

**Cavalier Johnson** 

Mayor

Harper Donahue, IV Director

Renee Joos Employee Benefits Director

Nicole M. Fleck

Labor Negotiator

**Department of Employee Relations** REVISED 1/10/2024 PER F&P ACTION

**Job Evaluation Report** 

City Service Commission Meeting: Fire and Police Commission Meeting: January 9, 2024 January 5, 2024

**City Leadership Positions** 

Current	Recommended
Employes' Retirement System Executive Director PR 1WX: \$184,565 - \$258,381	Employes' Retirement System Executive Director PR 1WX: \$184,565 - \$258,381
(One Position)	(One Position)
Chief of Police	Chief of Police
PR 4SX: \$115,161 - \$161,221	PR 4ZX: \$174,117 - \$243,756
(One Position)	Minimum Recruitment Rate: \$191,527
	(One Position)
Fire Chief	Fire Chief
PR 4SX: \$115,161 - \$161,221	PR 4ZX: \$174,117 - \$243,756
(One Position)	Minimum Recruitment Rate: \$191,527
	(One Position)
Commissioner-Public Works	Commissioner-Public Works
PR 1PX: \$122,746 - \$171,838	PR 1UX: \$164,261 - \$229,958
(One Position)	Minimum Recruitment Rate: \$200,088
	(One Position)
Commissioner-Building Inspection	Commissioner-Building Inspection
PR 10X: \$115,161 - \$161,221	PR 1UX: \$164,261 - \$229,958
(One Position)	Minimum Recruitment Rate: \$200,088
0 : : 0:   D	(One Position)
Commissioner-City Development	Commissioner-City Development
PR 10X: \$115,161 - \$161,221	PR 1UX: \$164,261 - \$229,958
(One Position)	Minimum Recruitment Rate: \$200,088
Commissioner-Health	(One Position) Commissioner-Health
PR 1PX: \$122,746 - \$171,838 (One Position)	PR 1UX: \$164,261 - \$229,958  Minimum Recruitment Rate: \$180,686
(One rusilion)	(One Position)
Administration Director	Administration Director
PR 10X: \$115,161 - \$161,221	PR 1UX: \$164,261 - \$229,958
FN: Preston Cole to be paid at \$97,088	Minimum Recruitment Rate: \$180,686
(One Position)	(One Position)

Assistant Chief of Police	Assistant Chief of Police
PR 4RX: \$101,356 - \$141,906	PR 4XX: \$154,964 - \$216,942
(Three Positions)	Minimum Recruitment Rate: \$172,067
	(Three Positions)
Assistant Fire Chief	Assistant Fire Chief
PR 4RX: \$101,356 - \$141,906	PR 4XX: \$154,964 - \$216,942
(Three Positions)	Minimum Recruitment Rate: \$172,067
	(Three Positions)
City Engineer	City Engineer
PR 10X: \$115,161 - \$161,221	PR 1SX: \$146,193 - \$204,662
(One Position)	Minimum Recruitment Rate: \$181,898
	(One Position)
Operations Division Director	Operations Division Director
PR 10X: \$115,161 - \$161,221	PR 1SX: \$146,193 - \$204,662
(One Position)	Minimum Recruitment Rate: \$181,898
(Control of the control of the contr	(One Position)
Water Works Superintendent	Water Works Superintendent
PR 10X: \$115,161 - \$161,221	PR 1SX: \$146,193 - \$204,662
(One Position)	Minimum Recruitment Rate: \$181,898
(Cite i colucity	(One Position)
Employes' Retirement System - Deputy Director	Employes' Retirement System - Deputy Director
PR 1QX: \$130,111 – \$182,149	PR 1SX: \$146,193 - \$204,662
Minimum Recruitment Rate: \$153,530	Minimum Recruitment Rate: \$168,883
(Two Positions)	(Two Positions)
Commissioner of Assessments	Commissioner of Assessments
PR 10X: \$115,161 - \$161,221	PR 1SX: \$146,193 - \$204,662
(One Position)	Minimum Recruitment Rate: \$168,883
(One Position)	(One Position)
Danuty City Attorney	
Deputy City Attorney	Deputy City Attorney PR 1SX: \$146,193 - \$204,662
PR 10X: \$115,161 - \$161,221	
Minimum Recruitment Rate: \$134,692	Minimum Recruitment Rate: \$168,883
(Four Positions)	(Four Positions)
Employee Relations Director	Employee Relations Director
PR 10X: \$115,161 - \$161,221	PR 1SX: \$146,193 - \$204,662
(One Position)	Minimum Recruitment Rate: \$168,883
Dudant and Management D'	(One Position)
Budget and Management Director	Budget and Management Director
PR 1NX: \$108,037 - \$151,255	PR 1SX: \$146,193 - \$204,662
Minimum Recruitment Rate: \$118,841	Minimum Recruitment Rate: \$168,883
(One Position)	(One Position)
Chief Information Officer	Chief Information Officer
PR 1NX: \$108,037 - \$151,255	PR 1SX: \$146,193 - \$204,662
(One Position)	Minimum Recruitment Rate: \$168,883
	(One Position)
Legislative Liaison Director	Legislative Liaison Director
PR 1NX: \$108,037 - \$151,255	PR 1SX: \$146,193 - \$204,662
(One Position)	Minimum Recruitment Rate: \$168,883
	(One Position)

Milwaukee Public Library Director PR 1NX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,529 (One Position) Chief of Staff PR 1MX: \$101,356 - \$141,906 (One Position)  Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255  Demandant Staff PR 1RX: \$137,918 - \$193,078 (One Position)  Minimum Recruitment Rate: \$181,898 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$151,708 (One Position)  Fire and Police Commission Executive Director PR 1NX: \$137,918 - \$193,078 Fire and Police Commission Executive Director PR 1NX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$151,708 (One Position)  Fire and Police Commission Executive Director PR 1NX: \$137,918 - \$193,078 Fire and Police Commission Executive Director PR 1NX: \$137,918 - \$193,078 Fire and Police Commission Executive Director PR 1NX: \$137,918 - \$193,078
Minimum Recruitment Rate: \$118,529 (One Position)  Chief of Staff PR 1MX: \$101,356 - \$141,906 (One Position)  Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$168,883 (One Position)  Minimum Recruitment Rate: \$168,883 (One Position)  Neighborhood Services Operations Director PR 1RX: \$137,918 - \$193,078 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  Fire and Police Commission Executive Director
(One Position)(One Position)Chief of Staff PR 1MX: \$101,356 - \$141,906Chief of Staff PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131Neighborhood Services Operations Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$181,898 (Two Positions)Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255Deputy Commissioner-City Development PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)Emergency Communications Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$151,708 (One Position)Fire and Police Commission Executive DirectorFire and Police Commission Executive Director
Chief of Staff PR 1MX: \$101,356 - \$141,906 (One Position)  Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Emergency Commission Executive Director PR 1OX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director
Chief of Staff PR 1MX: \$101,356 - \$141,906 (One Position)  Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Emergency Commission Executive Director PR 1OX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director
PR 1MX: \$101,356 - \$141,906 (One Position)  Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  PR 1SX: \$146,193 - \$204,662 Minimum Recruitment Rate: \$168,883 (One Position)  Neighborhood Services Operations Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$151,399 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  Fire and Police Commission Executive Director
(One Position)  Minimum Recruitment Rate: \$168,883 (One Position)  Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$137,918 - \$193,078 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Minimum Recruitment Rate: \$151,708 (One Position)  Fire and Police Commission Executive Director  Fire and Police Commission Executive Director
Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$137,918 - \$193,078 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  (One Position)  (One Position)  (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director Fire and Police Commission Executive Director
Neighborhood Services Operations Director PR 1LX: \$95,097 - \$133,131 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Meighborhood Services Operations Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$153,139 (One Position)  Emergency Communications Director PR 1OX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  Fire and Police Commission Executive Director
PR 1LX: \$95,097 - \$133,131  (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255  (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  Fire and Police Commission Executive Director  Minimum Recruitment Rate: \$133,078 Minimum Recruitment Rate: \$153,139 Minimum Recruitment Rate: \$153,078 Minimum Recruitment Rate: \$151,708 Minimum Recruitment Rate: \$151,708  (One Position)  Fire and Police Commission Executive Director
(Two Positions)  Minimum Recruitment Rate: \$181,898 (Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  Fire and Police Commission Executive Director
(Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  Fire and Police Commission Executive Director
(Two Positions)  Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  Fire and Police Commission Executive Director
Deputy Commissioner-City Development PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  Fire and Police Commission Executive Director
PR 1NX: \$108,037 - \$151,255 (One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Emergency Communications Director PR 1OX: \$115,761 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$151,708 (One Position)  Fire and Police Commission Executive Director
(One Position)  Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Emergency Communications Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  Minimum Recruitment Rate: \$151,708 (One Position)  Fire and Police Commission Executive Director
(One Position)  Emergency Communications Director PR 10X: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position)  Fire and Police Commission Executive Director  (One Position)  (One Position)  (One Position)  Fire and Police Commission Executive Director
Emergency Communications Director PR 1OX: \$115,161 - \$161,221 Minimum Recruitment Rate: \$138,193 (One Position) Fire and Police Commission Executive Director  Emergency Communications Director PR 1RX: \$137,918 - \$193,078 Minimum Recruitment Rate: \$151,708 (One Position) Fire and Police Commission Executive Director
PR 1OX: \$115,161 - \$161,221  Minimum Recruitment Rate: \$138,193  (One Position)  Fire and Police Commission Executive Director  PR 1RX: \$137,918 - \$193,078  Minimum Recruitment Rate: \$151,708  (One Position)  Fire and Police Commission Executive Director
Minimum Recruitment Rate: \$138,193 (One Position)  Minimum Recruitment Rate: \$151,708 (One Position)  Fire and Police Commission Executive Director  Fire and Police Commission Executive Director
(One Position)       (One Position)         Fire and Police Commission Executive Director       Fire and Police Commission Executive Director
Fire and Police Commission Executive Director Fire and Police Commission Executive Director
L PR INX: \$100 U37 - \$151 Z55 L PR IRX: \$137 918 - \$193 U78
(One Position) Minimum Recruitment Rate: \$153,139
(One Position)
Municipal Port Director  Municipal Port Director  ADD 4DD 400 027 6403 070
PR 1NX: \$108,037 - \$151,255 PR 1RX: \$137,918 - \$193,078
(One Position) Minimum Recruitment Rate: \$153,139
(One Position)
Chief of Staff Police Chief of Staff Police
PR 1JX: \$83,692 - \$117,177 PR 1RX: \$137,918 - \$193,078
(One Position) Minimum Recruitment Rate: \$151,708
(One Position)
Infrastructure Administration Manager Infrastructure Administration Manager
PR 1MX: \$101,356 - \$141,906 PR 1QX: \$130,111 - \$182,149
(One Position) Minimum Recruitment Rate: \$152,012
(One Position)
Water Works Administration Manager  Water Works Administration Manager
PR 1MX: \$101,356 - \$141,906 PR 1QX: \$130,111 - \$182,149
(One Position) Minimum Recruitment Rate: \$152,012
(One Position)
Deputy Library Director Deputy Library Director
PR  LX: \$95.097 - \$133.131
PR 1LX: \$95,097 - \$133,131
Minimum Recruitment Rate: \$103,800 Minimum Recruitment Rate: \$143,120
Minimum Recruitment Rate: \$103,800 Minimum Recruitment Rate: \$143,120 (One Position)
Minimum Recruitment Rate: \$103,800 (One Position)  Administration Deputy Director  Minimum Recruitment Rate: \$143,120 (One Position)  Administration Deputy Director
Minimum Recruitment Rate: \$103,800 (One Position)  Administration Deputy Director PR 1OX: \$115,161 - \$161,221  Minimum Recruitment Rate: \$143,120 (One Position)  Administration Deputy Director PR 1QX: \$130,111 - \$182,149
Minimum Recruitment Rate: \$103,800 (One Position)  Administration Deputy Director  Minimum Recruitment Rate: \$143,120 (One Position)  Administration Deputy Director

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Block Grant Director	Block Grant Director
PR 1LX: \$95,097 - \$133,131	PR 1QX: \$130,111 - \$182,149
(One Position)	Minimum Recruitment Rate: \$143,120
	(One Position)
City Purchasing Director	City Purchasing Director
PR 1LX: \$95,097 - \$133,131	PR 1QX: \$130,111 - \$182,149
(One Position)	Minimum Recruitment Rate: \$143,120
(* * * * * * * * * * * * * * * * * * *	(One Position)
Special Deputy City Attorney	Special Deputy City Attorney
PR 1NX: \$108,037 - \$151,255	PR 1QX: \$130,111 - \$182,149
Minimum Recruitment Rate: \$122,447	Minimum Recruitment Rate: \$143,120
(One Position)	(One Position)
Emergency Communications Deputy Director	Emergency Communications Deputy Director
PR 1MX: \$101,356 - \$141,906	PR 1PX: \$\$122,746 - \$171,838
Minimum Recruitment Rate: \$125,629	Minimum Recruitment Rate: \$135,019
(One Position)	(One Position)
Executive Director - Deferred Compensation Board	Executive Director - Deferred Compensation Board
PR 1PX: \$122,746 - \$171,838	PR 1PX: \$122,746 - \$171,838
Minimum Recruitment Rate: \$139,573	Minimum Recruitment Rate: \$139,573
(One Position)	(One Position)
Administrative Services Director	Administrative Services Director
PR 1MX: \$101,356 - \$141,906	PR 1PX: \$122,746 - \$171,838
(One Position)	Minimum Recruitment Rate: \$135,019
	(One Position)
Chief Assessor	Chief Assessor
PR 1LX: \$95,097 - \$133,131	PR 1PX: \$122,746 - \$171,838
(One Position)	Minimum Recruitment Rate: \$135,019
	(One Position)
Chief Court Administrator:	Chief Court Administrator
PR 1KX: \$89,222 - \$124,914	PR 1PX: \$122,746 - \$171,838
(One Position)	Minimum Recruitment Rate: \$135,019
,	(One Position)
Deputy City Treasurer	Deputy City Treasurer
PR 1LX: \$95,097 - \$133,131	PR 1PX: \$122,746 - \$171,838
(One Position)	Minimum Recruitment Rate: \$135,019
(	(One Position)
Deputy Commissioner of Community Health	Deputy Commissioner of Community Health
PR 1MX: \$101,356 - \$141,906	PR 1PX: \$122,746 - \$171,838
Minimum Recruitment Rate: \$113,641	Minimum Recruitment Rate: \$135,019
(One Position)	(One Position)
Deputy Commissioner of Environmental Health	Deputy Commissioner of Environmental Health
PR 1MX: \$101,356 - \$141,906	PR 1PX: \$122,746 - \$171,838
Minimum Recruitment Rate: \$113,641	Minimum Recruitment Rate: \$135,019
(One Position)	(One Position)
Deputy Commissioner of Medical Services	Deputy Commissioner of Clinical Services
PR 10X: \$115,161 - \$161,221	PR 1PX: \$122,746 - \$171,838
(One Position)	Minimum Recruitment Rate: \$135,019
	(One Position)

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RR 1MX: \$115,161 - \$161,221	Deputy Commissioner of Policy, Innovation and	Deputy Commissioner of Policy, Innovation and
Minimum Recruitment Rate: \$113,641		
One Position   One Position   Deputy Comptroller   PR 1LX: \$95.097 - \$133,131   PR 1PX: \$122,746 - \$171,838   Minimum Recruitment Rate: \$135,019   (One Position)   Employee Benefits Director   Employee Benefits Director   Employee Benefits Director   Employee Benefits Director   PR 1LX: \$95.097 - \$133,131   PR 1PX: \$122,746 - \$171,838   Minimum Recruitment Rate: \$122,537   (One Position)   (O	PR 1MX: \$115,161 - \$161,221	PR 1PX: \$122,746 - \$171,838
One Position   One Position   Deputy Comptroller   PR 1LX: \$95.097 - \$133,131   PR 1PX: \$122,746 - \$171,838   Minimum Recruitment Rate: \$135,019   (One Position)   Employee Benefits Director   Employee Benefits Director   Employee Benefits Director   Employee Benefits Director   PR 1LX: \$95.097 - \$133,131   PR 1PX: \$122,746 - \$171,838   Minimum Recruitment Rate: \$122,537   (One Position)   (O	Minimum Recruitment Rate: \$113,641	Minimum Recruitment Rate: \$135,019
Deputy Comptroller		
PR 1LX: \$95,097 - \$133,131		
Cone Position   Minimum Recruitment Rate: \$135,019 (One Position)   Employee Benefits Director   Employee Benefits Director   PR 1LX: \$95,097 - \$133,131   PR 1PX: \$122,746 - \$171,838   Minimum Recruitment Rate: \$122,537 (One Position)   ITMD Policy and Administration Manager   PR 1PX: \$120,374 - \$171,838   Minimum Recruitment Rate: \$128,401 (One Position)   ITMD Policy and Administration Manager   PR 1PX: \$122,746 - \$171,838   Minimum Recruitment Rate: \$128,401 (One Position)		
Cone Position   Employee Benefits Director   Employee Benefits Director   PR 1LX: \$95,097 - \$133,131   PR 12X: \$122,746 - \$171,838   Minimum Recruitment Rate: \$122,537   (One Position)   (One		
Employee Benefits Director   PR 1LX: \$95,097 - \$133,131   PR 1PX: \$122,746 - \$171,838   PR 1PX: \$125,097 - \$131,131   PR 1PX: \$108,037 - \$151,255   PR 1PX	(One Position)	
PR   ILX: \$95,097 - \$133,131	5 L D C: D: 1	
Minimum Recruitment Rate: \$122,537		
One Position   One Position		
ITMD Policy and Administration Manager	Minimum Recruitment Rate: \$122,537	Minimum Recruitment Rate: \$135,019
PR 1NX: \$108,037 - \$151,255	(One Position)	(One Position)
PR 1NX: \$108,037 - \$151,255	ITMD Policy and Administration Manager	ITMD Policy and Administration Manager
Minimum Recruitment Rate: \$128,401 (One Position) (Deposition) (Deposition) (Deposition) (Deposition) (One Position) (One Po		
One Position   Cone Position		
Labor Negotiator	· · ·	
PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$122,537 (One Position)  Associate Director PR 1IX: \$78,528 - \$109,938  Minimum Recruitment Rate: \$151,255  Minimum Recruitment Rate: \$128,401 (One Position)  Budget and Fiscal Policy Operations Manager PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$122,537 (One Position)  Budget and Fiscal Policy Operations Manager PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$122,537 (One Position)  Fire and Police Commission Deputy Director PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$122,537 (One Position)  City Clerk PR 1MX: \$101,356 - \$141,906  Minimum Recruitment Rate: \$113,521 (One Position)  Deputy Court Administrator PR 1IX: \$78,528 - \$109,938 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131  Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$108,037 - \$151,255  Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1X: \$108,037 - \$151,255  Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1X: \$108,037 - \$151,255  Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1X: \$108,037 - \$151,255  Minimum Recruitment Rate: \$108,605 (Minimum Recruitment Rate: \$118,841 (Minimum Recruitment Rate: \$118,841 (Minimum Recruitment Rate: \$118,841 (Minimum Recruitment Rate: \$118	,	
Minimum Recruitment Rate: \$122,537 (One Position) Associate Director PR 1IX: \$78,528 - \$109,938 Minimum Recruitment Rate: \$96,345 (One Position)  Budget and Fiscal Policy Operations Manager PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$122,537 (One Position)  Fire and Police Commission Deputy Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$122,537 (One Position)  Fire and Police Commission Deputy Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$122,537 (One Position)  City Clerk PR 1MX: \$101,356 - \$141,906 Minimum Recruitment Rate: \$113,521 (One Position)  Deputy Court Administrator PR 1IX: \$78,528 - \$109,938 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$113,521 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$95,097 - \$133,131 Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,841 (One Position)  Election Commission-Executive Director PR 1LX: \$108,037 - \$151,255 Minimum Recruitment Rate: \$118,841 (One Position)		
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(One Position)	(One Position)	Minimum Recruitment Rate: \$111,494
	·	(One Position)

Innovation Director	Innovation Director
PR 1MX: \$101,357 - \$141,906	PR 1MX: \$101,357 - \$141,906
(One Position)	Minimum Recruitment Rate: \$111,494
(One i coldon)	(One Position)
Deputy City Clerk	Deputy City Clerk
PR 1JX: \$83,692 - \$117,177	PR 1LX: \$95,097 - \$133,131
(One Position)	Minimum Recruitment Rate: \$104,605
(One i osition)	(One Position)
Election Commission-Deputy Director	Election Commission-Deputy Director
PR 1IX: \$78,528 - \$109,938	PR 1LX: \$95,097 - \$133,131
Minimum Recruit Rate: \$86,815	Minimum Recruitment Rate: \$104,605
(One Position)	(One Position)
Emergency Management Director	Emergency Management Director
PR 2NX: \$83,692 - \$117,177	PR 20X: \$89,222 - \$124,914
(One Position)	Minimum Recruitment Rate: \$98,145
(One Position)	(One Position)
Chief Equity Officer	Chief Equity Officer
PR 1IX: \$78,528 - \$109,938	PR 1JX: \$83,692 - \$117,177
Minimum Recruitment Rate: \$95,163	Minimum Recruitment Rate: \$95,163
(One Position)	(One Position)
Violence Reduction and Prevention Program Director	Community Wellness and Safety Director
PR 1IX: \$78,528 - \$109,938	PR 1JX: \$83,692 - \$117,177
Minimum Recruitment Rate: \$95,163	Minimum Recruitment Rate: \$95,163
	(One Position)
(One Position)  Director of African American Affairs	<u> </u>
	Director of African American Affairs
(One New Position)	PR 1JX: \$83,692 - \$117,177  Minimum Recruitment Rate: \$95,163
	· · ·
DOZA Administrative Manager	(One Position)
BOZA Administrative Manager	BOZA Administrative Manager
PR 1IX: \$78,528 - \$109,938	PR 1IX: \$78,528 - \$109,938
Minimum Recruitment Rate: \$93,989	Minimum Recruitment Rate: \$93,989
(One Position)	(One Position)
Staff Assistant-Common Council President	Staff Assistant-Common Council President
PR 2HX: \$57,081 - \$79,909	PR 2IX: \$64,857 - \$90,796
(One Position)	Minimum Recruitment Rate: \$66,906
	(One Position)

Note: Residents receive a rate that is 3% higher. The rates in this report are as of Pay Period 1, 2024 (December 24, 2023), and will change in Pay Period 2, 2024 (January 7, 2024) due to the 2% across the board increase. Classification recommendations highlighted in grey above have been approved by the Fire & Police Commission.

## **Background**

Throughout 2021, 2022, 2023, and 2024 Employee Relations produced numerous cost-of-labor and classification job evaluation studies to improve the city's ability to recruit and retain talent across all city departments. Recommendations have been presented for titles in the following areas:

- Parking Operations and Enforcement
- Accounting/Budget/Finance/Pension Investment
- Human Resources, Safety, and Payroll
- Emergency Communications
- Property Appraisal
- Social Workers and Fatherhood Involvement Specialists
- Health Strategists and Project Coordinators
- Nurses, Doulas, and Disease Intervention Specialists
- Consumer Environmental and Home Environmental Inspectors

- Code Enforcement and Trades Inspectors
- Legal Assistants, Paralegals and Attorneys
- Living Wage recommendations
- Call Center
- Laboratory
- Information Technology
- Election Workers
- Marketing and Communications
- Architects, Engineers, Technicians, and Planners
- Librarians, Library Technicians, and Library Circulation

The most extensive studies to date -- the Labor, Trades, and Inspection job evaluation reports – were approved by policy makers in July of 2023. These reports addressed the pay for all laboring, trades, inspection and related supervisor positions in the Public Works, Port Milwaukee, Neighborhood Services, Library, Fire, and Police departments. The analysis and recommendation process included a review of a position's responsibilities and requirements; and also compared classifications' pay rates to the cost of labor in southeastern Wisconsin. Another job evaluation report for consideration by policy makers at this Finance and Personnel Committee includes market pay recommendations for information technology positions throughout all City departments. These recommendations are meant to ensure that we pay the industry standard in order to successfully recruit and retain employees.

As a next step, Employee Relations is putting forth this job evaluation study to address the market rates of pay and classification level of leadership positions across city government. These recommendations have been proposed for consideration by the City Service Commission and the Fire and Police Commission for the departments under their purview.

## **Analysis Process, Recommendations and Implementation**

The job evaluation 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 a classification's pay rate to the cost of labor in southeastern Wisconsin, including a recent 'Executive Wage Study Report from Wisconsin's second largest municipality, Madison. In addition, market data was collected by DER staff and Legislative Reference Bureau staff; sourced from ERI, a salary survey to which Employee Relations subscribes; the Bureau of Labor Statistics, and MRA. The recommendations for leadership positions are presented in the chart at the beginning of this report. As with all job evaluation studies, these recommendations are meant to ensure that we pay the industry standard in order to successfully recruit and retain employees.

This job evaluation report addresses the rates of pay for leadership positions in general city departments; and also for the Police department, Fire department and the Department of Emergency Communications. As these positions have not been fully studied for classification for many years, their duties and responsibilities have evolved over the years. As such, these recommendations will be considered as reallocations into their appropriate pay range due to

the evolved duties. Per the Salary Ordinance, Part II, Section 5: Promotions and Special Pay Practices—the pay for incumbents of these positions shall be at the rate of pay 10% above the rate of pay prior to the promotion, or the new minimum rate for the title, whichever is greatest.

Action Required - Effective Pay Period 4, 2024 (February 4th, 2024)

EFFECTIVE DATE CHANGED PER F&P ACTION - EFFECTIVE PAY PERIOD 10, 2024 (APRIL 28, 2024)

\* See addendum included in CCFN for Salary and Position Ordinance changes. Note: Rates of pay reflect Salary Ordinance rates effective Pay Period 1, 2024. The addendum reflects rates 2% higher with the Across the Board Increase Effective Pay Period 2, 2024.

Reviewed by:

Andrea Knickerbocker, Human Resources Manager

Reviewed by:

Harper Donahue IV, Employee Relations Director