Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

Department of Employee Relations

October 12, 2015

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

Dear Committee Members: Re: Common Council File Number 150397

Per Common Council File #150397, this report provides preliminary review and recommendations for appropriate classifications and pay ranges for ten positions in the Redevelopment Authority for the City of Milwaukee (RACM).

The review conducted by the Department of Employee Relations is in response to a substitute ordinance relating to the uniformity of compensation and salary change procedures for employees of RACM. In conjunction with the review, DER analyzed information prepared by RACM including new and updated job descriptions for all positions as well as organizational charts. Discussions were also held with key RACM and DCD representatives.

The review and analysis of the RACM positions consisted of an assessment of the position's nature of work and scope of responsibility in relation to a number of factors including impact of work product, complexity of the work, consequence or error, relationships responsibility, and knowledge, skills, and abilities required to perform the work. As with other classification studies, the review consisted of a determination of whether the existing classifications and pay range levels were consistent with the City's structure per the Salary Ordinance and comparable positions in the city service.

The attached chart summarizes the preliminary findings of this review. Please note that our recommendations include title changes were appropriate as well as documentation of where a pay range determination may be different based on the analysis.

Additional information, including a more comprehensive report with final recommendations, will be prepared for approval the RACM Board and the Council, as applicable.

Sincerely,

Maria Monteagudo
Employee Relations Director