



City of Racine Human Resources Office

MEMORANDUM

March 19, 2021

Finance and Personnel Committee Members:

Communication sponsored by Mayor Mason requesting to update the title of MIS Director to Chief Information Officer and reclassify the position from Grade R to Grade T on the compensation structure.

Analysis

I am writing to recommend that the position of MIS Director be changed to Chief Information Officer and the position be reclassified from its current grade R to grade T. Changes to job classifications are typically memorialized in the annual budget process, additional changes require confirmation from both the Finance & Personnel Committee and the Common Council. We are requesting to make this adjustment in order to reflect market changes as well as recognition of the responsibilities of the position which have expanded in scope.

Currently, Grade R pay range is capped at \$130,416 and Grade T is capped at \$146,681. Other internal positions listed at a Grade T include: Finance Director, City Attorney and Commissioner of Public Works.

The recommendation to increase the grade is being made following input from the city's compensation consultant and to reflect current industry trends.

Recommended Action

I recommend that the motion be made to update the title of MIS Director to Chief Information Officer and reclassify the position from Grade S to Grade T on the compensation structure.

Respectfully Submitted,

Kate Croteau
Human Resources Director

Cc: Paul Vornholt – City Administrator
Kathleen Fischer – Finance Director