

COMMISSION FILE NO: 24-107-7 **DATE INTRODUCED:** July 8, 2024

INTRODUCED BY: Executive Director (Signature on File in the Office of the Commission)

REFERRED BY COMMISSION CHAIRPERSON TO: Policy, Finance, and Personnel Committee

RELATING TO: Rescind Existing Position Titles, Grades, and Salary Structure and Approval of New Position Titles, Grades, and Salary Structure for District Employees

SUMMARY:

The Commission is requested to rescind all existing position titles and grades and eliminate the 18-grade Carlson Dettman Compensation System. The Commission is also requested to eliminate the existing salary structure.

Further, the Commission is asked to approve the attached list of 144 new position titles, grades, and 25-grade salary structure, which were created in collaboration with District's Human Resources staff, executive leadership, and Baker Tilly consultants. The new position titles, grades, and salary structure were created through the analysis of comprehensive industry data which included compensation methodology, position analysis questionnaires, public and private compensation surveys, and internal and external equity.

The proposed changes are requested to be effective July 28, 2024, which is the start of a new pay period.

ATTACHMENTS: BACKGROUND ☐ KEY ISSUES ☐ RESOLUTION ☒

FISCAL NOTE ☐ S/W/MBE ☐ OTHER ☒ Attachments A & B

PFP_Approval_New_Position_Titles_Grades_legislative_file.docx
06-21-24

COMMITTEE ACTION: _____ **DATE:** _____

COMMISSION ACTION: _____ **DATE:** _____

RESOLUTION

Rescind Existing Position Titles, Grades, and Salary Structure and Approval of New
Position Titles, Grades, and Salary Structure for District Employees

RESOLVED, by the Milwaukee Metropolitan Sewerage Commission, that all existing position titles, grades, and the 18-grade salary structure using the Carlson Dettmann Compensation System are rescinded and that the 144 new position titles, grades, and 25-grade salary structure, as attached hereto, are approved effective July 28, 2024.