 Recruit Rate: \$40,352	<b>Cement Finisher Helper 3</b> Position Authority	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,088
		<b>Cement Finisher Helper 2</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$60,074
		<b>Cement Finisher Helper 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$48,059
<b>Painter Leadworker, Bridge and Iron</b> One Position – DPW Infrastructure One Aux Position – DPW Infrastructure	7KN: \$60,525 - \$61,789 Recruit Rate: \$60,609	<b>Painter Senior</b>	7JN: \$78,737 - \$102,785 Recruit Rate: \$78,737
<b>Painter Leadworker, House</b> One Position – DPW Infrastructure	7JN: \$49,511 - \$60,215 Recruit Rate: \$59,472		
<b>Sign and Marking Technician</b> One Position – DPW Infrastructure	7JN: \$49,511 - \$60,215 Recruit Rate: \$60,215	<b>Painter 4</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$74,988
<b>Painter, Bridge and Iron</b> One Aux Position – DPW Infrastructure		<b>Painter 3</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$67,489
<b>Painter</b> 12 Positions – DPW Infrastructure 2 Aux Positions – DPW Infrastructure	7IN: \$50,312 - \$58,641 Recruit Rate: \$58,641	<b>Painter 2</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$56,241
		<b>Painter 1</b>	7AN: \$44,993 - \$58,993
<b>Environmental Risk Officer</b> Four Positions - DNS	2FN: \$50,245 - \$70,347 Recruit Rate: \$55,177	<b>Environmental Risk Officer 4</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$80,296
		<b>Environmental Risk Officer 3</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$75,043
		<b>Environmental Risk Officer 2</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$70,133
		<b>Environmental Risk Officer 1</b>	7FN: \$62,801 - \$79,043 Recruit Rate: \$65,545
<b>Automotive Machinist</b> Underfill Title – DPW Operations	7IN: \$50,312 - \$58,641 Recruit Rate: \$50,583	<b>Machinist 4</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$78,256
<b>Machinist II</b>	7LN: \$51,937 - \$63,114 Recruit Rate: \$53,990	<b>Machinist 3</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$70,430
<b>Electrical Services Machinist I</b> Four Positions – DPW Infrastructure	7JN: \$49,511 - \$60,215 Recruit Rate: \$52,203	<b>Machinist 2</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$58,692
<b>Machinist I</b> One Position – DPW Water	7IN: \$50,312 - \$58,641	<b>Machinist 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$46,954
<b>Electrical Services Blacksmith</b> One Position – DPW Infrastructure	7JN: \$49,511 - \$60,215 Recruit Rate: \$52,203	N/A	7IN: \$74,816 - \$95,721 Recruit Rate: \$76,352



<b>Fleet Services Welder</b> Five Positions – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$53,203	<b>Welder 4</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,716
		<b>Welder 3</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$68,400
<b>Electrical Services Welder</b> Two Positions – DPW Infrastructure	7HN: \$43,461 - \$54,152 Recruit Rate: \$47,530	<b>Welder 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$54,537
		<b>Welder 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$45,811
<b>Port Operations Technician</b> Eight Positions – Port	7JN: \$49,511 - \$60,215 Recruit Rate: \$40,247	<b>Port Operations and Maintenance Technician 4</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$80,635
		<b>Port Operations and Maintenance Technician 3</b>	7IN: \$74,816 - \$95,721 Recruit Rate: \$70,959
<b>Harbor Crane Operator</b> Two Positions - Port	8QN: \$65,473 - \$71,354	<b>Port Operations and Maintenance Technician 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$60,476
		<b>Port Operations and Maintenance Technician 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$48,381
<b>Vehicle Services Technician</b> 46 Positions – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$53,203	<b>Vehicle Services Technician 4</b>	7HN: \$71,499 - \$90,480 Recruit Rate: \$72,716
		<b>Vehicle Services Technician 3</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$68,400
<b>Fleet Maintenance Technician</b> 6 Positions – DPW Operations	7HN: \$43,461 - \$54,152 Recruit Rate: \$40,247	<b>Vehicle Services Technician 2</b>	7FN: \$62,801 - \$79,043 Recruit Rate: \$66,253
		<b>Vehicle Services Technician 1</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,927
<b>Automotive Body Repair/Painting Technician</b> Two Positions – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$53,203	<b>Vehicle Body Repair/Painting Technician 3</b>	7GN: \$64,983 - \$83,929 Recruit Rate: \$68,400
		<b>Vehicle Body Repair/Painting Technician 2</b>	7FN: \$62,801 - \$79,043 Recruit Rate: \$66,253
		<b>Vehicle Body Repair/Painting Technician 1</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,927
<b>Nursery Crew Leader</b> One Position – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$55,449	N/A	7FN: \$62,801 - \$79,043 Recruit Rate: \$65,022
<b>Urban Forestry Crew Leader</b> 22 Positions – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$55,449	N/A	7FN: \$62,801 - \$79,043 Recruit Rate: \$65,022
<b>Urban Forestry Technician</b> Ten Positions – DPW Operations Two Aux Positions – DPW Operations	7ON: \$68,411 - \$68,499 Recruit Rate: \$55,449	N/A	7FN: \$62,801 - \$79,043 Recruit Rate: \$65,022
<b>Nursery Specialist</b> Four Positions – DPW Operations	7HN: \$43,461 - \$54,152 Recruit Rate: \$50,409	N/A	7EN: \$57,199 - \$74,967 Recruit Rate: \$61,926
<b>Urban Forestry Specialist</b> 83 Positions – DPW Operations	7JN: \$49,511 - \$60,215 Recruit Rate: \$50,409	N/A	7EN: \$57,199 - \$74,967 Recruit Rate: \$61,926
<b>Residential Code Enforcement Inspector</b> 60 Positions – DNS Three Aux Positions - DNS	3LN: \$44,257 - \$61,482	<b>Residential Code Enforcement Inspector 4</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$58,807
		<b>Residential Code Enforcement Inspector 3</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$56,007
		<b>Residential Code Enforcement Inspector 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$53,340
		<b>Residential Code Enforcement Inspector 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$50,800

<b>Commercial Code Enforcement Inspector</b> 14 Positions - DNS	3LN: \$44,257 - \$61,482	<b>Commercial Code Enforcement Inspector 4</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$58,807
		<b>Commercial Code Enforcement Inspector 3</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$56,007
		<b>Commercial Code Enforcement Inspector 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$53,340
		<b>Commercial Code Enforcement Inspector 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$50,800
<b>Forestry Equipment Mechanic – Lead</b> One Position – DPW Operations	7IN: \$50,312 - \$58,641	<b>Equipment and Tool Mechanic – Lead</b>	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,927
<b>Lead Equipment Mechanic</b> Two Positions – DPW Operations One Aux Position – DPW Operations	7FN: \$40,719 - \$50,358		
<b>Forestry Equipment Mechanic</b> Two Positions – DPW Operations	7HN: \$43,461 - \$54,152 Recruit Rate: \$45,892	<b>Equipment and Tool Mechanic 3</b>	7DN: \$54,698 - \$69,036 Recruit Rate: \$57,073
<b>Equipment Mechanic IV</b> One Position – DPW Infrastructure One Position – DPW Operations One Position – DPW Water One Aux Position – DPW Infrastructure	7EN: \$ 42,282 - \$48,979	<b>Equipment and Tool Mechanic 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$54,356
<b>Equipment Mechanic II</b> Three Positions – DPW Infrastructure One Aux Position – DPW Infrastructure	7CN: \$41,782 - \$47,224	<b>Equipment and Tool Mechanic 1</b>	7BN: \$49,140 - \$61,671 Recruit Rate: \$51,767
<b>Equipment Mechanic I</b> Two Positions – DPW Infrastructure	7BN: \$36,805 - \$44,573 Recruit Rate: \$39,899		
<b>Urban Forestry Arborist Apprentice</b> Underfill Title	7CN: \$41,782 - \$47,224 Below are actual increments:	N/A	7DN: \$54,698 - \$69,036 Below are actual increments:
	\$49,924		\$58,977
	\$47,511		\$55,700
	\$43,893		\$52,424
	\$39,459		\$49,147
<b>Fleet Maintenance Technician</b> Nine Positions – DPW Operations	7HN: \$43,461 - \$54,152 Recruit Rate: \$40,247	<b>Vehicle Service Writer</b> Two Positions	7EN: \$57,199 - \$74,967 Recruit Rate: \$59,927
		<b>Tire Repair Worker</b> Four Positions	7BN: \$49,140 - \$61,671 Recruit Rate: \$51,605
		<b>Garage Custodian</b> Three Positions	7AN: \$44,993 - \$58,993 Recruit Rate: \$50,800
<b>Rent Assistance Inspector</b>	2CN: \$41,492 - \$58,080 Recruit Rate: \$46,831	<b>Rent Assistance Inspector 2</b>	7CN: \$51,986 - \$65,997 Recruit Rate: \$53,340
		<b>Rent Assistance Inspector 1</b>	7AN: \$44,993 - \$58,993 Recruit Rate: \$50,800
<b>Garage Attendant</b> One Position – DPW Operations	8DN: \$35,225 - \$42,084 Recruit Rate: \$38,331	<b>Maintenance Assistant</b>	8CN: \$48,490 - \$57,011 Recruit Rate: \$49,147
<b>Directional, Boring Machine Operator/Worker</b> Two Positions – DPW Infrastructure	8HN: \$61,133 - \$70,992 Recruit Rate: \$61,200	N/A	8IN: \$63,699 - \$73,891 Recruit Rate: \$64,000
<b>Code Enforcement Intern</b>	3AN: \$32,460	<b>Code Enforcement Intern 2</b>	8BN: \$46,181 - \$56,122 Recruit Rate: \$43,982

		<b>Code Enforcement Intern 1</b>	8AN: \$43,982 - \$52,550 Recruit Rate: \$41,888
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Note: Residents receive a rate that is 3% higher.

This recommendation will completely restructure the pay ranges for Section 7: Skilled Craft in the Salary Ordinance. Below is a chart reflecting the new ranges for Section 7 to eliminate confusion:

	MINIMUM BIWEEKLY	MINIMUM ANNUAL	MAXIMUM BIWEEKLY	MAXIMUM ANNUAL
7AN	\$1,730.50	\$44,993.00	\$2,268.96	\$58,992.96
7BN	\$1,890.00	\$49,140.00	\$2,371.96	\$61,670.96
7CN	\$1,999.46	\$51,985.96	\$2,538.35	\$65,997.10
7DN	\$2,103.77	\$54,698.02	\$2,655.23	\$69,035.98
7EN	\$2,199.96	\$57,198.96	\$2,883.35	\$74,967.10
7FN	\$2,415.42	\$62,800.92	\$3,040.12	\$79,043.12
7GN	\$2,499.35	\$64,983.10	\$3,228.04	\$83,929.04
7HN	\$2,749.96	\$71,498.96	\$3,480.00	\$90,480.00
7IN	\$2,877.54	\$74,816.04	\$3,681.58	\$95,721.08
7JN	\$3,028.35	\$78,737.10	\$3,953.27	\$102,785.02
7KN	\$3,234.73	\$84,102.98	\$4,238.65	\$110,204.90
7LN	\$3,506.31	\$91,164.06	\$4,560.19	\$118,564.94
7MN	\$3,780.00	\$98,280.00	\$5,066.88	\$131,738.88

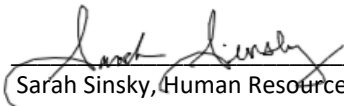
\*Note: Residents receive a rate that is 3% higher.

Footnotes for these titles will remain the same unless footnoted special assignment rates were considered and rolled into the title's new recruitment rates. We are also recommending that titles classified as Skilled Crafts in pay ranges 7AN – 7MN may be authorized at any rate in the pay range with the approval of the Department of Employee Relations as well as potential incentives for attaining and maintaining specific certifications with DER approval.

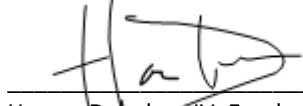
Extensive conversations were held with department heads, HR staff, managers, supervisors, and questionnaires were sent out to various employees in each title covered in these two reports. DER Compensation would like to take this time to thank the countless employees that took the time and effort to assist in these monumental reports that will get the City back on track to being the preferred employer within the City of Milwaukee.

#### Action Required – Effective Pay Period 18, 2023 (August 20, 2023)

\* Please see the submitted addendum to CCFN for Salary and Position Ordinance changes.

Prepared by:   
Sarah Sinsky, Human Resources Representative

Reviewed by:   
Andrea Knickerbocker, Human Resources Manager

Reviewed by:   
Harper Donahue IV, Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

<b>A</b>	<b>Date</b>	7/26/2023	<b>File Number</b>	230454	<input checked="" type="checkbox"/> <b>Original</b>	<input type="checkbox"/> <b>Substitute</b>
	<b>Subject</b>	Communication from the Department of Employee Relations regarding the costs of classification reports approved at the City Service Commission on July 25th, 2023.				

<b>B</b>	<b>Submitted By (Name/Title/Dept./Ext.)</b>	Sarah Wangerin/ Human Resources Representative / Employee Relations
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<b>C</b>	<b>This File</b>	<input checked="" type="checkbox"/> Increases or decreases previously authorized expenditures.
		<input type="checkbox"/> Suspends expenditure authority.
		<input type="checkbox"/> Increases or decreases city services.
		<input type="checkbox"/> Authorizes a department to administer a program affecting the city's fiscal liability.
		<input type="checkbox"/> Increases or decreases revenue.
		<input checked="" type="checkbox"/> Requests an amendment to the salary or positions ordinance.
		<input type="checkbox"/> Authorizes borrowing and related debt service.
		<input type="checkbox"/> Authorizes contingent borrowing (authority only).
		<input type="checkbox"/> Authorizes the expenditure of funds not authorized in adopted City Budget.

<b>D</b>	<b>Charge To</b>	<input checked="" type="checkbox"/> Department Account	<input type="checkbox"/> Contingent Fund
		<input type="checkbox"/> Capital Projects Fund	<input type="checkbox"/> Special Purpose Accounts
		<input type="checkbox"/> Debt Service	<input checked="" type="checkbox"/> Grant & Aid Accounts
		<input type="checkbox"/> Other (Specify)	

<b>E</b>	Purpose	Specify Type/Use	Expenditure	Revenue
	Salaries/Wages		\$0.00	\$0.00
			\$0.00	\$0.00
	Supplies/Materials		\$0.00	\$0.00
			\$0.00	\$0.00
	Equipment		\$0.00	\$0.00
			\$0.00	\$0.00
	Services		\$0.00	\$0.00
			\$0.00	\$0.00
	Other		\$0.00	\$0.00
			\$0.00	\$0.00
	TOTALS		\$ 0.00	\$ 0.00

**F****Assumptions used in arriving at fiscal estimate.**

The total cost for 2023 is \$290,272 and the total cost for 2024 is \$772,460. Please see attached spreadsheet for details. Cost breakdown is in attached spreadsheet.

**G**

**For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.**

☐ 1-3 Years      ☐ 3-5 Years☐ 1-3 Years      ☐ 3-5 Years☐ 1-3 Years      ☐ 3-5 Years**H****List any costs not included in Sections D and E above.****I****Additional information.****J****This Note**      ☐ **Was requested by committee chair.**

**Department of Employee Relations  
Fiscal Note Spreadsheet**

City Service Commission Meeting of July 25th, 2023  
Finance and Personnel Committee Meeting of July 26th, 2023

**NEW COSTS FOR 2023**

						CURRENT	NEW					
	Pos.	Dept	From	PR	To	PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
			Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$75,480	\$78,311	17	\$1,089	\$152	\$1,241
	1	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$73,542	\$78,311	17	\$1,834	\$257	\$2,091
	1	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$69,870	\$78,311	17	\$3,247	\$455	\$3,701
	1	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$69,187	\$78,311	17	\$3,509	\$491	\$4,001
	2	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$71,400	\$76,030	17	\$3,561	\$499	\$4,060
	1	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$65,301	\$76,030	17	\$4,127	\$578	\$4,704
	1	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$67,259	\$78,311	17	\$4,251	\$595	\$4,846
	1	Attorney	Assistant City Attorney II	2KX	Assistant City Attorney II	2LX	\$82,514	\$86,142	17	\$1,395	\$195	\$1,591
	2	Attorney	Assistant City Attorney II	2KX	Assistant City Attorney II	2LX	\$81,600	\$86,142	17	\$3,494	\$489	\$3,983
	1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$84,000	\$91,996	17	\$3,075	\$431	\$3,506
	1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$83,333	\$91,996	17	\$3,332	\$466	\$3,798
	1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$84,659	\$94,756	17	\$3,883	\$544	\$4,427
	1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$82,400	\$94,756	17	\$4,752	\$665	\$5,418
Vacant	7	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$78,528	\$91,996	17	\$36,260	\$5,076	\$41,337
	1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$98,838	\$91,996	17	N/A Above Recruitment Rate		
	1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$106,121	\$94,756	17	N/A Above Recruitment Rate		
	1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$98,838	\$91,996	17	N/A Above Recruitment Rate		
	1	Attorney	Assistant City Attorney IV	2OX	Assistant City Attorney IV	2PX	\$102,838	\$105,274	17	\$937	\$131	\$1,068
	1	Attorney	Assistant City Attorney IV	2OX	Assistant City Attorney IV	2PX	\$113,420	\$104,232	17	N/A Above Recruitment Rate		
	1	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$110,141	\$112,429	17	\$880	\$123	\$1,003
	1	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$113,445	\$115,802	17	\$906	\$127	\$1,033
	1	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$109,973	\$112,429	17	\$945	\$132	\$1,077
Vacant	2	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$101,356	\$111,316	17	\$7,661	\$1,073	\$8,734
	2	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$147,625	\$115,802	17	N/A Above Recruitment Rate		
	1	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$116,879	\$112,429	17	N/A Above Recruitment Rate		
	1	Attorney	Deputy City Attorney	1OX	Deputy City Attorney	1OX	\$136,813	\$138,733	17	\$739	\$103	\$842
	1	Attorney	Deputy City Attorney	1OX	Deputy City Attorney	1OX	\$136,292	\$138,733	17	\$939	\$131	\$1,070
	1	Attorney	Deputy City Attorney	1OX	Deputy City Attorney	1OX	\$132,626	\$136,039	17	\$1,313	\$184	\$1,497
	1	Attorney	Deputy City Attorney	1OX	Deputy City Attorney	1OX	\$129,728	\$134,692	17	\$1,909	\$267	\$2,176
	1	Attorney	Special Deputy City Attorney	1NX	Special Deputy City Attorney	1NX	\$108,037	\$122,447	17	\$5,542	\$776	\$6,318
	1	DOA-ITMD	Call Center Supervisor	1FX	Unified Call Center Supervisor	1FX	\$72,055	\$75,753	17	\$1,422	\$199	\$1,622
	1	DOA-ITMD	Call Center Supervisor	1FX	Unified Call Center Supervisor	1FX	\$74,217	\$78,026	17	\$1,465	\$205	\$1,670
	0	DOA-ITMD	UCC Customer Service Rep I	6FN	UCC Customer Service Rep 1	5GN	\$33,372	\$45,076	17	N/A Underfill Title		
	0	DOA-ITMD	UCC Customer Service Rep II	6GN	UCC Customer Service Rep 2	5JN	\$37,717	\$50,631	17	N/A Underfill Title		
	1	DOA-ITMD	UCC Customer Service Rep III	6HN	UCC Customer Service Rep 3	5KN	\$45,310	\$59,168	17	\$5,330	\$1,090	\$6,420
Vacant	1	DOA-ITMD	UCC Customer Service Rep III	6HN	UCC Customer Service Rep 3	5KN	\$43,451	\$59,168	17	\$6,045	\$1,236	\$7,281
	1	DOA-ITMD	UCC Customer Service Rep III	6HN	UCC Customer Service Rep 3	5KN	\$39,359	\$56,876	17	\$6,738	\$1,378	\$8,115
	1	DOA-ITMD	UCC Customer Service Rep III	6HN	UCC Customer Service Rep 3	5KN	\$39,359	\$56,876	17	\$6,738	\$1,378	\$8,115
	7	DOA-ITMD	UCC Customer Service Rep III	6HN	UCC Customer Service Rep 3	5KN	\$40,539	\$58,582	17	\$48,577	\$9,934	\$58,511
	1	DOA-ITMD	UCC Customer Service Rep IV	6JN	UCC Customer Service Rep - Lead	2GN	\$48,213	\$67,624	17	\$7,466	\$1,527	\$8,992
	1	DOA-ITMD	UCC Customer Service Rep IV	6JN	UCC Customer Service Rep - Lead	2GN	\$44,729	\$67,624	17	\$8,806	\$1,801	\$10,606
	1	DOA-ITMD	UCC Operations Manager	1HX	UCC Call Center Manager	1HX	\$84,323	\$90,658	17	\$2,437	\$341	\$2,778
	1	ERS	Accounting Assistant II	6HN	ERS Accounting Specialist**	5IN	\$44,008	\$48,892	19	\$1,503	\$307	\$1,810
	1	ERS	Accounting Assistant II	6HN	ERS Fiscal Services Assistant**	5JN	\$44,008	\$55,528	19	\$4,431	\$906	\$5,337
	1	ERS	Administrative Assistant IV	5IN	ERS Services Specialist**	5KN	\$53,803	\$60,872	19	\$2,175	\$445	\$2,620
	1	ERS	Administrative Services Specialist	2BN	Benefit Services Coordinator**	2EN	\$47,286	\$67,624	19	\$6,258	\$1,280	\$7,537
	0	ERS	Disability Specialist	2IX	Disability Specialist**	2JX	\$71,341	\$71,341	19	N/A Underfill Title		
	1	ERS	Disability Specialist - Lead	1GX	Disability Specialist - Lead**	1HX	\$79,094	\$84,322	19	\$1,609	\$225	\$1,834
	1	ERS	Disability Specialist - Senior	2JX	Disability Specialist - Senior**	2KX	\$73,482	\$78,311	19	\$1,486	\$208	\$1,694
	1	ERS	Disability Specialist - Senior	2JX	Disability Specialist - Senior**	2KX	\$74,217	\$79,094	19	\$1,501	\$210	\$1,711
	1	ERS	Pension Accounting Manager	1HX	Pension Accounting Manager**	1IX	\$81,056	\$96,345	19	\$4,704	\$659	\$5,363
Vacant	2	ERS	Pension Accounting Manager	1HX	Pension Accounting Manager**	1IX	\$84,323	\$100,228	19	\$9,788	\$1,370	\$11,158
	1	ERS	Pension Accounting Specialist	2JX	Pension Accounting Specialist**	2KX	\$71,341	\$76,030	19	\$1,443	\$202	\$1,645
	1	ERS	Pension Accounting Specialist	2JX	Pension Accounting Specialist**	2KX	\$74,217	\$79,094	19	\$1,501	\$210	\$1,711
	1	ERS	Program Assistant II	5FN	Benefits Services Specialist**	5IN	\$46,041	\$50,384	19	\$1,336	\$273	\$1,610
	1	ERS	Program Assistant II	5FN	Benefits Services Specialist**	5IN	\$45,585	\$50,384	19	\$1,477	\$302	\$1,779



1	ERS	Program Assistant II	5FN	Benefit Services Coordinator**	2EN	\$45,585	\$60,269	19	\$4,518	\$924	\$5,442
1	ERS	Retirement Plan Manager	1IX	Retirement Plan Manager**	1JX	\$100,228	\$107,087	19	\$2,111	\$295	\$2,406
1	Health	Doula Program Coordinator	2GN	Doula Senior	2KN	\$69,394	\$81,845	17	\$4,789	\$979	\$5,768
1	Health	Doula Program Manager	1GX	Doula Program Manager***	1HX	\$85,151	\$93,160	17	\$2,819	\$395	\$3,213
74	Various	Service and Maintenance titles	N/A	Service and Maintenance titles*	N/A	N/A	N/A	18	N/A See Fiscal Note from DOA-Budget		
									\$248,051	\$42,221	\$290,272

Assume effective date is Pay Period 17, 2023 (August 6th, 2023) unless otherwise indicated.

\* Assume effective date is Pay Period 18, 2023 (August 20th, 2023) unless otherwise indicated.

\*\* Assume effective date is Pay Period 19, 2023 (September 3, 2023) unless otherwise indicated.

\*\*\* The Doula Program Manager position is 10% grant funded through November 30, 2023

Pos.	NEW COSTS FOR FULL YEAR				PR	Annual	Annual	EffPP	Costs	Rollup	Rollup+ Sal
1	Deputy	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$75,480	\$78,311	1	\$2,831	\$396	\$3,227
1	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$73,542	\$78,311	1	\$4,769	\$668	\$5,437
1	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$69,870	\$78,311	1	\$8,441	\$1,182	\$9,623
1	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$69,187	\$78,311	1	\$9,124	\$1,277	\$10,402
2	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$71,400	\$76,030	1	\$9,260	\$1,296	\$10,556
1	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$65,301	\$76,030	1	\$10,729	\$1,502	\$12,232
1	Attorney	Assistant City Attorney I	2IX	Assistant City Attorney I	2KX	\$67,259	\$78,311	1	\$11,052	\$1,547	\$12,599
1	Attorney	Assistant City Attorney II	2KX	Assistant City Attorney II	2LX	\$82,514	\$86,142	1	\$3,628	\$508	\$4,135
2	Attorney	Assistant City Attorney II	2KX	Assistant City Attorney II	2LX	\$81,600	\$86,142	1	\$9,084	\$1,272	\$10,356
1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$84,000	\$91,996	1	\$7,996	\$1,119	\$9,115
1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$83,333	\$91,996	1	\$8,663	\$1,213	\$9,876
1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$84,659	\$94,756	1	\$10,097	\$1,414	\$11,510
1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$82,400	\$94,756	1	\$12,356	\$1,730	\$14,086
7	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$78,528	\$91,996	1	\$94,276	\$13,199	\$107,475
1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$98,838	\$91,996	1	N/A Above Recruitment Rate		
1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$106,121	\$94,756	1	N/A Above Recruitment Rate		
1	Attorney	Assistant City Attorney III	2MX	Assistant City Attorney III	2NX	\$98,838	\$91,996	1	N/A Above Recruitment Rate		
1	Attorney	Assistant City Attorney IV	2OX	Assistant City Attorney IV	2PX	\$102,838	\$105,274	1	\$2,436	\$341	\$2,778
1	Attorney	Assistant City Attorney IV	2OX	Assistant City Attorney IV	2PX	\$113,420	\$104,232	1	N/A Above Recruitment Rate		
1	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$110,141	\$112,429	1	\$2,288	\$320	\$2,609
1	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$113,445	\$115,802	1	\$2,357	\$330	\$2,687
1	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$109,973	\$112,429	1	\$2,456	\$344	\$2,800
2	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$101,356	\$111,316	1	\$19,920	\$2,789	\$22,709
2	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$147,625	\$115,802	1	N/A Above Recruitment Rate		
1	Attorney	Assistant City Attorney V	2QX	Assistant City Attorney V	2QX	\$116,879	\$112,429	1	N/A Above Recruitment Rate		
1	Attorney	Deputy City Attorney	1OX	Deputy City Attorney	1OX	\$136,813	\$138,733	1	\$1,920	\$269	\$2,189
1	Attorney	Deputy City Attorney	1OX	Deputy City Attorney	1OX	\$136,292	\$138,733	1	\$2,441	\$342	\$2,782
1	Attorney	Deputy City Attorney	1OX	Deputy City Attorney	1OX	\$132,626	\$136,039	1	\$3,413	\$478	\$3,891
1	Attorney	Deputy City Attorney	1OX	Deputy City Attorney	1OX	\$129,728	\$134,692	1	\$4,964	\$695	\$5,659
1	Attorney	Special Deputy City Attorney	1NX	Special Deputy City Attorney	1NX	\$108,037	\$122,447	1	\$14,410	\$2,017	\$16,427
1	DOA-ITMD	Call Center Supervisor	1FX	Unified Call Center Supervisor	1FX	\$72,055	\$75,753	1	\$3,698	\$518	\$4,216
1	DOA-ITMD	Call Center Supervisor	1FX	Unified Call Center Supervisor	1FX	\$74,217	\$78,026	1	\$3,809	\$533	\$4,342
0	DOA-ITMD	UCC Customer Service Rep I	6FN	UCC Customer Service Rep 1	5GN	\$33,372	\$45,076	1	N/A Underfill Title		
0	DOA-ITMD	UCC Customer Service Rep II	6GN	UCC Customer Service Rep 2	5JN	\$37,717	\$50,631	1	N/A Underfill Title		
1	DOA-ITMD	UCC Customer Service Rep III	6HN	UCC Customer Service Rep 3	5KN	\$45,310	\$59,168	1	\$13,858	\$2,834	\$16,692
1	DOA-ITMD	UCC Customer Service Rep III	6HN	UCC Customer Service Rep 3	5KN	\$43,451	\$59,168	1	\$15,717	\$3,214	\$18,931
1	DOA-ITMD	UCC Customer Service Rep III	6HN	UCC Customer Service Rep 3	5KN	\$39,359	\$56,876	1	\$17,518	\$3,582	\$21,100
1	DOA-ITMD	UCC Customer Service Rep III	6HN	UCC Customer Service Rep 3	5KN	\$39,359	\$56,876	1	\$17,518	\$3,582	\$21,100
7	DOA-ITMD	UCC Customer Service Rep III	6HN	UCC Customer Service Rep 3	5KN	\$40,539	\$58,582	1	\$126,301	\$25,828	\$152,129
1	DOA-ITMD	UCC Customer Service Rep IV	6JN	UCC Customer Service Rep - Lead	2GN	\$48,213	\$67,624	1	\$19,411	\$3,970	\$23,380
1	DOA-ITMD	UCC Customer Service Rep IV	6JN	UCC Customer Service Rep - Lead	2GN	\$44,729	\$67,624	1	\$22,895	\$4,682	\$27,577
1	DOA-ITMD	UCC Operations Manager	1HX	UCC Call Center Manager	1HX	\$84,323	\$90,658	1	\$6,335	\$887	\$7,222
1	ERS	Accounting Assistant II	6HN	ERS Accounting Specialist	5IN	\$44,008	\$48,892	1	\$4,884	\$999	\$5,883
1	ERS	Accounting Assistant II	6HN	ERS Fiscal Services Assistant	5JN	\$44,008	\$55,528	1	\$4,431	\$906	\$5,337
1	ERS	Administrative Assistant IV	5IN	ERS Services Specialist	5KN	\$53,803	\$60,872	1	\$7,069	\$1,446	\$8,515
1	ERS	Administrative Services Specialist	2BN	Benefit Services Coordinator	2EN	\$47,286	\$67,624	1	\$20,337	\$4,159	\$24,496
0	ERS	Disability Specialist	2IX	Disability Specialist	2JX	\$71,341	\$71,341	1	N/A Underfill Title		
1	ERS	Disability Specialist - Lead	1GX	Disability Specialist - Lead	1HX	\$79,094	\$84,322	1	\$5,228	\$732	\$5,960
1	ERS	Disability Specialist - Senior	2JX	Disability Specialist - Senior	2KX	\$73,482	\$78,311	1	\$4,829	\$676	\$5,505
1	ERS	Disability Specialist - Senior	2JX	Disability Specialist - Senior	2KX	\$74,217	\$79,094	1	\$4,878	\$683	\$5,560
1	ERS	Pension Accounting Manager	1HX	Pension Accounting Manager	1IX	\$81,056	\$96,345	1	\$15,289	\$2,140	\$17,429

2	ERS	Pension Accounting Manager	1HX	Pension Accounting Manager	1IX	\$84,323	\$100,228	1	\$31,810	\$4,453	\$36,263
1	ERS	Pension Accounting Specialist	2JX	Pension Accounting Specialist	2KX	\$71,341	\$76,030	1	\$4,689	\$656	\$5,345
1	ERS	Pension Accounting Specialist	2JX	Pension Accounting Specialist	2KX	\$74,217	\$79,094	1	\$4,878	\$683	\$5,560
1	ERS	Program Assistant II	5FN	Benefits Services Specialist	5IN	\$46,041	\$50,384	1	\$4,343	\$888	\$5,231
1	ERS	Program Assistant II	5FN	Benefits Services Specialist	5IN	\$45,585	\$50,384	1	\$4,799	\$981	\$5,780
1	ERS	Program Assistant II	5FN	Benefit Services Coordinator	2EN	\$45,585	\$60,269	1	\$14,684	\$3,003	\$17,687
1	ERS	Retirement Plan Manager	1IX	Retirement Plan Manager	1JX	\$100,228	\$107,087	1	\$6,859	\$960	\$7,819
1	Health	Doula Program Coordinator	2GN	Doula Program Coordinator	2KN	\$69,394	\$81,845	1	\$12,451	\$2,546	\$14,997
1	Health	Doula Program Manager	1GX	Doula Program Manager**	1HX	\$85,151	\$93,160	1	\$2,842	\$398	\$3,240
	Various	Service and Maintenance titles	N/A	Service and Maintenance titles	N/A	N/A	N/A	1	N/A See Fiscal Note from DOA-Budget		
74									\$660,271	\$112,189	\$772,460

Note: Totals may not be to the exact dollar due to rounding.