

Grade	Min	Mid	Max		Grade	Min	Mid	Max		Grade	Min	Mid	Max
1	\$ 8.00	\$ 9.40	\$ 10.80		18	\$ 20.25	\$ 25.31	\$ 30.37		35	\$ 54.53	\$ 68.16	\$ 81.79
2	\$ 8.15	\$ 9.96	\$ 11.96		19	\$ 21.46	\$ 26.83	\$ 32.20		36	\$ 57.80	\$ 72.25	\$ 86.70
3	\$ 8.45	\$ 10.56	\$ 12.67		20	\$ 22.75	\$ 28.44	\$ 34.13		37	\$ 61.27	\$ 76.58	\$ 91.90
4	\$ 8.96	\$ 11.20	\$ 13.43		21	\$ 24.12	\$ 30.15	\$ 36.18		38	\$ 64.94	\$ 81.18	\$ 97.42
5	\$ 9.49	\$ 11.87	\$ 14.24		22	\$ 25.56	\$ 31.96	\$ 38.35		39	\$ 68.84	\$ 86.05	\$ 103.26
6	\$ 10.06	\$ 12.58	\$ 15.10		23	\$ 27.10	\$ 33.87	\$ 40.65		40	\$ 72.97	\$ 91.21	\$ 109.46
7	\$ 10.67	\$ 13.33	\$ 16.00		24	\$ 28.72	\$ 35.91	\$ 43.09		41	\$ 77.35	\$ 96.69	\$ 116.02
8	\$ 11.31	\$ 14.13	\$ 16.96		25	\$ 30.45	\$ 38.06	\$ 45.67		42	\$ 81.99	\$ 102.49	\$ 122.98
9	\$ 11.99	\$ 14.98	\$ 17.98		26	\$ 32.27	\$ 40.34	\$ 48.41		43	\$ 86.91	\$ 108.64	\$ 130.36
10	\$ 12.70	\$ 15.88	\$ 19.06		27	\$ 34.21	\$ 42.76	\$ 51.32		44	\$ 92.12	\$ 115.15	\$ 138.19
11	\$ 13.47	\$ 16.83	\$ 20.20		28	\$ 36.26	\$ 45.33	\$ 54.40		45	\$ 97.65	\$ 122.06	\$ 146.48
12	\$ 14.28	\$ 17.84	\$ 21.41		29	\$ 38.44	\$ 48.05	\$ 57.66		46	\$ 103.51	\$ 129.39	\$ 155.26
13	\$ 15.13	\$ 18.91	\$ 22.70		30	\$ 40.75	\$ 50.93	\$ 61.12		47	\$ 109.72	\$ 137.15	\$ 164.58
14	\$ 16.04	\$ 20.05	\$ 24.06		31	\$ 43.19	\$ 53.99	\$ 64.79		48	\$ 116.30	\$ 145.38	\$ 174.46
15	\$ 17.00	\$ 21.25	\$ 25.50		32	\$ 45.78	\$ 57.23	\$ 68.67		49	\$ 123.28	\$ 154.10	\$ 184.92
16	\$ 18.02	\$ 22.53	\$ 27.03		33	\$ 48.53	\$ 60.66	\$ 72.79		50	\$ 130.68	\$ 163.35	\$ 196.02
17	\$ 19.10	\$ 23.88	\$ 28.66		34	\$ 51.44	\$ 64.30	\$ 77.16		51	\$ 138.52	\$ 173.15	\$ 207.78

## Initial Compensation Structure

- The initial Milwaukee County compensation structure has been established with 51 base levels/ranges functioning as ties to market rates
  - The initial levels will be evaluated and evolve as we progress through analysis

## Pay Grade Conversion Chart

<u>Current Job Title</u>	<u>Current Pay Grade</u>	<u>Proposed Pay Grade</u>
1 Accountant	25M	20
2 Accountant 2	17	17
3 Accountant 3 Da Un	25M	23
4 Accountant Treasury	21	20
5 Accounting Coord - Dhhs	28M	23
6 Accounting-Manager	32M	30
7 Accting Manager Airport	917E	30
8 Adm Asst	06P	17
9 Adm Asst 2-Accts Rec	19	19
10 Adm Asst Nr Nonexempt	06PM	17
11 Adm Asst Resource Cntr	06PM	17
12 Admin Asst Dot	06PM	17
13 Admin Coord	27M	23
14 Admin Sec Graphic Designer	23M	19
15 Admin Sec-Graphic Designer	23CM	19
16 Administrative Asst Dhhs It	06P	17
17 Analyst Budget And Mgmt	26M	23
18 Analyst Business Systems	29M	23
19 Analyst Fiscal And Budget	26M	23
20 Assistant Accounting	14	15
21 Assistant Accounting Cash	03P	12
22 Assistant Accounting Treasury	14	15
23 Assistant Accounts Payable	18	15
24 Assistant Administrative	06PM	17
25 Assistant Administrative BHS	A014	17
26 Assistant Administrative Hr	18M	17
27 Assistant Administrative P	06P	17
28 Assistant Audit	15	15
29 Assistant Compensation/Hris	06PM	12
30 Assistant Executive-	25M	21
31 Assistant Executive U-	25M	21
32 Assistant Office Supervisor	22M	21
33 Associate Accountant-	20	17
34 Associate Accountant Hoc	20	17
35 Associate Accountant Treasury-	20	17
36 Asst Medical Examiner	905E	46
37 Auditor	26M	20
38 Budget Mgr - Aging	915E	30
39 Business Analytics Accounting Manager	916E	30
40 CBO Director	902E	32

## Pay Grade Conversion Chart

<u>Current Job Title</u>	<u>Current Pay Grade</u>	<u>Proposed Pay Grade</u>
41 Clerical Asst Hrly	05PM	12
42 Clerical Asst 1 Nm	03Z1	12
43 Clerical Asst 1 Nr	03PM	12
44 Clerical Asst 2 Nm	04Z1	12
45 Clerical Spec Dhs	05P	14
46 Clerical Spec Hoc	05P	14
47 Clerical Spec Hr - Ers (Nr)	05PM	14
48 Clerical Spec Hr (Nr)	05PM	14
49 Clerical Spec Sheriff	05P	14
50 Clerical Spec Zoo	05P	14
51 Clerk Election	03PM	12
52 Clerk Vital Records	05P	14
53 Contract Management Assistant - Parks	19	17
54 Coord Budget & Management	36M	30
55 Coordinator Administrative-	22M	23
56 Coordinator Budget Capital	38M	30
57 Coordinator Info County Clerk	28M	23
58 Coordinator Office Admin	20M	19
59 Coordinator Register Deeds	23CM	23
60 Dep Chief Medical Examiner	905E	47
61 Deputy Comptroller	902E	32
62 Deputy Director Audits	918E	32
63 Dir Accounting Comptroller	902E	32
64 Dir Accts Payable	902E	32
65 Dir Finance And Admin	903E	32
66 Director Audits-	919E	32
67 Director of Capital Finance	902E	32
68 Director of Policy & Budget	902E	32
69 Director of Strategy Budget and Performance	904E	36
70 Director Operating Budget	902E	32
71 Financial Analyst	26M	23
72 Financial Eligibility Specialist	12	15
73 Financial Eligibility Specialist BI Sp	12	15
74 Financial Services Director	902E	32
75 Fiscal & Budget Mgr	35M	30
76 Fiscal Asst 1 Nm	03Z1	12
77 Fiscal Asst 2 Nm	04Z1	15
78 Fiscal Coordinator	27M	23
79 Fiscal Spec	05P	15
80 Forensic Asst Med Examr	19	26

## Pay Grade Conversion Chart

<u>Current Job Title</u>	<u>Current Pay Grade</u>	<u>Proposed Pay Grade</u>
81 Forensic Chemist	18N	25
82 Hwy Support Specialist	15Z1	14
83 Inventory Clerk	16	12
84 Investigator Forensic-	25	21
85 Lead Auditor	914E	25
86 Lead Forensic Investigator-	27	23
87 Lead Forensic Toxicologist	35M	28
88 Manager Accounting-	34M	30
89 Manager Acct Treasury	36M	30
90 Manager Audit Compli	902E	30
91 Manager Audit Forensi	902E	30
92 Manager Business Success	35M	30
93 Manager Financial	35M	30
94 Manager Financial-	35M	30
95 Manager Financial Cbo-	35M	30
96 Manager Financial Child Suppor	916E	30
97 Manager Of Audit	902E	30
98 Manager Toxicology-	37M	35
99 Med Examiner	905E	49
100 Med Rec Coord (Me)	23M	23
101 Mgmt Asst - Da Nm	06Z2	17
102 Mgmt Asst - Human Res	06PM	17
103 Mgmt Asst - Me	06PM	17
104 Office Asst 1 Seas	06	11
105 Office Asst 3	12	14
106 Office Coord Sheriff	30M	24
107 Office Manager Juvenile U	20M	23
108 Office Manager U	24M	23
109 Office Supp Asst 1	01P	11
110 Office Supp Asst 2 Nm	02Z1	12
111 Operating Budget Manager	37M	30
112 Operations Mgr Med Examiner	38M	30
113 Paralegal	24M	19
114 Paralegal Courts	23	19
115 Paralegal Nm	19Z2	19
116 Paralegal Spec Cse	22	19
117 Paralegal-Child Sup	19L	19
118 Paralegal-Child Sup B/L Sp	19L	19
119 Paralegal-Exempt Nm	19Z2	19
120 Public Safety Fis Admin Hoc	917E	30

## Pay Grade Conversion Chart

<u>Current Job Title</u>	<u>Current Pay Grade</u>	<u>Proposed Pay Grade</u>
121 Public Safety Fisc Anls	33JM	30
122 Receptionist-	04PM	12
123 Secretarial Asst Nm	04Z3	17
124 Secretarial Asst Nm 1	04Z3	14
125 Secretary Nr Nm	06Z1	17
126 Specialist Accounting-	06P	17
127 Specialist Clerical Cts-	05P	14
128 Sr Accountant	28M	23
129 Sr Analyst Budget And Mgmt-	33JM	25
130 Sr Analyst Fiscal And Budget	30	25
131 Sr Assistant Clerical	04P	13
132 Sr Assistant Executive-	28M	23
133 Sr Coordinator Office-	30M	24
134 Sr Manager Financial-	38M	30
135 Sr. Fiscal Analyst	33JM	25
136 Stores And Distrib Asst 1	03P	12
137 Stores Clerk 1	10	12
138 Stores Clerk 1 Sheriff	11	12
139 Supervisor Accounting-	31M	25
140 Supervisor Accounts Payable-	26M	23
141 Supervisor Forensic	27M	31
142 Supervisor Office Management-	24M	23