



Human Resources Department

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Date: July 6, 2022

To: Royce Lockner, Hydrant Inspector
Ken Erickson, Hydrant Inspector
David Laux, Hydrant Inspector

From: Harper Donahue, IV, Human Resources Director

Re: Appeal of Job Study Recommendation (Water Hydrant Inspector)

Thank you for your patience in waiting for my long overdue response. In accordance with City Personnel Rules, I have completed a review of your appeal, the original study, and the previous recommendation that your current position be recreated in CG16 at Range 13. After reviewing the duties you perform as a Hydrant Inspector, as detailed in the position description that was submitted in your study request, and the information that was provided during the appeal process, **I have determined that the study performed by Tameaka Bryant resulted in an accurate recommendation for your work and therefore the decision is upheld.**

In your appeal, you noted the following factors for further consideration:

- Required license / certification
- Specialized Knowledge and Decisional Impact
- Technical Knowledge
- Classification Requirements

In Ms. Bryant's study, consideration was given to the expectation that Hydrant Inspectors are required to have the Cross Connection Control Tester License. However, I do not believe the work of the Hydrant Inspector has the breadth to warrant placement at Range 14. Expressly, when comparing the work of the Hydrant Inspector to the work of a Field Service Analyst (16/14), the following should be noted:

- Responsibility for issuing citations;
- Maintaining computerized records;
- Reporting to higher-level federal regulators (i.e., DNR);
- Work with complex computerized software and/or systems to run reports and data analysis and then reading, interpreting, and applying that information.

In closing, I want to emphasize this determination is not a measure of performance or a lack of respect for the important work performed. I appreciate your thoughtful appeal regarding the study of your position, and the time you took to read our report and express your concerns. While we may not agree on the appropriate classification and salary range for your position, I want to emphasize that this in no way diminishes the quality of the work you perform for the City and the Water Utility. If you disagree

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with this decision, the Personnel Rules allow you to appear before the Personnel Board. The Board may choose to uphold the decision or send the matter back for further study, with instruction on what needs to be looked at further. Please let Emaan Abdel-Halim know if you intend to appear so she can prepare the agenda for the July Personnel Board meeting.

CC: Krishna Kumar, Water Utility General Manager
Tom Rosemeyer, Water Utility General Supervisor
Dan Rodefeld – Water Utility Operations Manager
Tameaka Bryant, HR Analyst
Emaan Abdel-Halim, HR Services Manager