

**CITY OF MILWAUKEE**  
**DEPARTMENT OF EMPLOYEE RELATIONS**



**VISUAL ORGANIZATIONAL INVENTORY**

**NOVEMBER 2007**

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## DEPARTMENT OF EMPLOYEE RELATIONS

### PURPOSE AND USE OF THE VISUAL ORGANIZATIONAL INVENTORY

The **Visual Organizational Inventory (VOI)** is a comprehensive list of positions and employees in City departments. Prepared annually by the Department of Employee Relations, your 2007 VOI is intended to serve as a valuable source of information. Additionally, this document includes an alphabetical listing of position titles, the number of authorized positions, classification codes, EEO codes, salary rates in effect at the time of publication, and average employment levels in City departments for the years 2004, 2005 and 2006.

For each City department, under appropriate organizational headings, the VOI displays the following information for each position:

1. Position Title\*
2. Name of Incumbent
3. Appointment Status ("E" denotes position exempt from Civil Service)
4. Salary Data (pay range/salary grade number for all employees)
5. Representation Status (union, management, etc.) designation code
6. Organizational hierarchies

\* If a position is officially authorized in the budget under a different title than stated next to the incumbent, the authorized classification is indicated by a job code number preceding the title. An index by job code is located in the back of this document.

If "(JS)" appears after a position title, it indicates a "job share" arrangement in which a single position is being filled by two individuals.

This inventory is published each year as a service. Any questions, comments, and/or concerns regarding this publication and particularly suggestions for improvement will be greatly appreciated and carefully considered by the Department of Employee Relations.

**EXPLANATION OF INDIVIDUAL LINE ENTRIES**

	<u>Auth. Title</u>	<u>Position Title</u>	<u>Name of Incumbent</u>	<u>Exempt Status</u>	<u>Salary Data</u>	<u>Union Code</u>
EXAMPLE	713	Custodial Worker I	Smith, George		200	3G

The "EXAMPLE" above indicates that George Smith has Civil Service Status (an E would indicate exempt from Civil Service) as a Custodial Worker I underfilling a Custodial Worker II-City Laborer position and that this class is allocated to Pay Range 200. He is represented by District Council 48.

Under the heading "Union Code" the following representation status information is noted below:

**REPRESENTATION STATUS**

**1. Police Department**

- 1A Management (Police service)
- 1B Nonmanagement/Nonrepresented
- 1C Milwaukee Police Association
- 1D D.C. 48 (Police Department)
- 1E Milwaukee Police Supervisors Organization
- 1F Management (civilian)
- 1G Clerical Unit (ALEASP)

**2. Fire Department**

- 2A Management (Fire service)
- 2B Management (civilian)
- 2C Nonmanagement/Nonrepresented
- 2D Chief Officers' Association
- 2E Local 494, IBEW (Fire Equipment Dispatchers)
- 2G Local 510 (Machinists, Fire Equipment Repairers)
- 2H Local 215 MPFFA (Firefighters)

**3. General City-Nonmanagement**

- 3A Local 494, IBEW (Machine Shop)
- 3B Local 195, IBEW (Bridge Operators)
- 3C Milw. Building & Construction Trades Council (MB & CTC)
- 3D Local 494, IBEW (Electrical Workers)
- 3F Local 75, Plumbers

**3. General City-Nonmanagement (Cont'd)**

- 3G D.C. 48, AFSCME, AFL-CIO
- 3H D.C. 48, Local 423(Truck Drivers)
- 3J Loc 61, LIU of NA (Sanitation Wrkrs)
- 3L Technicians, Engineers, and Architects of Milwaukee (TEAM)
- 3M Assoc. of Scientific Personnel
- 3N Staff Nurses Council
- 3P General City Nonmanagement/Nonrepresented
- 3Q Joint Bargaining Unit Local 139 and D.C. 48

**4. General City Management**

- 4A General City Management
- 4C Assoc. of Municipal Attorneys

**5. Irregular, Part-time, etc.**

- 5A

**6. Elected Officials**

- 6A

**7. Department heads & deputies/Boards and Commissions--Exempt from Civil Service Status)**

- 7A

**WORKFORCE ANALYSIS  
AVERAGE NUMBER OF EMPLOYEES**

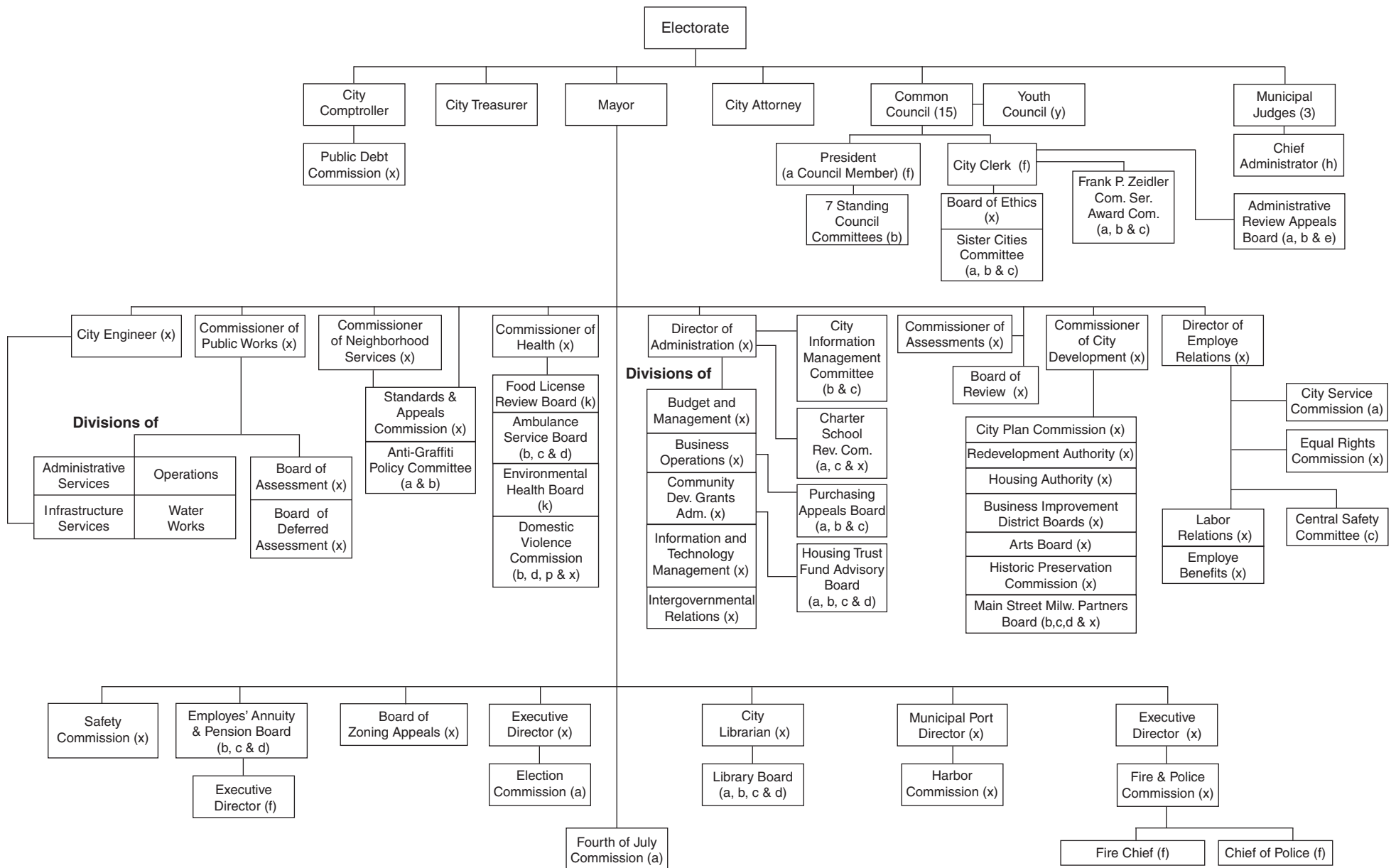
(These employees are not full-time equivalents. They are the number of people on the payroll, including job shares, part-time, and temporary employees)

<b>DEPARTMENT</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Administration, Department of	98	94	98
Assessor's Office	55	55	57
Board of Zoning Appeals	11	11	10
City Attorney	58	58	60
City Development	208	196	184
City Treasurer	33	34	32
Common Council-City Clerk	96	93	96
Comptroller	62	60	59
Deferred Compensation	2	2	2
Election Commission	9*	9*	9*
Employee Relations, Department of (Includes Fire & Police Comm.)	76	74	72
Employees' Retirement System	40	41	40
Health Department	297	286	281
Library	386	391	384
Mayor	14	13	13
Municipal Court	41	40	40
Neighborhood Services	184	190	191
Policemen's Annuity & Benefit Fund	1	1	1
Port of Milwaukee	15	15	15
DPW-Administrative Services	181	175	178
DPW-Infrastructure	649	654	642
DPW-Operations (formerly Buildings & Fleet, Forestry & Sanitation.)	960	931	901
DPW-Water Works	341	327	316
<b>Subtotals (General City)</b>	<b>3,817</b>	<b>3,750</b>	<b>3681</b>
Fire Department	1078	1,074	1059
Police Department	2566	2,592	2590
<b>GRAND TOTALS</b>	<b>7461</b>	<b>7,416</b>	<b>7330</b>

\*Figure for Election Commission reflects full-time positions because of fluctuations in number of temporary employees during election years.

# CITY OF MILWAUKEE ORGANIZATION CHART

Source: Legislative Reference Bureau • January 2008



<b>KEY</b>	(a) Appointment by Mayor, not confirmed by Common Council	(d) Members selected by other external bodies	(h) Appointment by Chief Municipal Judge, confirmed by Common Council	(x) Appointment by Mayor, confirmed by Common Council
	(b) Members appointed by Common Council President	(e) Appointment by City Attorney	(k) Appointment by Health Department	(y) Appointment by connected council, confirmed by Common Council
	(c) Members serve ex-officio; by law	(f) Appointment by connected board or department	(p) Appointment by Police Chief	