Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

City of Milwaukee

Department of Employee Relations

REV 6/15/2026

Job Evaluation Report

Fire and Police Commission Meeting: June 18, 2026

This city-wide job study aligns approximately 150 human resources, business operations, and related classifications across city government. These recommendations have been sent in separate reports to the City Service Commission and the Fire and Police Commission as titles are often specific to a department. Titles highlighted in grey are specific to the Fire and Police Commission report.

The analysis and recommendation process included a review of a position's duties and responsibilities, impact and accountability, relationship responsibilities, working conditions, as well as minimum education and experience requirements. This process also compared a classification's rate of pay to the cost of labor in Southeastern Wisconsin. Market data was sourced from ERI, a salary survey to which Employee Relations subscribes, the Bureau of Labor Statistics, as well as salary survey information provided through MRA.

The market study recommendations reallocate the rates of pay for classifications based upon a comparison to market rates of pay. These reallocations are not reclassifications. Employees in these titles will receive a rate increase only if their current base pay rate falls below the new minimum recruitment rate for their title. This report does include several reclassifications. The justifications for these changes are provided. There are also a number of title changes within the *New Title* column so as to better reflect the duties and responsibilities of the position and/or consolidate titles that are performing the same duties to a singular title.

This is the last city-wide report which will complete the multi-year initiative to bring City of Milwaukee positions up to competitive market rates pay within Southeastern Wisconsin. Previous increases to these titles were made in 2022; however, the recommendations were limited considerably by the Mayoral salary cap that did not allow City titles to be paid higher than the Mayor's salary. It should be noted that market rates of pay recommendations for positions studied after the lift of the Mayoral cap in the fall of 2022 were not subject to the same limitations.

When this group of titles were studied in 2022, classification staff used market rates around the 10th percentile of the average pay for comparable titles in Southeastern Wisconsin to set minimum pay rates for many of the director, managerial and supervisory positions. This approach was necessary in order to ensure position rates of pay remained under the Mayoral cap of $147,336. This approach resulted in the compression of pay rates for many of the business operations and human resources positions studied. Conversely, when completing pay rate recommendations without the salary cap, classification used rates between the mean (50%) and the 95th percentile of the average market rates in Southeastern Wisconsin.

The recommendations that follow are organized by 'Recommended Pay Range' and indicate titles by Department. Please note that these recommendations are shown only as non-resident wage rates. City residents receive a 4% resident incentive allowance.

Pay Range 1OX ($117,464 - $169,379)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounts Director One Position - Comptroller	1LX: $96,998 - $139,868 Recruit Rate: $124,987	Accounting Director	1OX: $117,464 – $169,379 Recruit Rate: $137,485
ERS Chief Financial Officer One Position – ERS	1LX: $96,998 - $139,868 Recruit Rate: $124,987	N/A	1OX: $117,464 – $169,379 Recruit Rate: $137,485
Financial Services Director One Position - Comptroller	1LX: $96,998 - $139,868 Recruit Rate: $124,987	N/A	1OX: $117,464 – $169,379 Recruit Rate: $137,485
Investments and Financial Services Director One Position – City Treasurer	1LX: $96,998 - $139,868 Recruit Rate: $124,987	N/A	1OX: $117,464 – $169,379 Recruit Rate: $137,485

Pay Range 1MX ($103,384 - $149,086)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager One Position - Comptroller	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Audit Manager One Position – Comptroller	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
City Payroll Manager One Position - Comptroller	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Finance and Administration Manager One Position – DCD One Position – DNS	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Fire and Police Commission Audit Manager One Position - FPC	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Fire and Police Commission Staffing Services Manager One Position - FPC	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Grants Fiscal Manager One Position - Comptroller	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Health Budget and Administration Manager One Position – MHD	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Human Resources Manager Two Positions - DER	1JX: $85,366 - $123,106 Recruit Rate: $104,997	Staffing Administration Manager	1MX: $103,384 - $149,086 Recruit Rate: $124,987
		Compensation Administration Manager	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Police Budget and Administration Manager* One Position – MPD	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Retirement Plan Manager One Position – ERS	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Revenue and Financial Services Manager One Position - Comptroller	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Water Financial Manager One Position – DPW-Water Works	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987
Worker's Compensation and Safety Manager One Position - DER	1JX: $85,366 - $123,106 Recruit Rate: $104,997	N/A	1MX: $103,384 - $149,086 Recruit Rate: $124,987

*Fire and Police Commission Report Only

Pay Ranges 1LX ($96,988 - $139,868)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Administrative Services Manager One Position – DOA One Position – DPW - Admin	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1LX: $96,998 - $139,868 Recruit Rate: $116,493
City Attorney Human Resources Administrator One Position – City Attorney	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493

DCD Human Resources Administrator One Position – DCD	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493
DNS Human Resources Administrator One Position - DNS	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Emergency Communications Finance Manager* One Position – DEC	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Emergency Communications Human Resources Administrator* One Position – DEC	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493
ERS Human Resources Administrator One Position – ERS	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Fire Human Resources Administrator* One Position – MFD	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Health Human Resources Administrator One Position - MHD	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Infrastructure Human Resources Administrator One Position – DPW-Infra	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Library Human Resources Administrator One Position - MPL	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Operations Human Resources Administrator One Position – DPW-Ops	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Pension Accounting Manager Three Positions – ERS	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Police Human Resources Administrator* One Position - MPD	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Port Finance and Administration Officer One Position - Port	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Tax Billing and Collection Manager One Position – City Treasurer	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1LX: $96,998 - $139,868 Recruit Rate: $116,493
Water Works Human Resources Administrator One Position - MWW	1IX: $80,098 - $115,501 Recruit Rate: $98,272	Human Resources Administration Manager	1LX: $96,998 - $139,868 Recruit Rate: $116,493

*Fire and Police Commission Report Only

Pay Ranges 1KX and 2OX ($91,006 - $131,235)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accounting Manager – City Development One Position - DCD	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Administrative Services Manager – Assessor One Position – ASSR	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Administrative Services Manager – Court One Position – Municipal Court	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Assistant Accounting Manager One Position – Comptroller	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Assistant City Payroll Manager One Position - Comptroller	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Assistant Grant Fiscal Manager One Position - Comptroller	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Benefits and Wellness Supervisor One Position – DER	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Budget and Fiscal Policy Manager Three Positions - DOA	2MX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	2OX: $91,006 - $131,235 Recruit Rate: $108,967
Budget Manager – City Development One Position – DCD	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967

Business Finance Manager One Position – City Attorney One Position – DER One Position – MFD* One Position – MPL	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Business Operations Manager One Position – City Clerk Two Positions – DPW-Admin One Position – DPW-Infra	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Compensation Supervisor One Position – DER	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Disability Specialist – Lead One Position - ERS	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
ERS Business Operations Analyst One Position - ERS	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Fire Health and Safety Manager* One Position - MFD	2MX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	2OX: $91,006 - $131,235 Recruit Rate: $108,967
Human Resources Supervisor One Position - MHD One Position – MPD*	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
MPD Safety Division Manager* One Position - MPD	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Procurement and Compliance Manager One Position – DCD One Position - MPL	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Procurement Manager One Position – DOA	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Safety Manager One Position – DPW	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Water Accounting Manager One Position – MWW	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Water Business Operations Manager One Position - MWW	1IX: $80,098 - $115,501 Recruit Rate: $98,272	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967
Workforce Planning and Certification Supervisor One Position – DER	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1KX: $91,006 - $131,235 Recruit Rate: $108,967

*Fire and Police Commission Report only

Pay Ranges 1IX and 2MX ($80,098 - $115,501)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Budget and Fiscal Policy Analyst IV Three Positions - DOA	2LX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	2MX: $80,098 - $115,501 Recruit Rate: $94,793
Compensation Analytics Specialist - Lead One Position - DER	2LX: $75,162 - $108,380 Recruit Rate: $85,305	N/A	2MX: $80,098 - $115,501 Recruit Rate: $94,793
Customer Services Manager One Position – City Treasurer	1HX: $75,162 - $105,223 Recruit Rate: $82,677	N/A	1IX: $80,098 - $115,501 Recruit Rate: $94,793
Employee Assistance and Resource Coordinator One Position – DER	2LX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	2MX: $80,098 - $115,501 Recruit Rate: $94,793
Fire and Police Commission Compliance Auditor One Position - FPC	2MX: $80,098 - $115,501 Recruit Rate: $80,098	N/A	2MX: $80,098 - $115,501 Recruit Rate: $94,793
HRIS Auditor – Lead One Position – DER	2LX: $75,162 - $108,380 Recruit Rate: $83,240	N/A	2MX: $80,098 - $115,501 Recruit Rate: $94,793
Risk Management and Safety Officer One Position – DER	2LX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	2MX: $80,098 - $115,501 Recruit Rate: $94,793

Water Billing and Collections Manager One Position – MWW	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1IX: $80,098 - $115,501 Recruit Rate: $94,793
Water Customer Service Manager One Position – MWW	1HX: $75,162 - $108,380 Recruit Rate: $82,677	N/A	1IX: $80,098 - $115,501 Recruit Rate: $94,793

Pay Ranges 1HX and 2LX ($75,162 - $108,380)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant – Lead One Position - Comptroller	2KX: $70,501 - $101,665 Recruit Rate: $77,551	Senior Accountant	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Accounting and Grant Specialist Two Positions – MPD* Two Positions – DPW-Infra	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Accounting Supervisor One Position - Comptroller	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Auditor – Lead One Position - Comptroller	2KX: $70,501 - $101,665 Recruit Rate: $77,551	Senior Auditor – Grant Accounting	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Budget and Fiscal Policy Analyst III Underfill Title	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Business Operations Specialist - Senior One Position - DER	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
City Payroll Specialist – Lead One Position - Comptroller	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
DCD Accountant – Lead Two Positions - DCD	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Disability Specialist – Senior Two Positions – ERS	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Fire and Police Commission Investigator Two Positions - FPC	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Fire and Police Commission Senior Auditor One Position - FPC	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Fire Compliance Officer* One Position - MFD	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Grant Budget Specialist One Position – DCD Two Positions – MHD	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Grant Compliance Manager Three Positions – DOA One Position – MPD*	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Health and Safety Officer* One Position - MPD	1GX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	1HX: $75,162 - $108,380 Recruit Rate: $86,175
Human Resources Representative Seven Positions – DER Three Positions – FPC Two Positions - MHD One Position – MPL Three Positions – MPD* Three Positions – DPW-Admin One Position – DPW-Infra Two Positions – DPW-Ops One Position – MWW	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Lead Pension Specialist One Position - ERS	1GX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	1HX: $75,162 - $108,380 Recruit Rate: $86,175
Leave Administration Coordinator One Position – DER One Position – DPW-Admin	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175

Pension Accounting Specialist Two Positions – ERS	2KX: $70,501 - $101,665 Recruit Rate: $77,551	Pension Services Administrator	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Police Payroll Supervisor* One Position - MPD	1GX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	1HX: $75,162 - $108,380 Recruit Rate: $86,175
Procurement Specialist Five Positions – DOA One Position – MPL	1GX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	1HX: $75,162 - $108,380 Recruit Rate: $86,175
Safety Supervisor One Position – DPW-Admin	1GX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	1HX: $75,162 - $108,380 Recruit Rate: $86,175
Senior Auditor Four Positions - Comptroller	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Senior Financial Analyst One Position - Comptroller	2KX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Time Tracking Lead One Position - Comptroller	2KX: $70,501 - $101,665	N/A	2LX: $75,162 - $108,380 Recruit Rate: $78,325
Worker's Compensation Specialist One Position – DER	1GX: $70,501 - $101,665 Recruit Rate: $77,551	N/A	1HX: $75,162 - $108,380 Recruit Rate: $86,175

*Fire and Police Commission Report only

Pay Range 1GX, 2KN and 2KX ($70,501 - $101,664)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Accountant III Two Positions – DPW-Admin Three Positions – MWW	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Accounting Specialist Eleven Positions – Comptroller One Position – MFD*	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Auditor Underfill Title	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Benefits Systems Analyst One Position - DER	2JX: $66,154 - $92,612 Recruit Rate: $74,502	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Budget and Fiscal Policy Analyst II Underfill title	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Business Analyst – Senior One Position – DOA Two Positions – DCE	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Business Inclusion Program Coordinator One Position – DCE	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Compensation Analytics Specialist One Position – DER	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Contract Compliance Officer One Position – DCE One Position – DPW Admin	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Customer Service Specialist Two Positions – City Treasurer	1FX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	1GX: $70,501 - $101,665 Recruit Rate: $78,859
Deferred Compensation Plan Coordinator One Position – Deferred Comp	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Disability Specialist Underfill Title	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Diversity Recruiter One Position - DER	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Emergency Communications Human Resources Analyst – Senior* One Position - DEC	2JX: $66,154 - $95,390 Recruit Rate: $72,768	Human Resources Analyst - Senior	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Financial Analyst Underfill Title	2JX: $66,154 - $95,390 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859

Fire and Police Commission Auditor Two Positions - FPC	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Grant Monitor 13 Positions - DOA	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Health and Safety Specialist* One Position - MPD	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
HRIS Auditor Two Positions – DER One Position – FPC	2JN: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KN: $70,501 - $101,665 Recruit Rate: $78,859
Human Resources Analyst -Senior Two Positions – DER One Position – MFD* One Position – DPW Infra	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Investments and Financial Services Coordinator One Position – City Treasurer	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Library Business Analyst One Position - MPL	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Management Accountant – Senior One Position – DEC* One Position – ERS One Position – MHD One Position – MPL One Position – DPW Admin	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Management Accountant – Senior Two Positions - ERS	2JX: $66,154 - $92,612 Recruit Rate: $72,768	Pension Accounting Specialist	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Management and Accounting Officer One Position – DPW Admin One Position – DPW Infra	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Pension Specialist – Senior Three Positions - ERS	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Position Control Specialist One Position – FPC	2JN: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KN: $70,501 - $101,665 Recruit Rate: $78,859
Purchasing Agent – Senior Two Positions – DOA One Position – DNS	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Recruiter Two Positions - FPC	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Safety Specialist – Senior Two Positions – MPD* Three Positions – DPW Admin	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859
Tax Collection and Enforcement Coordinator One Position – City Treasurer	1FX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	1GX: $70,501 - $101,665 Recruit Rate: $78,859
Water Collections Supervisor One Position - MWW	1FX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	1GX: $70,501 - $101,665 Recruit Rate: $78,859
Water Customer Service Supervisor Three Positions - MWW	1FX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	1GX: $70,501 - $101,665 Recruit Rate: $78,859
Worker's Compensation Analyst One Position - DER	2JX: $66,154 - $92,612 Recruit Rate: $72,768	N/A	2KX: $70,501 - $101,665 Recruit Rate: $78,859

*Fire and Police Commission Report Only

Pay Ranges 1FX, 2JN, and 2JX ($66,154 - $95,390)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Associate Auditor Underfill Title – Comptroller	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Budget and Fiscal Policy Analyst I Underfill Title – DOA-Budget	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768

Business Analyst Underfill Title – DOA-Purchasing	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Business Finance Officer One Position – DOA-ECO	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
City Payroll Specialist Three Positions - Comptroller	2IN: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JN: $66,154 - $95,390 Recruit Rate: $72,768
Finance Specialist One Position – Port Milwaukee	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Housing Programs Specialist Three Positions - DCD	2EN: $48,079 - $69,328 Recruit Rate: $61,960	N/A	2JN: $66,154 - $95,390 Recruit Rate: $72,768
Human Resources Analyst One Position – DCD Two Positions – DNS Two Positions – DER	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Investigator/Adjuster Two Positions – City Attorney	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Investments and Financial Services Specialist One Position – City Treasurer	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Management Services Analyst One Position – ERS	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Pension Specialist Underfill Title - ERS	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Purchasing Agent Underfill Title	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Revenue Collection Manager One Position – City Treasurer	1EX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	1FX: $66,154 - $95,390 Recruit Rate: $72,768
Safety Specialist Underfill Title	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Test Administration Specialist One Position - DER	2IX: $62,041 - $89,460 Recruit Rate: $70,672	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Time Tracking Specialist Underfill Title	2IN: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JN: $66,154 - $95,390 Recruit Rate: $72,768
Water Claims Specialist One Position – MWW	2IX: $62,041 - $89,460 Recruit Rate: $68,244	N/A	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Water Payroll Specialist One Position – MWW	2IN: $62,041 - $89,460 Recruit Rate: $65,137	N/A	2JN: $66,154 - $95,390 Recruit Rate: $72,768

Pay Range 2IN ($62,041 - $89,760)

Current Title	Current Pay Range	New Title	Recommended Pay Range
Benefit Services Coordinator Three Positions - ERS	2GN: $54,619 - $78,768 Recruit Rate: $66,304	N/A	2IN: $62,041 - $89,460 Recruit Rate $70,672
Revenue Collection Specialist One Position – City Treasurer	2GN: $54,619 - $78,768 Recruit Rate: $64,264	N/A	2IN: $62,041 - $89,460 Recruit Rate $70,672
Test Administration Coordinator One Position - FPC	2GN: $54,619 - $78,768 Recruit Rate: $66,304	N/A	2IN: $62,041 - $89,460 Recruit Rate $70,672

Reclassifications:

Municipal Court

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Court Business Manager One Position	1HX: $75,162 - $108,380 Recruit Rate: $82,677	Court Financial Operations Manager	1MX: $103,384 - $149,086 Recruit Rate: $124,987

The department has indicated that the duties and responsibilities have increased since that last time this position was studied. A job description was provided and conversations were had with Charles Hughes, Deputy Court Administrator.

This position serves as the Court's chief financial officer, providing direct oversight to accounting staff, leadership level administration and budgetary insight and oversight, and handles the required reporting to the City, county, state related to all financial matters for the Municipal Court.

Based off the duties and responsibilities in comparison to comparable titles within the City, this report recommends reclassifying one position of Court Business Manager in Pay Range 1HX ($75,162 - $108,380) as a Court Financial Operations Manager and placing it in Pay Range 1MX ($103,384 - $149,086) with a recruitment rate of $124,987.

MHD

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Accounting Coordinator II Three Positions	2FN: $51,250 - $73,907 Recruit Rate: $62,529	Finance Specialist	2JX: $66,154 - $95,390 Recruit Rate: $72,768
Human Resources Assistant One Position	5JN: $60,036 - $77,296 Recruit Rate: $62,229	Human Resources Representative	2LX: $75,162 - $108,380 Recruit Rate: $86,175
Human Resources Assistant One Position	5JN: $60,036 - $77,296 Recruit Rate: $62,229	Health Payroll Specialist	2JN: $66,154 - $95,390 Recruit Rate: $72,768

Accounting Coordinator II:

These positions handle the full range of daily financial and business transactions for the Health Department, including:

- Accounts payable & invoice processing
- Daily deposit of receipts (cash, checks, electronic)
- Travel request and reimbursement processing
- City ProCard statements and payment processing
- Requisition entry and procurement processing/documentation
- Maintaining rosters of suppliers, contracts, grants, and other key business information
- Designing, creating, and publishing reports and analyses of MHD business and financial activity
- Interdepartmental (IRI) charge processing
- Cost allocation calculation and allocation of shared costs
- Adjustments and journal entries for accounts as required
- Manage MHD accounts for suppliers, utilities, cell phones, and other business activities
- Maintain and retrieve records of all MHD business transactions for audits and other purposes
- Assuring financial controls and appropriate documentation are in place for all financial transactions

Accounting Coordinators initiate, log, and process transactions in several enterprise wide and online systems, and are responsible for creating the appropriate records and documentation for all transactions.

Previously, Accounting Coordinator II's have been responsible for two accounting functional areas and now will these Financial Specialists will be responsible for the full scope of accounting functions.

A fourth Accounting Coordinator II had previously been repurposed to manage the revenue cycle associated with the Health Department's new EHR system. The Health Department's increased focus on building community partnerships and diversifying revenue streams has led to the increased need for reporting, analysis and cost

allocations. This reduction of Accounting Coordinator II FTE's means the three remaining positions will now have responsibility for the full scope of accounting functions.

These changes to responsibilities and knowledge mean that these positions have become comparable to the Finance Specialist position at the Port of Milwaukee. The Port of Milwaukee Finance Specialist is responsible for processing, generating, and maintaining financial and personnel records. Responsibilities include accounts receivable, accounts payable, payroll, general accounting duties, and purchasing.

Based upon this comparison this report recommends these three positions of Accounting Coordinator II be reclassified to Finance Specialist in pay range 2JX ($66,154 - $95,390) with a minimum rate of $72,768.

Human Resources Assistant:

This position has the added responsibility to work on the full scope of MHD's recruitment strategy and initiatives. The incumbent will work with DER on creation and review of job postings, as well as reviewing applicants for meeting minimum qualifications for internal, temporary, and exempt postings. As this position will now be performing the full recruitment and hiring process with limited oversight and increased autonomy and decision-making responsibility, it is now comparable to similarly classified Human Resources Representatives city wide.

Based off the comparison of duties and responsibilities, this report recommends reclassifying one position of Human Resources Assistant in Pay Range 5JN ($60,036 - $77,296) as a Human Resources Representative in Pay Range 2LX ($75,162 - $108,380) with a recruitment rate of $86,175.

Human Resources Assistant:

This position has taken on the added duties of handling Unemployment Claims, verifying and determining FLMA eligibility and usage, and completing required OSHA Reports for the Health Department. This position will also take ownership of the full payroll cycle. The incumbent would be the subject matter expert for MHD on all payroll practices, as well as on HRMS and MHD Sharepoint site, and they will consult with and provide guidance to MHD managers and supervisors on payroll practices and topics.

Based off the enhanced duties and responsibilities, this position is comparable to the Water Payroll Specialist in Milwaukee Water Works. The Water Payroll Specialist ensures the timely and accurate processing of payroll for all sections within MWW and processes information related to absences associated with various types of leave, including FLMA and Paid Parental Leave (PPL).

This report recommends reclassifying one position of Human Resources Assistant in Pay Range 5JN ($60,036 - $77,296) as a Health Payroll Specialist and placing it in Pay Range 2JN ($66,154 - $95,390) with a recruitment rate of $72,768.

DPW - OPS

Current Title	Current Pay Range	Recommendation	Recommended Pay Range
Transportation Financial Analyst One Position	1HX: $75,162 - $108,380 Recruit Rate: $82,677	Financial Manager	1KX: $91,006 - $131,235 Recruit Rate: $108,967

This position has evolved in not only duties and responsibilities, but the complexities of duties performed. The Parking Operations Unit, in which this position resides, is an enterprise fund with great financial/funding responsibility to the overall city budget. This position also provides financial analysis for the Street Car Unit, which is necessary as the Streetcar is a highly politicized entity that requires constant financial oversight and grant management. Beyond that, the incumbent is responsible for writing and bidding out contracts, overseeing parking leases, and working with the Parking Services Manager on various projects. This position will develop the annual budget and provide financial management and administration that totals over $45 million, investigate methods to increase productivity to reduce percentage of increase in annual expenditures through the use of technology, and develop and monitor expenditures of parking capital improvement budget.

Based off the duties and responsibilities, this position would now be comparable to the Budget Manager – City Development in DCD, the Water Accounting Manager in MWW, and the Business Finance Manager classification across the city. As such, this report recommends reclassifying one position of Transportation Financial Analyst in 1HX ($75,162 - $108,380) as a Financial Manager and placing it in 1KX ($91,006 - $131,235) with a recruitment rate of $108,967.

Action Required - Effective Pay Period 15, 2026 (July 5, 2026)

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

Prepared By: _____
Sarah Sinsky, Compensation Supervisor

Reviewed By: _____
Andrea Knickerbocker, Human Resources Manager

Approved By: _____
Jackie Q. Carter, Employee Relations Director