



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

May 5, 2014

To The Honorable
The Committee on Finance and Personnel
Common Council
City of Milwaukee

Dear Committee Members:

Re: Common Council File Number 140120

SUMMARY

This report recommends amending the Salary Ordinance to allow a recruitment rate at any rate in the pay range for the position of Library Construction Project Manager in Pay Range 2IX (\$57,884 - \$81,034).

The Library Director, Paula Kiely, has requested an amendment to the Salary Ordinance to allow a recruitment rate at any rate in the pay range for the position of Library Construction Project Manager in Pay Range 2IX (\$57,884 - \$81,034). This is a new position in the 2014 budget and was classified earlier this year. This position will manage and coordinate all development aspects of the Neighborhood Library Capital Development Program to rebuild four branch libraries as part of mixed use developments and function as the Facilities Development Team Project Leader. This is a limited term position of six years as these developments are expected to be completed during the time period of 2014 through 2020.

The position was exempted from Civil Service by the City Service Commission. To request referrals and find possible candidates the Library communicated with City Department Heads that work with construction and housing rehabilitation. They also contacted contractors that have worked on Library projects. The Library received several resumes and selected four candidates to consider further. These candidates went through a series of interviews and met with the Library Director and the Administrative staff. Two of the candidates were invited to interview with members of the Library Board. Two separate offers were made and both were declined due, in part, to salary. A third candidate has come forward with excellent credentials and the Library would like to make an offer but wishes to have more flexibility in the recruitment rate.

Currently, the Salary Ordinance allows recruitment of positions in Section II (Professionals) at a rate up to 60% above the minimum of the pay range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel. This amendment would allow the Department the flexibility to offer a rate anywhere in the range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel. Based on the circumstances indicated above we anticipate the need for more flexibility in the recruitment rate for this position and recommend an amendment to the Salary Ordinance that would allow a recruitment rate anywhere in the range.



To implement this change we recommend amending the Salary Ordinance as follows;

In the 2014 Salary Ordinance, under Pay Range 2IX, add the footnote designation "(4)" to the title "Library Construction Project Manager".

The current footnote "(4)" reads as follows:

"(4) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel."

Sincerely,

A handwritten signature in black ink, appearing to read "M. Monteagudo", written in a cursive style.

Maria Monteagudo
Employee Relations Director

MM/fcw

C: Paula Kiely and Consuelo Hernandez