



Department of Employee Relations

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March 15, 2018

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

Re: Common Council File # 171818: Communication from the Department of Employee Relations relating to amending the Salary Ordinance relative to the minimum rate of pay for Deputy Chief, Fire.

Dear Committee Members,

This communication recommends a change to the minimum rate of pay for the sworn management position of Deputy Chief, Fire to address an internal equity problem as new appointments are made into this title. This change also supports the Fire Chief's ability to attract applicants for this critical leadership position.

A previous report in December of 2016 realigned the pay range minimum and maximum rates for this title as well as for Assistant Fire Chief and Battalion Chief, Fire. The intent of the previous report was to create a more appropriate structure and pay differential between sworn management positions within MFD in relation to the highest rank classification of Fire Captain within Local 215.

The previous report also addressed several types of pay compression problems that existed in the Fire Department, including when the pay of one or more new employees is very close to the pay of more experienced employees in the same job; and when employees in lower-level jobs are paid almost as much as their colleagues in higher-level jobs, including leadership or managerial positions.

This communication further addresses pay compression between new and experienced employees in the same job and will ensure that newly appointed members:

- Receive a pay increase that acknowledges and reflects the increased complexity of work associated with the sworn management rank, and
- Do not receive a salary that is higher than the salary of members with greater seniority and experience in the rank.

Current and Proposed Recruitment Rate for Deputy Chief, Fire

Title	PR	Minimum	Maximum	Current Recruitment Rate	Proposed Recruitment Rate
Deputy Chief, Fire	40X	\$91,403.00	\$127,961.08	\$110,940.18	\$114,230.74

Currently, the two candidates in consideration for appointment to Deputy Chief, Fire are compensated higher than the \$110,940.18 recruitment rate for the title. Also, the least senior incumbents of the title are compensated at \$114,230.74.

To provide a promotional increase for new candidates, the recommendation is to change the minimum recruitment rate to \$114,230.74 which is approximately a 2.5% increase. Because the incumbents of Deputy Chief, Fire are eligible for pay progression in 2018, that increase provides a differential in rate of pay for new and more senior members within 2018 and reduces pay compression.

Understanding that this new appointment rate may create compression problems, it is our intent to work further with the department to determine a longer-term solution and present recommendations in the near future.

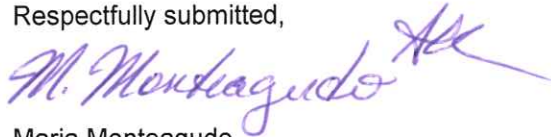
In summary, this communication recommends changing the minimum recruitment rate for Deputy Chief, Fire to \$4,393.49 biweekly (\$114,230.74 annual). The following changes to the Salary Ordinance would implement this recommendation:

In the Salary Ordinance

Under Pay Range 40X, Deputy Chief, Fire, delete footnote (2) and replace with the following:

- (2) Appointment rate to be at \$4,393.49 biweekly (\$114,230.74) effective Pay Period 8, 2018. This rate supersedes the promotional percentage increase under Part II, Section 5 of the Salary Ordinance.

Respectfully submitted,



Maria Monteagudo
Employee Relations Director