



## Legislation Details (With Text)

**File #:** 090457 **Version:** 1  
**Type:** Ordinance **Status:** Passed  
**File created:** 7/28/2009 **In control:** FINANCE & PERSONNEL COMMITTEE  
**On agenda:** **Final action:** 11/6/2009  
**Effective date:**

**Title:** A substitute ordinance to make uniform the rates of pay of offices and positions in the City service under the control of the Common Council of the City of Milwaukee.

**Sponsors:** THE CHAIR

**Indexes:** SALARY ORDINANCE

**Attachments:** 1. Letter from Dept of Employee Relations, 2. Fiscal note

Date	Ver.	Action By	Action	Result	Tally
7/28/2009	0	COMMON COUNCIL	ASSIGNED TO		
11/3/2009	1	CITY CLERK	DRAFT SUBMITTED		
11/4/2009	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
11/6/2009	1	COMMON COUNCIL	PASSED	Pass	15:0
11/18/2009	1	MAYOR	SIGNED		
11/24/2009	1	CITY CLERK	PUBLISHED		

090457  
SUBSTITUTE 1

### THE CHAIR

A substitute ordinance to make uniform the rates of pay of offices and positions in the City service under the control of the Common Council of the City of Milwaukee.

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. The uniform rates of pay of offices and positions in the City service under the control of the Common Council of the City of Milwaukee shall be as follows:

#### Section 1. Members of Boards and Commissions

Rates for Section 1 effective Pay Period 1, 2000 (December 26, 1999)  
except for Pay Ranges 047 and 050

#### Pay Range 036

Official Rate-Biweekly  
115.38

Commissioner of Election  
Member, Standards and Appeals  
Member, City Plan Commission  
Member, Employees Retirement System, Annuity and Pension Board

Pay Range 037

Official Rate-Biweekly  
161.54

City Service Commissioner  
Member, Board of Zoning Appeals

Pay Range 040

Official Rate-Biweekly  
244.23

Member, Board of Review

Pay Range 041

Official Rate-Biweekly  
253.85

Fire and Police Commissioner

Pay Range 047

Official Rate-Biweekly *(Rate effective PP 1, 2008)*  
\$1,986.39

Administrative Officer, Board of  
Zoning Appeals 1/

1/ To receive the same percentage increases as approved for management positions.

Pay Range 050

Official Rate-Biweekly *(No increase for PR 050)*  
575.37

Physician, Fire  
Physician, Police

Sec. 2. Management Employees.

*Rates for Section 2 (2008 rates in effect for salary grades 001-020)*

Note: In no case shall the salary of any City official exceed that of the Mayor.

Salary Grade 001

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,404.13	1,684.87	1,965.61

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Administrative Services Specialist 1/  
Executive Administrative Assistant I  
Office Supervisor I  
Pension Specialist

1/ For one position in the Sensitive Crimes Division of the Criminal Investigation Bureau of the Police Department, recruitment is authorized up to 6% above the minimum of the salary grade.

Salary Grade 002

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,496.24	1,795.34	2,094.43

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Administrative Specialist  
Auditor  
Building Maintenance Supervisor I  
Building Services Supervisor  
Claims Adjuster  
Disability Specialist  
Document Services Supervisor  
Emerging Business Analyst  
Executive Administrative Assistant II  
Legislative Assistant 1/  
Management Accountant  
Network Coordinator-Assistant  
Office Supervisor II  
Purchasing Agent  
Safety Specialist

1/ Appointment limited to the minimum of the salary grade except as provided for current City employees in Part II, Sections f (2) and g of the Salary Ordinance.

Salary Grade 003

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,594.52	1,913.36	2,232.19

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Budget and Management Analyst  
Diversity Specialist  
Fleet Repair Supervisor I

Housing Manager I  
Human Resources Analyst  
Human Resources Information Analyst  
Inventory Supervisor  
Labor Relations Analyst  
Management Services Specialist  
Occupational Health Nurse  
Pension Specialist-Senior  
Personnel Analyst  
Sewer Examiner Supervisor  
Trade Development Representative

Salary Grade 004

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,699.78	2,039.71	2,379.64

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Administrative Specialist-Senior  
Auditor-Senior  
Building Services Supervisor II  
Claims Adjuster-Senior  
Community Outreach Liaison  
Compliance Analyst  
Disability Specialist-Senior  
Emerging Business Analyst-Senior  
Employee Assistance Coordinator  
Employee Benefits Analyst  
Environmental Specialist Supervisor  
Equipment Operations Supervisor I 1/ 2/  
Fire Dispatch Supervisor 3/  
Fiscal Review Analyst Associate  
Health Project Coordinator (ACHP)  
Health Project Coordinator - Emergency Preparedness  
Health Project Coordinator - Immunizations  
Health Project Coordinator (MCHVP)  
Health Project Coordinator - Plain Talk  
Health Project Coordinator - Tobacco and Men's Health  
Housing Manager II  
Inventory Manager  
Legislative Fiscal Analyst-Associate  
License Coordinator  
Management Accountant-Senior  
Network Coordinator-Associate  
Parking Enforcement Supervisor  
Purchasing Agent-Senior  
Safety Specialist-Senior 1/  
Sanitation Supervisor 1/ 6/  
Secretary, Board of Zoning Appeals

Street Repair Supervisor 1/  
Systems Analyst-Assistant  
Technical Services Supervisor 1/  
Telecommunications Analyst-Assistant  
Tow Lot Supervisor  
Urban Forestry Supervisor 1/  
Vehicle Salvage Supervisor I  
Water Distribution Supervisor I 5/

1/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

2/ To be appointed at a rate equal to that received by newly appointed Sanitation Supervisors, Salary Grade 004.

3/ Appointments to be made at 24% above the minimum of the salary grade.

5/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which result in an excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.

6/ Sanitation Supervisors to be appointed at a rate in Salary Grade 004 that is equal to the maximum rate paid to the Operations Driver/Worker classification. This rate shall be calculated on the basis of an 8.8 hour work day for the Operations Driver/Worker. Once appointed, subsequent salary adjustments for Operations Driver/Worker shall not result in further adjustment to the rate paid to Sanitation Supervisors. This amount may, however, be modified as a result of future across-the-board adjustments granted to management.

#### Salary Grade 005

##### Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,811.90	2,174.35	2,536.80

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the program's guidelines as administered by the Department of Employee Relations.

Administrative Services Supervisor  
Bridge Operator Supervisor  
Budget and Management Analyst-Senior  
Building Maintenance Supervisor II  
Claims Adjuster Specialist  
Customer Services Specialist  
DPW Customer Service Supervisor  
DPW Inventory and Purchasing Coordinator  
Ecocultural Family Interview Program Coordinator  
Field Operations Inspection Specialist 1/  
Fleet Maintenance Supervisor  
Fleet Repair Supervisor II 1/  
Health Project Coordinator - Pandemic Flu Response  
Housing Manager III

Human Resources Analyst-Senior  
Injury and Violence Prevention Program Coordinator  
Labor Relations Analyst-Senior  
Lead Project Coordinator (CDBG)  
Lead Project Coordinator (LDG)  
Legislative Library Manager  
Management Accounting Specialist  
Management Services Adjuster  
Mechanical Maintenance Supervisor  
Medical Assistance Program Supervisor  
Meter Reader Supervisor  
Meter Repair Supervisor 2/  
Nutritionist Coordinator  
Parking Operations Supervisor  
Permits and Communications Specialist  
Personnel Analyst-Senior  
Printing, Stores, and Building Services Supervisor  
Procurement Specialist  
Public Information Coordinator  
Rental Rehabilitation Specialist  
Research and Policy Analyst  
Sewer Maintenance Program Manager  
Sewer Operations Supervisor  
Site Improvement Specialist  
Street Operations Supervisor 1/  
Telecommunications Specialist  
Tobacco Control Program Coordinator  
Vital Statistics Supervisor  
Water Claims Specialist  
Water Distribution Field Supervisor 2/  
Water Marketing Specialist

1/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

2/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers, which results in an excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.

Salary Grade 006

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,931.00	2,317.33	2,703.66

Accountant III  
Auditing Specialist  
Budget and Management Analyst-Lead  
Building Maintenance Assistant Manager  
Building Services Manager 1/  
City Channel Manager

Contract Compliance Officer  
Economic Development Specialist  
Environmental Health Supervisor  
Environmental Health Field Supervisor  
Environmental Policy Analyst  
Equipment Inventory Manager  
Equipment Operations and Training Manager 1/  
Financial Systems Analyst-Senior  
GIS Developer  
Grant Monitor  
Health and Safety Officer  
Internet Services Coordinator  
Inventory Services Manager  
Investments and Financial Services Specialist  
Community Lead Program Manager  
Labor Relations Specialist  
Lead Grant Monitor  
Legislative Fiscal Analyst-Senior  
MAIG Regional Coordinator  
Management Accounting Specialist-Senior  
Management and Accounting Officer  
Neighborhood Development Specialist  
Network Coordinator-Senior 2/  
Network Services Coordinator - Sr  
Nuisance Control Supervisor  
Parking Citation Review Manager  
Parking Enforcement Assistant Manager  
Pension Accounting Specialist  
Personnel Officer  
Police Payroll Supervisor  
Procurement Administrator  
Program Manager  
Public Relations Supervisor  
Real Estate Specialist  
Residential Rehabilitation Supervisor  
Revenue and Financial Services Assistant  
Safety Supervisor 1/  
Security Manager  
Staff Assistant  
Systems Analyst-Associate  
Telecommunications Analyst-Associate  
Telecommunications Supervisor  
Tow Lot Assistant Manager  
Utilities Services Liaison 3/  
Water Customer Service Supervisor  
Water Distribution Business Systems Supervisor  
Water Maintenance Manager  
Water Plant Maintenance Supervisor

1/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

2/ One position to be paid at rates within Salary Grade 008 while held by Kimberly Berry.

3/ One position to be paid at rates within Salary Grade 008 while held by William Van Clief.

Salary Grade 007

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,058.41	2,470.01	2,881.61

Accounting Supervisor  
Auditor-Lead  
Budget and Policy Specialist  
Building Codes Enforcement Supervisor  
Building Maintenance Manager  
Certification and Salary Systems Administrator  
City Payroll Specialist  
Communicable and Infectious Disease Program Supervisor  
Customer Services Manager  
Data Communications Specialist  
Document Services Manager  
Electronic Technician Supervisor 1/  
Environmental Code Enforcement Supervisor  
Fire and Police Commission Investigator/Auditor  
Fire Dispatch Manager  
Fire Equipment Repairs Supervisor  
Fire Personnel Officer  
Fire Public Relations Manager  
Fleet Repair Supervisor III 2/  
Functional Applications Analyst 3/  
General Accounting Manager  
Health Personnel Officer  
Healthcare Outreach Coordinator  
Health Center Operations Manager  
Housing Rehabilitation Manager  
Human Resources Representative  
Labor Relations Representative  
Lead Hazard Prevention Manager  
Legislative Fiscal Analyst-Lead  
Library Branch Manager  
Library Personnel Officer  
Manager of Nursing Practice  
Management Librarian  
Management Services Analyst  
MCHVP Program Manager  
Member Services Manager  
Plant and Equipment Repair Supervisor  
Plant Automation Specialist  
Principal Planner  
Property Management Program Coordinator  
Public Health Emergency Response Planning Coordinator



Public Health Nurse Supervisor  
Recycling Specialist 2/  
Revenue Collection Manager  
Sanitation District Manager 2/  
School Health Manager  
Shop and Maintenance Supervisor 2/  
Staff Assistant to the Council President  
Staff Assistant to the Mayor-Senior  
Systems Coordinator  
Trade Development Representative-Senior  
Urban Forestry Manager 2/  
Water Quality Operations Manager  
Water Information Systems Security Manager  
Water Security Manager 4/  
Well Women's Program Manager  
WIC Program Manager

1/ Recruitment may be up to 20% above the minimum of the salary grade.

2/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

3/ Recruitment is authorized up to 24% above the minimum of the salary grade.

4/ Recruitment may be at any rate in the salary grade.

Salary Grade 008

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,193.39	2,632.01	3,070.63

Accounting Manager-City Development  
Assistant Accounting Manager  
Assistant City Payroll Manager  
Assistant Grant Fiscal Manager  
Budget and Management Special Assistant  
Building Codes Court Administrator  
Business Operations Manager  
Business Systems Coordinator  
Community Information Services Coordinator  
DPW Inventory and Purchasing Manager  
Electrical Services Supervisor I  
Emerging Business Enterprise Manager  
Engineering Systems Analyst  
Equipment Acquisition and Disposal Coordinator 1/  
Fire Equipment Repairs Manager  
Fiscal Planning Specialist  
GIS Developer - Senior  
Greenhouse and Nursery Manager  
Health Communication Officer

Investments and Financial Services Coordinator  
Legislative Coordinator  
Legislative Research Supervisor  
Neighborhood Improvement Project Manager  
Network Administrator  
Pension Investment Analyst  
Port Facilities Supervisor  
Public Works Accounting Manager  
Quality Assurance Coordinator 1/  
Security Operations Manager  
Staff Assistant-Senior  
Systems Analyst-Senior  
Systems Security Administrator  
Telecommunications Analyst-Senior  
Water Distribution Scheduling Manager 3/  
Water Meter Services Manager  
Water Revenue Manager  
Youth Development Coordinator

1/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

2/ Recruitment is authorized up to 24% above the minimum of the salary grade.

3/ The incumbents of positions in this class, if certified by the Commissioner-Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

#### Salary Grade 009

##### Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,338.81	2,806.51	3,274.21

Building Construction Inspection Supervisor  
Business Finance Manager  
Business Operations Manager-Health  
Business Operations Manager - Neighborhood Services  
Commercial and Residential Rehabilitation Manager  
Community Relations Manager 5/  
Communication Systems Manager  
Consumer Environmental Health Manager  
Council Administration Manager  
Council Records Manager  
Crime & Intelligence Specialist  
Data Base Analyst  
Economic Development Marketing Manager  
Election Services Manager  
Electrical Inspection Supervisor  
Epidemiologist

Family and Community Health Operations Manager  
Functional Applications Analyst-Senior 1/  
Grant Compliance Manager  
Home Environmental Health Manager  
Human Resources Compliance Officer  
Information Systems Auditor-Senior  
Infrastructure Support Services Manager  
Labor Relations Officer  
Librarian V 2/  
Library Business Operations Manager  
License Division Assistant Manager  
Marketing and Public Relations Officer  
Mayor's Liaison Officer  
Operations and Dispatch Manager 3/  
Operations Manager-Development Center  
Parking Financial Manager  
Permits and Communications Manager  
Plumbing Inspection Supervisor  
Port Finance Officer  
Public Relations Manager  
Public Information Manager  
Research Services Specialist  
Sewer Services District Manager  
Special Assistant to the City Attorney  
Special Assistant to the City Treasurer  
Special Assistant to the Comptroller  
Staff Assistant-Manager  
Strategic Development Manager  
Street Repair District Manager  
Supervising Assessor Assistant  
Systems Analyst-Lead  
Tow Lot Manager  
Water Distribution Construction Manager 4/  
Water Plant Automation Manager  
Water Plant Operations Manager-North  
Water Plant Operations Manager-South

1/ Recruitment is authorized up to 24% above the minimum of the salary grade.

2/ One position of Librarian V which functions as Circulation Manager for the Milwaukee Public Library System and the Milwaukee County Federated Library System to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library System.

3/ The incumbents of positions in this classification, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary compensation for such overtime work.

4/ The incumbents of positions in this class, if certified by the Commissioner-Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

5/ One position filled by David Heard, to be paid rates consistent with Salary Grade 015.

## Salary Grade 010

## Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,492.49	2,991.02	3,489.54

Accounting Manager  
Alderman 1/  
Assistant Court Administrator  
Auditing Manager  
Building Codes Enforcement Manager  
Business Systems Supervisor  
Chief Compliance Officer  
Community Health Services Officer  
Data Services Manager  
Electrical Services Manager  
Electrical Services Supervisor II 2/  
Environmental Code Enforcement Manager  
Fire Technical Services Manager  
Fiscal Planning Specialist-Senior  
Grant-in-Aid Fiscal Coordinator  
Infectious Disease Epidemiologist  
Legislative Coordinator-Senior  
Long Range Planning Manager  
Network Manager  
Operations and Maintenance Manager  
Parking Enforcement Manager  
Police Buildings and Fleet Manager  
Research and Analysis Manager  
Special Assistant to the Mayor  
Telecommunications Engineer  
Water Accounting Manager  
Water Distribution Operations Manager 3/  
Violence Reduction & Prevention Initiative Manager

1/ At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary for members of the Common Council (Aldermen) will increase by 2.4% (\$2,816.24 biweekly; \$73,222.24 annually). Effective Pay Period 10, 2009, the salary for Aldermen will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for Aldermen will increase by 2.5% (\$2,958.82 biweekly; \$76,929.32 annually). Effective Pay Period 10, 2011, the salary for Aldermen will increase by 2.5% (\$3,032.79 biweekly; \$78,852.54 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary of the Common Council President will increase by 2.4% (\$3,182.66 biweekly; \$82,749.16 annually). Effective Pay Period 10, 2009, the salary for the Common Council President will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for the Common Council President will increase by 2.5% (\$3,343.79 biweekly; \$86,938.54 annually). Effective Pay Period 10, 2011, the salary for the Common Council President will increase by 2.5% (\$3,427.38 biweekly; \$89,111.88 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

2/ The employee in this title who is designated to hold the Type C Contractors Electrical license for the City in the

Buildings and Fleet Division shall receive an additional \$120.00 per pay period.

3/ The incumbents of positions in this class, if certified by the Commissioner-Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

Salary Grade 011

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,657.29	3,188.68	3,720.07

Administrative Services Manager  
Associate Director  
Bridge Maintenance Manager  
Budget and Management Reporting Manager  
Budget and Policy Manager  
Building Codes Enforcement Manager-Commercial  
City Economist  
City Payroll Manager  
Data Base Administrator  
Electrical Services Manager-Senior  
ERS Financial Officer  
Executive Director-Deferred Compensation Board  
Finance and Planning Manager  
FMIS Project Manager (Application Specialist)  
GIS Developer - Project Leader  
Information Systems Manager-MPD  
Information Technology Manager-MFD  
Legislative Fiscal Manager  
Legislative Reference Bureau Manager  
Library Public Services Area Manager  
License Division Manager  
Marketing Development Services Manager  
Police Budget and Administration Manager  
Police Department Personnel Administrator  
Police Finance and Planning Manager 2/  
Policy and Administration Manager  
Port Marketing Manager  
Safety Director  
Sanitation Area Manager  
Supervising Assessor  
Systems Analyst-Project Leader  
Telecommunications Analyst-Project Leader 1/  
Urban Forestry District Manager  
Water Business Manager  
Water Plant Manager-North  
Water Plant Manager-South

1/ Recruitment is authorized up to 28% above the minimum of the salary grade.

2/ Position to be studied when vacant.

Salary Grade 012

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,831.79	3,398.14	3,964.49

Applications Development Manager  
Architectural Project Manager  
Building Construction Inspection Division Manager  
Budget and Policy Manager-Senior  
Chief Microbiologist  
Chief Molecular Scientist  
City Planning Manager  
Election Commission-Executive Director  
Enterprise Information Manager  
Environmental Sustainability Director  
Family & Community Health Services Director  
Finance and Administration Manager  
Functional Applications Manager 1/  
Homeland Security Director  
Human Resources Manager  
Information Systems Manager-ERS 3/  
Inspector of Police 2/  
Investments and Financial Services Manager  
Legislative Fiscal Manager-Senior  
Library Technical Services Manager  
Management Civil Engineer-Senior  
Mechanical Engineer IV  
Neighborhoods Business Development Manager  
Network Planning Manager  
Permit and Development Center Manager  
Port Operations Supervisor  
Public Debt Specialist  
Public Works Personnel Administrator  
Revenue and Financial Services Specialist  
Sewer Services Manager  
Structural Design Manager  
Traffic Control Engineer IV  
Water Distribution Manager  
Worker's Compensation and Safety Manager

1/ Recruitment is authorized up to 28% above the minimum of the salary grade.

2/ Appointment of Edward Liebrecht authorized at 24% above the minimum of Salary Grade 012.

3/ Ability to recruit at any rate within the salary grade with the approval of Employee Relations and the Chair of Finance & Personnel.

Salary Grade 013

## Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,018.02	3,621.78	4,225.53

Chief of Staff -Police  
Civil Engineer V  
Disease Control & Environmental Health Services Director  
Deputy City Clerk  
Electrical Services Operations Manager  
Enterprise Systems Manager  
Fleet Operations Manager  
Forestry Services Manager  
Policy Planning Coordinator  
Sanitation Services Manager  
Special Deputy City Treasurer  
Street and Bridges Services Manager  
Traffic Control Engineer V  
Water Quality Manager

## Salary Grade 014

## Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,217.43	3,860.99	4,504.55

Accounts Director  
Administration and Projects Manager  
Chief Court Administrator  
Deputy Chief of Police  
Employee Benefits Director  
Employees' Retirement System-Deputy Director  
Engineer in Charge  
Facilities Manager  
Fire and Police Commission Executive Director 2/  
Financial Services Director  
Health Operations Administrator  
Labor Negotiator 1/  
Neighborhood Services Operations Manager  
Police Information Systems Director  
Public Works Coordination Manager  
Telecommunications Manager

1/ Recruitment may be at any rate in the salary grade, subject to approval by the Department of Relations and the Chair of the Committee on Finance and Personnel.

Employee

2/ While occupying this title, Michael G. Tobin, shall be paid at rates consistent with Pay Range 148.

## Salary Grade 015

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,429.28	4,115.08	4,800.87

Block Grant Director  
Chief Assessor 1/  
City Clerk 2/  
City Purchasing Director  
Deputy City Treasurer  
Deputy Comptroller  
Deputy Library Director-Public Services  
Information Systems Manager  
Public Health Laboratories Director

1/ In the event that a position of Deputy Commissioner of Assessments or an equivalent is created, the classification of Chief Assessor shall revert back to Salary Grade 012.

2/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 016  
Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,655.01	4,386.14	5,117.27

Administration and Transportation Design Manager  
Administrative Services Director  
Assistant Chief of Police  
Buildings and Fleet Superintendent  
Chief Investment Officer 1/2/  
Chief of Staff  
Employees' Retirement System-Executive Director 1/  
Environmental Manager  
Infrastructure Operations Manager  
Municipal Judge 3/4/  
Public Health Research & Policy Director  
Water Works Superintendent

1/ Recruitment may be at any rate in the Salary Grade.

2/ Compensation may be at any rate in the Salary Grade upon approval of the Employees' Retirement System-Executive Director and the Annuity and Pension Board.

3/ For reserve and substitute Municipal Judges effective January 1, 1996, the compensation rates shall be as follows: \$40 per hour and \$20 per half hour or a minimum of \$110 per half day and \$220 per full day of courtroom session, as established by Resolution #951153.

4/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 017  
Official Rate-Biweekly



<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,895.91	4,675.17	5,454.42

Budget and Management Director  
Chief Information Officer  
City Treasurer 1/  
Comptroller 1/  
Deputy Commissioner-City Development  
Legislative Liaison Director  
Milwaukee Public Library Director  
Municipal Port Director

1/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 018  
Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
4,152.82	4,983.32	5,813.81

Administration Director  
Chief of Police 2/  
City Engineer  
Commissioner-City Development  
Commissioner-Building Inspection  
Commissioner of Assessments  
Deputy City Attorney 1/  
Employee Relations Director  
Fire Chief  
Operations Division Director

1/ One position of Assistant City Attorney is to be vacant for each position of Deputy City Attorney that is filled.

2/ Recruitment may be at any step in the Salary Grade.

Salary Grade 019  
Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
4,426.35	5,311.51	6,196.67

City Attorney 1/  
Commissioner-Health  
Commissioner-Public Works

1/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 020  
Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
4,717.81	5,661.50	6,605.19

Mayor 1/

1/ At the commencement of the 2008 term of office, Pay Period 10, 2008, the Mayor's salary will increase by 2.4% (\$5,666.76 biweekly; \$147,335.76 annually). Effective pay period 10, 2009, the Mayor's salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2010, the Mayor's salary will increase by 2.5% (\$5,953.64 biweekly; \$154,794.64 annually). Effective Pay Period 10, 2011, the Mayor's salary will increase by 2.5% (\$6,102.48 biweekly; \$158,664.48 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

Sec. 2a. Association of Municipal Attorneys.

Rates for Sec. 2a. effective Pay Period 1, 2006 (January 1, 2006)

(See Part II. Sec 14. for explanation of the pay plan for Assistant City Attorney)

Pay Range 148

Official Rate-Biweekly

<u>Minimum</u>	<u>Maximum</u>
1,956.60	4,631.32

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate based upon the Program's guidelines as administered by the Department of Employee Relations.

Assistant City Attorney 1/ 2/

1/ One vacant position of Assistant City Attorney to be included at the maximum rate of Pay Range 148 for Vincent D. Moschella, presently filling a position of Deputy City Attorney and one vacant position of Assistant City Attorney to be included at the maximum rate of Pay Range 148 for Linda Burke, presently filling a position of Deputy City Attorney.

2/ The City Attorney has sole discretion to hire an Assistant City Attorney at any point in the established pay range.

Sec. 3. Operations, Maintenance, Laboring, and related classes (District Council 48, AFSCME).

Rates for Sec. 3. effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay Range 200

Official Rate-Biweekly

1,029.13	1,102.22	1,146.91	1,167.83	1,190.31
1,212.86	1,235.36	1,274.45		

Custodial Worker I 1/

1/ Effective August 7, 1988, the Custodial Worker I assigned on a regular basis at the Fire Department shall be paid an \$8 per pay period premium contingent upon doing scrubbing and waxing.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,092.34, \$1,169.91, \$1,217.35, \$1,239.55, \$1,263.42, \$1,287.35, \$1,311.23, \$1,352.72.

Pay Range 205

Official Rate-Biweekly

1,110.20	1,186.41	1,235.36	1,261.10	1,286.85
1,312.52	1,355.13			

City Laborer (Seasonal) 1/

Temporary Election Laborer 2/

1/ Employees represented by Local 61, LIUNA, in the Department of Public Works, Sanitation Division to be paid at the following biweekly rates while working in the Department of Public Works-Sanitation Division effective Pay Period 1, 2006: \$1,097.57, 1,184.92, 1,237.34, 1,264.97, 1,292.47, 1,319.99 and 1,351.33.

2/ Incumbents are limited to the first step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,178.38, \$1,259.27, \$1,311.23, \$1,338.54, \$1,365.89, \$1,939.13, \$1,438.35.

Pay Range 210

Official Rate-Biweekly

1,180.65	1,261.10	1,286.85	1,312.52	1,341.78	1,381.61
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Urban Forestry Specialist Trainee 1/

1/ Recruitment is authorized up to the third step of the range.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,253.15, \$1,338.54, \$1,365.89, \$1,393.13, \$1,424.19, \$1,466.46.

Pay Range 215

Official Rate-Biweekly

1,289.45	1,315.13	1,344.38	1,370.87	1,414.07
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Custodial Worker II-City Laborer 1/ 2/ 3/ 4/ 5/ 6/ 7/

1/ The incumbent of one position of Custodial Worker II-City Laborer in the Buildings and Grounds Division of the Police Department shall receive \$5.00 biweekly additional, while assigned to the operation of the floor scrubbing machine.

2/ Effective August 7, 1988, incumbents shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.

- 3/ Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth step of \$1,528.98 (PP14, 2009).
- 4/ Effective Pay Period 3, 1998, positions in the Police Department will receive an additional one dollar (\$1.00) per hour for each hour an employee works overtime plowing snow or salting.
- 5/ Effective March 31, 1997, Milwaukee Public Library Custodial Workers who are regularly assigned to the Central Library shall receive an additional twenty-nine cents (\$0.29) per hour while assigned to the Automotive Services Unit as a back-up delivery driver to operate the delivery truck. Effective Pay Period 22, 2000, the additional twenty-nine cents (\$0.29) per hour shall be increased to fifty cents (\$0.50) per hour.
- 6/ Effective Pay Period 22, 2000, employees in this classification in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.
- 7/ Effective Pay Period 17, 2001, one position employed in the Milwaukee Public Library and permanently assigned to the dock shall be eligible for an additional sixth step of \$1,528.98 (PP14, 2009).

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,368.64, \$1,395.89, \$1,426.95, \$1,455.06, \$1,500.91.

#### Pay Range 220

Official Rate-Biweekly				
	1,302.27	1,329.76	1,357.62	1,385.801,429.79

City Laborer (Regular) 1/  
 Garage Attendant 2/ 3/ 4/ 5/  
 Tow Lot Attendant

- 1/ Employees operating air hammers for eight or more consecutive hours will be paid the same step in the Special Street Repair Laborer pay range.
- 2/ Garage Attendants in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.
- 3/ Effective Pay Period 3, 1998, positions in the Police Department will receive an additional one dollar (\$1.00) per hour for each hour an employee works overtime plowing snow or salting.
- 4/ One position of Garage Attendant filled by Thomas Bigelow to be paid at rates consistent with Pay Range 230, so long as he occupies this title.
- 5/ Effective Pay Period 24, 2004, Garage Attendants employed in the Department of Public Works, Operations Division, when performing service calls and towing shall be paid at the pay rate of Pay Range 238, in lieu of being rolled up to the Truck Driver classification.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,382.26, \$1,411.43, \$1,441.43, \$1,470.92, \$1,517.61.

#### Pay Range 225

Official Rate-Biweekly

1,315.13	1,344.38	1,370.87	1,400.741,445.55
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Boiler-Custodial Worker

Pay Range 230

Official Rate-Biweekly

1,325.60	1,352.08	1,381.90	1,413.361,459.83
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Custodial Worker III

Hydrant Service Worker

Laborer (Electrical Services) 1/ 2/

Meter Shop Laborer

Sewer Laborer I

Special Service Laborer

Urban Forestry Laborer 3/

Water Distribution Laborer 4/

1/ An employee in the Recreational Facilities Division assigned to operate the small tractor loader/auger, will be paid at rates consistent with Pay Range 245 while actually operating this equipment.

2/ Effective Pay Period 26, 2003, when assigned to work on the pole rig crew, an employee in the Laborer (Electrical Services) classification shall be paid at the Special Laborer (Electrical Services) pay rate (Pay Range 245).

3/ An employee in this classification who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will advance one step to: \$1,578.47 (PP 14, 2009).

4/ Auxiliary positions shall function as field investigator helpers on a year round basis on the second and third shift.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,407.01, \$1,435.12, \$1,466.78, \$1,500.17, \$1,549.49.

Pay Range 235

Official Rate-Biweekly

1,355.56	1,384.18	1,415.64	1,448.801,496.95
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Automotive Mechanic Helper

Boiler Operator

Bridge Laborer I

Building Maintenance Mechanic I 2/ 3/ 4/

Electronic Technician Assistant

Equipment Mechanic I 5/

Infrastructure Repair Worker 1/

Maintenance Worker

Pipe Layer  
Tire Repair Worker I  
Tow Lot Crew Leader  
Traffic Sign Worker I  
Vehicle Services Assistant 7/  
Water Distribution Repair Worker I 8/  
Water Maintenance Worker 6/  
Water Plant Laborer 6/  
Water Plant Operator I

1/ Effective Pay Period 9, 1993, employees in this classification shall not advance beyond step three without a Commercial Drivers License. The following employees to be paid at the biweekly rate of \$1,520.13, effective PP 14, 2009: Mark Smith and Samuel Watkins. These employees will continue to receive general increases.

2/ Employees in the Maintenance Operations and Training Section of the Housing Management Division of the Department of City Development who are assigned to the second or third shift shall receive an additional \$12.00 per pay period while assigned to nighttime troubleshooting responsibilities in public housing projects City-wide.

3/ Positions in the Police Department receive an additional \$6.90 biweekly plus, effective Pay Period 22, 2000, the additional seventy-six cents (\$0.76) per hour premium received by these employees when assigned to supervisory duties for a full shift shall be increased to one dollar (\$1.00) per hour.

4/ Effective Pay Period 3, 1998, positions in the Police Department will receive an additional one dollar (\$1.00) per hour for each hour an employee works overtime plowing snow or salting.

5/ One Equipment Mechanic I position in the Forestry Division who attains and maintains a certification from the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will advance one step to: \$1,618.70 (PP 14, 2009).

6/ When an employee in this classification is assigned lead worker duties for a full shift, he or she shall receive an additional sixty-eight cents (\$0.68) per hour.

7/ Effective Pay Period 24, 1995, the premium rate received by employees in this classification when assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents (\$.50) per hour.

8/ Receives an additional \$.25 per hour when assigned to the operation of the backhoe-endloader in the yard.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,438.82, \$1,469.19, \$1,502.58, \$1,537.79, \$1,588.89.

Pay Range 238

Official Rate-Biweekly				
	1,370.94	1,400.15	1,431.64	1,465.011,514.35

Asphalt Plant Operator  
Bridge Laborer II  
Cement Finisher Helper  
Heavy Equipment Lubricator  
Mason Helper  
Nursery Laborer 1/  
Sewer Laborer II

**Special Fleet Services Laborer 2/**

- 1/ An employee in this classification who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will be advanced one step to \$1,637.53 (PP14, 2009).
- 2/ This pay rate is in lieu of being rolled up to the Truck Driver classification and takes into account that 40 to 50% of time involves Tow Truck duties.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,455.13, \$1,486.13, \$1,519.57, \$1,554.98, \$1,607.36.

**Pay Range 240****Official Rate-Biweekly**

1,386.32	1,416.16	1,447.65	1,481.221,531.77
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

**Garage Custodian****Labor Crew Leader II 1/****Water Meter Technician I**

- 1/ An employee in this classification who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will be advanced one step to \$1,656.40 (PP 14, 2009).

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,471.46, \$1,503.13, \$1,536.55, \$1,572.19, \$1,625.85.

**Pay Range 245****Official Rate-Biweekly**

1,419.54	1,450.95	1,484.10	1,518.911,569.37
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

**Equipment Mechanic II****Meter Shop Utility Worker****Parking Meter Technician****Pipe Yard Crew Leader****Sewer Crew Leader I 1/****Special Laborer (Electrical Services)****Tire Repair Worker II****Traffic Sign Worker II****Utility Worker (Electrical Services)**

- 1/ Effective Pay Period 14, 2006 (July 2, 2006), an employee assigned to operate the mini-excavator, will be paid at rates consistent with Pay Range 956, while operating such equipment.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective

Pay Period 14, 2009: \$1,506.72, \$1,540.07, \$1,575.25, \$1,612.19, \$1,665.76.

Pay Range 247

Official Rate-Biweekly				
	1,483.59	1,516.77	1,551.88	1,590.401,644.98

Library Driver

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,574.70, \$1,609.93, \$1,647.20, \$1,688.07, \$1,746.02.

Pay Range 248

Official Rate-Biweekly				
	1,436.46	1,469.60	1,504.74	1,543.281,597.81

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Building Maintenance Mechanic II 1/ 2/ 3/  
Equipment Mechanic III 4/  
Heating and Ventilating Mechanic I 3/  
Sewer Crew Leader II  
Sewer Examiner I  
Truck Driver (Over 3.5 Tons)

- 1/ Employees in the Maintenance Operations and Training Section of the Housing Management Division of the Department of City Development who are assigned to the second or third shift shall receive an additional \$12.00 per pay period while assigned to nighttime troubleshooting responsibilities in public housing projects City-wide.
- 2/ Positions in the Police Department receive an additional \$6.90 biweekly plus, effective Pay Period 22, 2000, the additional seventy-six cents (\$0.76) per hour premium received by these employees when assigned to supervisory duties for a full shift, shall be increased to one dollar (\$1.00) per hour.
- 3/ Effective Pay Period 3, 1998, positions in the Police Department will receive an additional one dollar (\$1.00) per hour for each hour an employee works overtime plowing snow or salting.
- 4/ Effective Pay Period 9, 1993, an employee in this classification in the Forestry Division who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will advance one step to \$1,727.88 (PP 14, 2009) biweekly.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,524.69, \$1,559.85, \$1,597.15, \$1,638.07, \$1,695.95.

Pay Range 249

Official Rate-Biweekly				
	1,439.43	1,473.74	1,510.30	1,551.281,609.14



Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Facility Mechanic 1/ 2/  
Water Meter Technician II

1/ Effective Pay Period 4, 2002, employees in the Plant Mechanic II or Facility Mechanic classification who are assigned to fill in as a Water Treatment Plant Operator but who have not successfully completed the chemistry lab training, shall be rolled up to the Water Treatment Plant Operator classification during the time period they are working as a Water Treatment Plant Operator.

2/ Effective Pay Period 4, 2002, a Plant Mechanic II or Facility Mechanic who may be assigned to fill in and perform the duties of a Water Treatment Plant Operator and who has successfully completed the chemistry lab training shall advance one step or if at the fifth step shall advance to \$1,756.67 (PP 14, 2009) biweekly. The pay rates in this paragraph are in lieu of receiving additional compensation or roll up pay for the time period when a Plant Mechanic II or Facility Mechanic is assigned to fill in as a Water Treatment Plant Operator. In order to retain the special biweekly rate noted in this paragraph, an employee must maintain his or her proficiency (by demonstration) in lab work.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,527.69, \$1,564.24, \$1,603.06, \$1,646.55, \$1,707.96.

Pay Range 250

Official Rate-Biweekly				
	1,453.44	1,488.25	1,525.43	1,567.671,626.26

Sewer Field Investigator

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,542.70, \$1,579.66, \$1,619.12, \$1,663.94, \$1,726.14.

Pay Range 252

Official Rate-Biweekly				
	1,473.96	1,508.05	1,545.19	1,587.481,646.00

Heating and Ventilating Mechanic II 1/ 2/ 3/ 4/  
Infrastructure Repair Crew Leader  
Maintenance Technician I  
Sewer Crew Leader III  
Water Distribution Repair Worker II 5/  
Water Distribution Tapping Specialist  
Water Treatment Plant Operator 6/ 7/ 8/

1/ The premium rate received by employees in this classification when assigned to supervisory duties for a full shift in the Police Department shall be seventy-six cents (\$0.76) per hour. Effective Pay Period 22, 2000, the premium rate received by employees in this classification when assigned to supervisory duties for a full shift in the Police Department shall be one dollar (\$1.00) per hour.

2/ Police Department employees working in the design and installation of air handling systems will receive an additional sixth step of \$1,793.22 (PP14, 2009).

- 3/ Effective Pay Period 24, 1995, positions in the Police Department will receive an additional fifty cents (\$.50) per hour for each hour an employee works overtime plowing snow or salting.
- 4/ Effective Pay Period 3, 1998, an employee appointed to this classification shall be recruited at the third pay step of the pay range provided the individual has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance. Any current Heating and Ventilating Mechanics II who are at the first or second step of the pay range and who have one of the above listed Associate degrees shall advance to the third pay step of the pay range.
- 5/ Effective March 9, 1982, Water Distribution Repair Workers II shall receive a task rate equal to the difference in the hourly maximum salaries of the Water Distribution Repair Worker II and Water Distribution Chief Repair Worker when acting as Water Distribution Chief Repair Worker according to the guidelines outlined in the Milwaukee Water Works "Guidelines for Payment of Task Rate to (Water) Distribution Repair Worker II" dated November 19, 1981. Effective Pay Period 1, 2009 this differential is \$4.14 per hour (\$331.20 biweekly). Effective Pay Period 14, 2009 this differential is \$4.18 per hour (334.40 biweekly).
- 6/ Effective Pay Period 4, 2002, employees in this classification who have completed one year at the fifth step are eligible for a sixth step of \$1,809.96 (PP14, 2009) biweekly.
- 7/ Employees who were appointed to the Water Plant Operator I and Water Plant Operator II classification prior to January 22, 2002 and who are promoted to the Water Treatment Plant Operator classification, but do not meet all the qualifications of the Water Treatment Plant Operator classification shall be frozen at their biweekly rate in effect at the time of their promotion. Effective the next pay period following their attainment of all the qualifications, such employees shall advance to the next higher pay step at least \$10 biweekly higher than their current pay rate.
- 8/ An employee whose promotion to this classification was effective prior to Pay Period 4, 2002 and who was at the sixth step of Water Plant Operator II prior to their promotion, shall continue to be paid at the sixth step of Pay Range 249, until such date on or after Pay Period 4, 2002 that they are eligible for advancement to the sixth step of Pay Range 252.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,564.48, \$1,600.67, \$1,640.09, \$1,684.97, \$1,747.10.

#### Pay Range 254

##### Official Rate-Biweekly

1,436.50	1,526.09	1,563.16	1,605.44	1,664.04
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

##### Equipment Mechanic IV

##### Fleet Equipment Service Writer

##### Vehicle Services Technician 1/ 2/ 3/ 4/

##### Water Distribution Utility Investigator

- 1/ Employees appointed prior to June 1, 1989, with one year of service at the fifth step and employees appointed on or after June 1, 1989, who complete one year of service at the fifth step and have eight (8) current ASE Automotive Certifications shall be paid \$1,799.60 (PP 14, 2009).
- 2/ Recruitment to be at the third step for personnel having completed the Automotive Mechanic apprenticeship training

program.

- 3/ Effective Pay Period 24, 2004, Employees in the Department of Public Works, Operations Division, who have completed one year of service at the special 6th step and who obtain and maintain at all times the Automotive Service Excellence (ASE) Master Automobile Certification, shall be paid a biweekly rate of \$1,862.59 (PP14, 2009). This certification consists of a series of tests given by the National Institute for Automotive Service Excellence (ASE). The Master Automobile Certification test currently consists of eight (8) certifications A1 through A8. If there are changes in the ASE program requiring additional certifications to maintain the ASE Master Automobile certification status, the employee must obtain and maintain those certifications to retain this pay rate.
- 4/ Effective Pay Period 24, 2004, individuals who have a current Automotive Service Excellence (ASE) Master Automobile certification at time of their regular appointment to the Vehicle Services Technician classification in the Department of Public Works, Operations Division, may be paid at the second step of the pay range. Effective Pay Period 24, 2004, employees in the classification of Vehicle Services Technician employed in the Department of Public Works, Operations Division, who obtain an ASE Master Automobile certification after their regular appointment to that classification and before they reach the 5th step of their pay range, shall advance to the next higher step of their pay range effective the next pay period following their submission of their ASE Master Automobile certification to the Department.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,524.73, \$1,619.82, \$1,659.15, \$1,704.04, \$1,766.23.

#### Pay Range 255

Official Rate-Biweekly

1,491.22	1,526.09	1,563.16	1,605.44	1,664.04
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Lead Housing Maintenance Mechanic

Nursery Crew Leader

Urban Forestry Specialist 1/

Water Meter Specialist

1/ Effective Pay Period 24, 1995, incumbents in this classification who attain and maintain a certification by the International Society of Arboriculture as a Certified Arborist and/or a certification in Professional Grounds Management and/or certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, the employee will advance one step to \$1,799.47 (PP 14, 2009).

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,582.80, \$1,619.82, \$1,659.15, \$1,704.04, \$1,766.23.

#### Pay Range 258

Official Rate-Biweekly

1,503.48	1,539.48	1,579.08	1,623.23	1,704.81
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Maintenance Technician II 1/

1/ An employee appointed to this classification shall be recruited at the third pay step of the pay range provided the individual has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,595.82, \$1,634.03, \$1,676.06, \$1,722.92, \$1,809.52.

Pay Range 260

Official Rate-Biweekly

1,515.69	1,552.83	1,595.07	1,641.131,705.24
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Automotive Electrician 1/ 2/

Automotive Maintenance Mechanic 1/ 3/

Fleet Equipment Inspector

Fuel Systems Technician 1/

Lead Bookbinder

Lead Equipment Mechanic 4/

Parking Meter Technician - Lead

Printer

Sewer Examiner II

Vehicle Services Technician-Heavy 5/ 6/ 7/ 8/

Water Plant Operator III

- 1/ An employee who completes one year of service at the fifth step and has met certain criteria established by the Department such as ASE subtests, MATC courses, and welder's certification, shall be paid an additional step of \$1,844.13 (PP 14, 2009) biweekly.
- 2/ Effective Pay Period 24, 2004, employees employed in the Department of Public Works, Operation Division, shall be paid a biweekly rate of \$1,908.67 (PP 14, 2009) provided they have completed one year of service at the special 6th step and meet the following criteria:
- (1) Obtain and maintain at all times two Automotive Service Excellence (ASE) certifications of T-6 and A-6 (The National Institute for Automotive Service Excellence (ASE) gives the two ASE certifications); and
  - (2) Obtain and maintain at all times an Electronic Technology certificate in Basic Electronics from MATC or from another accredited school approved by the City or obtain and maintain at all times a related certificate as determined by the City from an accredited school approved by the City.
- 3/ Effective Pay Period 24, 2004, employees employed in the Department of Public Works, Operations Division, who have completed one year of service at the special 6th step and who complete and maintain at all times the State of Wisconsin Structural Welding certificate, including any renewals if required, shall be paid a biweekly rate of \$1,908.67 (PP 14, 2009).
- 4/ Effective Pay Period 9, 1993, an employee in this classification in the Forestry Division who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will advance one step to \$1,844.18 (PP 14, 2009). biweekly.
- 5/ Employees appointed prior to June 1, 1989, with one year of service at the fifth step and employees appointed on or after June 1, 1989, who complete one year of service at the fifth step and have five (5) current ASE Truck Certifications shall be paid \$1,844.13 (PP 14, 2009) biweekly.
- 6/ Receives an additional \$8.00 biweekly when working on automatic transmissions.

- 7/ Effective Pay Period 24, 2004, employees employed in the Department of Public Works, Operations Division, who have completed one year of service at the special 6th step and who obtain and maintain at all times the Automotive Service Excellence (ASE) Master Medium/Heavy Certification, shall be paid a biweekly rate of \$1,908.67 (PP 14, 2009 rate). This certification consists of a series of tests given by the National Institute for Automotive Service Excellence (ASE). The Master Medium/Heavy Certification test currently consists of seven (7) certifications T2 through T8. If there are changes in the ASE program requiring additional certifications to maintain the ASE Master Medium/Heavy certification status, the employee must obtain and maintain those certifications to retain this pay rate.
- 8/ Effective Pay Period 24, 2004, individuals who have a current ASE Master Medium/Heavy certification at the time of their regular appointment to the Vehicles Services Technician-Heavy classification in the Department of Public Works, Operations Division may be paid at the second step of the pay range. Effective Pay Period 24, 2004, employees in the classification of Vehicle Services Technician-Heavy who obtain an ASE Master Medium/ Heavy certification after their regular appointment to that classification and before they reach the 5th step of their pay range, shall advance to the next higher step of their pay range effective the next pay period following their submission of their ASE Master Medium/Heavy certification to Department.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,515.69, \$1,552.83, \$1,595.07, \$1,641.13, \$1,705.24.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,608.77, \$1,648.21, \$1,693.03, \$1,741.93, \$1,809.96.

Pay Range 262

Official Rate-Biweekly

1,534.09	1,571.06	1,618.22	1,666.651,727.12
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Fluid Power Systems Technician 1/ 2/  
Heating and Ventilating Mechanic III

- 1/ An employee who completes one year of service at the fifth step and has met certain criteria established by the Department such as ASE subtests, MATC courses and welder's certifications, shall be paid an additional step of \$1,831.06 (PP14, 2009) biweekly.
- 2/ Effective Pay Period 24, 2004, employees employed in the Department of Public Works, Operations Division, shall be paid a biweekly rate of \$1,894.89 (PP14, 2009) provided they have completed one year of service at the special 6th step and they meet one of the following criteria:
- (1) Obtain and maintain at all times a certificate in Fluid Power Maintenance from MATC or another accredited school approved by the City or obtain and maintain at all times a related certificate as determined by the City from an accredited school approved by the City; or
  - (2) Have an Associates Degree in Fluid Power Technology, or related field as determined by the department, from an accredited school approved by the City.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,628.30, \$1,667.55, \$1,717.61, \$1,769.00, \$1,833.19.

Pay Range 265

Official Rate-Biweekly				
1,561.95	1,604.18	1,649.40	1,696.56	1,760.66

Automotive Mechanic, Lead Worker  
Sewer Maintenance Scheduler  
Sewer Repair Crew Leader

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,657.87, \$1,702.70, \$1,750.69, \$1,800.75, \$1,868.79.

Pay Range 268

Official Rate-Biweekly				
1,571.49	1,617.59	1,666.43	1,719.44	1,790.29

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Automotive Body Repair/Painting Technician 1/  
Machinery Technician  
Maintenance Technician III

1/ An employee in this classification who completes one year of service at the fifth step and has two (2) current ASE Body Repair and Painting Certifications shall be paid an additional step of \$1,936.26 (PP 14, 2009).

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,668.00, \$1,716.93, \$1,768.78, \$1,825.04, \$1,900.24.

Pay Range 270

Official Rate-Biweekly				
1,602.18	1,648.33	1,697.11	1,750.13	1,820.99

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Field Service Mechanic 1/  
Metal Fabricator  
Tire Repair Worker III  
Water Department Blacksmith

- 1/ Effective Pay Period 17, 2001, employees shall be eligible for a special sixth step of \$1,971.51 (PP14, 2009) biweekly if one of the following criteria is met:
- Employees who were appointed to the Field Service Mechanic classification prior to June 1, 1989; or
  - Employees who obtain and maintain at all times Master Automobile Technician ASE certification and have completed one year of service at the fifth step; or
  - Employees who obtain and maintain at all times Master Medium/Heavy Truck Technician ASE certification and have completed one year of service at the fifth step; or
  - Employees who obtain and maintain at all times ASE certification in four (4) Medium/Heavy Truck areas including Diesel Engines and Brakes and four automobile areas, including Engine Performance and Brakes and who have completed one year of service at the fifth step.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates

effective Pay Period 14, 2009: \$1,700.58, \$1,749.56, \$1,801.34, \$1,857.61, \$1,932.83.

Pay Range 272

Official Rate Biweekly:  
1,117.201,143.42

Port Maintenance Trainee 1/ 2/

1/ Employees will advance to the next step in the pay range upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee's "Maintenance Training Requirements" of February 15, 1991 and as amended in Appendix D of the 2003 City/AFSCME labor agreement.

2/ To receive a premium rate of \$23.39 per hour while operating the milling machine or lathe.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,185.81, \$1,213.65.

Pay Range 274

Official Rate -Biweekly  
1,196.76 1,293.791,398.69

Port Maintenance Associate 1/ 2/ 3/

1/ Employees will advance to the next step in the pay range upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee's "Maintenance Training Requirements" of February 15, 1991 and as amended in Appendix D of the 2003 City/AFSCME labor agreement.

2/ To receive a premium rate of \$23.39 per hour while operating the milling machine or lathe.

3/ In instances where an employee achieves a new skill in the career ladder between the skills 27 and 32 and such achievement does not advance the employee to a new pay rate, the employee will be paid an additional premium of \$0.50 per hour when he or she is required to perform these skills.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,270.27, \$1,373.26, \$1,484.59.

Pay Range 275

Official Rate-Biweekly  
1,602.18 1,648.33 1,697.11 1,750.131,855.56

Library Delivery Services Specialist

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,700.58, \$1,749.56, \$1,801.34, \$1,857.61, \$1,969.53.

Pay Range 276

Official Rate-Biweekly  
1,528.95 1,625.981,685.42

Port Maintenance Technician 1/ 2/ 3/

- 1/ Employees will advance to the next step in the pay range upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee's "Maintenance Training Requirements" of February 15, 1991 and as amended in Appendix D of the 2003 City/AFSCME labor agreement.
- 2/ To receive a premium rate of \$23.39 per hour while operating the milling machine or lathe.
- 3/ In instances where an employee achieves a new skill in the career ladder between the skills 27 and 32 and such achievement does not advance the employee to a new pay rate, the employee will be paid an additional \$0.50 per hour when required to perform these skills.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 1, 2009: \$1,622.86, \$1,725.85, \$1,788.93.

Pay Range 280

Official Rate-Biweekly  
1,786.83

Port Mechanic 1/ 2/

- 1/ To receive a premium rate of \$23.39 per hour while operating the milling machine or lathe.
- 2/ Dale Johnson shall be paid at rates consistent with Pay Range 270 after obtaining a welder's certification and U.S. Coast Guard's Mates license.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,896.58.

Pay Range 281

Official Rate-Biweekly  
1,688.86      1,744.15      1,803.77      1,864.541,932.39

Water Plant Instrumentation Specialist

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,792.59, \$1,851.27, \$1,914.56, \$1,979.05, \$2,051.08.

Pay Range 282

Official Rate-Biweekly  
1,709.31      1,764.55      1,824.16      1,884.921,960.98

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Machinist I



**Urban Forestry Crew Leader 1/  
Water Distribution Chief Repair Worker**

- 1/ An employee in this classification who attains and maintains a certification by the International Society of Arboriculture as a Certified Arborist will advance one step in the pay range. If at the maximum step, the employee will advance one step to \$2,120.77 (PP 14, 2009) biweekly.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,814.30, \$1,872.92, \$1,936.19, \$2,000.69, \$2,081.41.

**Pay Range 285**

Official Rate-Biweekly  
1,718.54            1,774.61            1,835.37            1,897.21 1,974.20

**Automotive Machinist 1/**

- 1/ Effective Pay Period 12, 2004 (May 23, 2004), one position held by James Fields, in the Operations Division of the Department of Public Works, to be paid at rates consistent with Pay Range 934 while performing contract administrator duties.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,824.08, \$1,883.59, \$1,948.10, \$2,013.73, \$2,165.06.

**Pay Range 287**

Official Rate-Biweekly  
1,682.11            1,743.47            1,809.59            1,879.13            1,942.042,039.78

**Machine Repairperson  
Water Plant Steamfitter/HVAC Specialist 1/**

- 1/ Recruitment may be authorized up to the fourth step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,785.42, \$1,850.54, \$1,920.73, \$1,994.54, \$2,061.32, \$2,165.06.

**Pay Range 288**

Official Rate-Biweekly  
1,764.55            1,824.16            1,884.92 1,960.98 2,031.54 2,144.27

**Water System Operator 1/**

- 1/ Jerome Burr shall be frozen at the biweekly pay rate of \$2,156.31 except for across-the-board pay increases that may be negotiated in collective negotiations, until such time he obtains the DNR Distribution Operator certification. Such employees shall advance to the next higher pay step in Pay Range 288 at least \$10.00 higher than their current rate, the next pay period following their attainment of their DNR Distribution Operator License.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,872.92, \$1,936.19, \$2,000.69, \$2,081.41, \$2,156.31, \$2,275.96.

**Pay Range 290 (ALEASP)**

Official Rate-Biweekly  
1,781.72            1,867.98            1,958.46            2,053.32            2,152.762,257.00

**Electronic Technician 1/  
Video Electronic Technician**

- 1/ Employees with a minimum of three years of relevant job experience as an electronic technician may be appointed at the second step of the pay range. Employees with a minimum of four years of relevant job experience as an electronic technician may be appointed at the third step of the pay range.

**Pay Range 291****Official Rate-Biweekly**

1,725.65	1,809.18	1,896.84	1,988.69	2,085.01	2,185.952,257.00
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**Senior Water Treatment Plant Operator 1/**

- 1/ Employees who were appointed to the Water Plant Operator III and Water Plant Operator in Charge classification prior to January 22, 2002, and who are promoted to the Senior Water Treatment Plant Operator classification, but do not meet all the qualifications of the Senior Water Treatment Plant Operator classification, shall be frozen at their biweekly rate in effect at the time of their promotion. Effective the next pay period following their attainment of all the qualifications, such employees shall advance to the next higher pay step at least \$10 biweekly higher than their current pay rate.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,831.64, \$1,920.28, \$2,013.34, \$2,110.82, \$2,213.06, \$2,320.20, \$2,395.61.

**Sec. 4. Services and Related Classes (District Council 48, AFSCME; Nonrepresented; ALEASP).**

Rates for Sec 4 effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

**Pay Range 300****Official Rate-Biweekly**

1,052.73	1,071.11	1,115.77	1,136.72	1,159.23
1,181.79	1,204.19	1,243.35		

**Health Interpreter Aide**

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,117.38, \$1,136.89, \$1,184.30, \$1,206.53, \$1,230.41, \$1,254.37, \$1,278.14, \$1,319.72.

**Pay Range 305****Official Rate-Biweekly**

1,090.97	1,112.47	1,159.23	1,181.79	1,204.19
1,229.98	1,269.05			

**Public Health Aide****Public Health Aide-Tuberculosis Control**

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,157.98, \$1,180.80, \$1,230.41, \$1,254.37, \$1,278.14, \$1,305.53, \$1,346.98.

**Pay Range 309****Official Rate-Biweekly**

1,079.15	1,155.29	1,204.19	1,229.98	1,255.67
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1,281.40 1,323.98

Clinic Assistant  
Community Education Assistant  
Duplicating Equipment Operator I

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.39, \$1,155.58, \$1,204.53, \$1,230.34, \$1,256.03, \$1,281.75, \$1,324.32.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,145.43, \$1,226.24, \$1,278.14, \$1,305.53, \$1,332.80, \$1,360.10, \$1,405.29.

Pay Range 314

Official Rate-Biweekly				
1,149.54	1,229.98	1,255.67	1,281.40	1,310.66 1,350.55

Laboratory Assistant I

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,220.14, \$1,305.53, \$1,332.80, \$1,360.10, \$1,391.15, \$1,433.49.

Pay Range 324

Official Rate-Biweekly				
1,200.96	1,281.40	1,310.66	1,337.19	1,380.42

Inventory Assistant I  
Inventory Control Assistant I

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,201.30, \$1,281.75, \$1,310.97, \$1,337.55, \$1,380.78.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,274.72, \$1,360.10, \$1,391.15, \$1,419.31, \$1,465.20.

Pay Range 325

Official Rate-Biweekly				
1,255.67	1,281.40	1,310.66	1,337.19	1,380.42

Microfilm Technician I  
Security Guard 1/

1/ The incumbents of positions in the Department of Public Works, Operations Division, to receive one additional increment. Those incumbents who are at the fifth step shall receive \$1,498.56 (PP 14, 2009).

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,255.67, \$1,281.40, \$1,310.66, \$1,337.19, \$1,380.42.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,332.80, \$1,360.10, \$1,391.15, \$1,419.31, \$1,465.20.

Pay Range 330

**Official Rate-Biweekly**

1,281.40	1,310.66	1,337.19	1,367.07	1,411.85
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**Duplicating Equipment Operator II**

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,360.10, \$1,391.15, \$1,419.31, \$1,451.02, \$1,498.56.

**Pay Range 335****Official Rate-Biweekly**

1,310.66	1,337.19	1,367.07	1,398.53	1,444.91
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**Delivery Driver****Inventory Control Assistant II****Laboratory Assistant II**

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,310.66, \$1,337.19, \$1,367.07, \$1,398.53, \$1,444.91.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,391.15, \$1,419.31, \$1,451.02, \$1,484.43, \$1,533.65.

**Pay Range 338****Official Rate-Biweekly**

1,323.98	1,350.55	1,380.42	1,411.85	1,459.83
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**Document Technician****Inventory Assistant II**

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,405.29, \$1,433.49, \$1,465.20, \$1,498.56, \$1,549.49.

**Pay Range 340****Official Rate-Biweekly**

1,337.19	1,367.07	1,398.53	1,431.59	1,479.75
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**Inventory Control Assistant III**

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$ 1,419.31, \$1,451.02, \$1,484.43, \$1,519.51, \$1,570.63.

**Pay Range 345**

Official Rate-Biweekly  
1,367.07      1,398.53      1,431.59      1,466.421,516.96

Inventory Clerk  
Equipment Parts Assistant

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective  
Pay Period 14, 2009: \$ 1,451.02, \$1,484.43, \$1,519.51      , \$1,556.49, \$1,610.12.

Pay Range 347

Official Rate-Biweekly  
1,418.92      1,444.91      1,470.95      1,496.951,531.77

Inventory Assistant III 1/

1/ An employee in this classification, assigned on a regular basis to operate the skid steer loader with the pallet and material handler attachment, shall be paid an additional premium of \$31.20 biweekly until such time as that employee shall no longer be assigned to operate the skid steer loader on a regular basis.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective  
Pay Period 14, 2009: \$1,506.06, \$1,533.65, \$1,561.29, \$1,588.89, \$1,625.85.

Pay Range 350

Official Rate-Biweekly  
1,398.53      1,431.59      1,466.43      1,503.621,559.18

Assistant Stores Supervisor  
Infrastructure Stores Clerk IV  
Inventory Control Assistant IV  
Inventory Assistant IV  
Lead Equipment Parts Assistant

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective  
Pay Period 14, 2009: \$1,484.43, \$1,519.51, \$1,556.50, \$1,595.97, \$1,654.93.

Pay Range 355

Official Rate-Biweekly  
1,431.59      1,466.43      1,503.62      1,545.821,604.42

Bookbinder

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective  
Pay Period 14, 2009: \$1,519.51, \$1,556.50, \$1,595.97, \$1,640.77, \$1,702.96.

Pay Range 360

Official Rate-Biweekly				
1,466.43	1,503.62	1,545.82	1,591.07	1,651.55

Inventory Assistant V  
Meter Reader-Commercial  
Water Meter Investigator  
Water Revenue Collector

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,556.50, \$1,595.97, \$1,640.77, \$1,688.79, \$1,752.98.

Sec. 5. Clerical and Office classes (Nonrepresented; District Council 48, AFSCME; ALEASP - Association of Law Enforcement Allied Services Personnel; and Local 61, Laborers' International Union).

Rates for Sec. 5 effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay Range 400

Official Rate-Biweekly				
929.53	1,001.10	1,042.22	1,061.55	1,082.39
1,104.95	1,127.44	1,163.28		

Court Services Assistant I  
Library Technician I  
Office Assistant I 1/  
Office Clerk I  
Records Technician I  
Temporary Office Assistant I 2/

1/ Appointment may be made at one or two steps above the normal appointment step based on 2,040 hours or 4,080 hours of cumulative satisfactory clerical pool experience or "Temporary" title experience in this pay range within the immediate preceding five years. Once appointed, experience in the clerical pool shall not count toward additional salary increments; a new salary anniversary date is established.

2/ Incumbents are limited to the first step of the pay range.

Employees represented by Local 61, LIUNA, in the Department of Public Works, Sanitation Division, shall be paid at the following biweekly rates effective Pay Period 1, 2006: \$896.24, \$976.81, \$1,020.53, \$1,041.03, \$1,063.19, \$1,087.03, \$1,110.93 and \$1,134.76.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$929.78, \$1,001.36, \$1,042.54, \$1,061.86, \$1,082.68, \$1,105.24, \$1,127.72, \$1,163.56.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$986.62, \$1,062.58, \$1,106.22, \$1,126.76, \$1,148.86, \$1,172.81, \$1,196.68, \$1,234.73.

Pay Range 405

Official Rate-Biweekly				
1,035.88	1,052.73	1,096.50	1,115.77	1,136.72
1,159.23	1,181.79	1,217.54		

## Data Entry Operator I

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,036.19, \$1,053.01, \$1,096.79, \$1,116.06, \$1,137.01, \$1,159.54, \$1,182.11, \$1,217.86.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,099.51, \$1,117.38, \$1,163.84, \$1,184.30, \$1,206.53, \$1,230.41, \$1,254.37, \$1,292.32.

## Pay Range 406

## Official Rate-Biweekly

999.16	1,072.21	1,116.81	1,136.50	1,157.82
1,180.79	1,203.81	1,240.01	1,269.75	

Library Circulation Assistant I 1/

1/ Effective Pay Period 1, 2008, James Nowak, while occupying the title of Library Circulation Assistant I, shall be paid rates consistent with Pay Range 355.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,060.52, \$1,138.07, \$1,185.41, \$1,206.30, \$1,228.94, \$1,253.31, \$1,277.75, \$1,316.16, \$1,347.73.

## Pay Range 410

## Official Rate-Biweekly

1,079.10	1,103.65	1,149.91	1,175.69	1,201.43
1,227.13	1,269.75			

Court Services Assistant II 1/ 2/

Health Access Assistant I

Health Access Interpreter

Health Services Assistant I

Library Technician II 1/ 2/Office Assistant II 1/ 2/ 3/ 8/

Office Clerk II

Police District Office Assistant 4/

Records Technician II

Temporary Office Assistant II 5/ 6/Transcriptionist II 7/

1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid \$1,375.82 biweekly (PP 14, 2009). Applies to employees holding positions formerly classified as Clerk II and Clerk Typist II.

2/ Appointment may be made at one or two steps above the normal appointment step based on 2,040 hours or 4,080 hours of cumulative satisfactory clerical pool experience or "Temporary" title experience in this pay range within the immediate preceding five years. Once appointed, experience in the clerical pool shall not count toward additional salary increments; a new salary anniversary date is established. Applies to employees holding positions formerly classified as Clerk II, Clerk Typist II and Microfilm Clerk.

3/ Office Assistant II positions represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,270.12. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,296.61.

Office Assistant II positions filled by Margaret Hall or Susan Leavy, represented by the Association of Law Enforcement Allied Services Personnel and assigned to perform the same duties, as determined by the Chief, as those they performed when they were assigned to the Stolen Vehicle Desk, shall be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,256.79 so long as they continue to perform such duties. No other Office Assistant II shall be eligible for such rates.

Office Assistant II positions filled by Margaret Hall or Susan Leavy, represented by the Association of Law Enforcement Allied Services Personnel and assigned to perform the same duties, as determined by the Chief, as those they performed when they were assigned to the Stolen Vehicle Desk, are eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,283.25 and \$1,326.44 biweekly, so long as they continue to perform such duties. No other Office Assistant II shall be eligible for the additional steps.

- 4/ Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,256.79. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,296.61.

Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,283.25 and \$1,326.44 biweekly.

- 5/ Incumbents are limited to the first step of the pay range.

- 6/ Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

- 7/ Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,256.79.

Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,283.25 and \$1,326.44 biweekly.

- 8/ One position filled by Ron Wilson to be paid rates consistent with Pay Range 445.

Employees represented by Local 61, LIUNA, in the Sanitation Division of the Department of Public Works shall be paid at the following biweekly rates effective Pay Period 1, 2006: \$1,059.59, 1,085.64, 1,134.76, 1,162.07, 1,189.47, 1,216.71 and 1,247.74. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate: \$1,275.90 (2006).

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,145.38, \$1,171.43, \$1,220.53, \$1,247.89, \$1,275.22, \$1,302.50, \$1,347.73.

#### Pay Range 415

Official Rate-Biweekly

1,133.79	1,155.29	1,204.19	1,229.98	1,255.67
1,281.40	1,323.98			

Clerk Stenographer II 1/ 2/

Claims Processor I

Communications Assistant I 1/ 3/

Data Entry Operator II 1/

Legal Office Assistant I

Tow Lot Assistant I

1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid \$1,433.49.

(PP 14, 2009) biweekly. Applies to employees holding positions formerly classified as Buyer Assistant I, Clerk Stenographer II, Key



## Entry Operator II and Law Stenographer I.

- 2/ Appointment may be made at one or two steps above the normal appointment step based on 2,040 hours or 4,080 hours of cumulative satisfactory clerical pool experience or "Temporary" title experience in this pay range within the immediate preceding five years. Once appointed, experience in the clerical pool shall not count toward additional salary increments; a new salary anniversary date is established.
- 3/ Employees employed at the Milwaukee Public Library shall be eligible to be paid a special 8th step of \$1,433.49 (PP 14, 2009 rate) biweekly after completing one year at the 7th step in lieu of added duties and responsibilities and will continue to receive across the board increases.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,134.13, \$1,155.58, \$1,204.53, \$1,230.34, \$1,256.03, \$1,281.75, \$1,324.32. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,350.92.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,203.43, \$1,226.24, \$1,278.14, \$1,305.53, \$1,332.80, \$1,360.10, \$1,405.29.

## Pay Range 424

Official Rate-Biweekly				
1,133.79	1,155.29	1,204.19	1,229.98	1,255.67
1,282.89	1,312.71	1,357.53		

Library Circulation Assistant II  
Mail Processor

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,133.79, \$1,155.29, \$1,204.19, \$1,229.98, \$1,255.67, \$1,282.89, \$1,312.71, 1,357.53.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,203.43, \$1,226.24, \$1,278.14, \$1,305.53, \$1,332.80, \$1,361.69, \$1,393.33, \$1,440.92.

## Pay Range 425

Official Rate-Biweekly				
1,227.13	1,256.41	1,282.89	1,312.71	1,357.53

Audio Machine Technician  
Court Services Assistant III 2/  
Customer Service Representative I  
Health Access Assistant II  
Health Services Assistant II  
Library Technician III  
Office Assistant III 1/ 3/ 4/  
Police Telecommunicator  
Temporary Customer Service Representative I 5/  
Temporary Office Assistant III  
Transcriptionist III 6/

1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,476.13. Two increments: \$1,513.04. (PP 14, 2009 rates). Applies to employees holding positions formerly classified as Clerk III, Clerk Typist III and Control Clerk.

- 2/ Effective Pay Period 24, 2004, employees employed in the Municipal Court shall be eligible to receive an additional \$1.00 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.

- 3/ If Margaret Hall or Susan Leavy are promoted to Office Assistant III and are assigned to perform the same duties, as determined by the Chief, as those they performed when they were assigned to the Stolen Vehicle Desk, they shall be eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,391.08, and \$1,425.88 biweekly, so long as they continue to perform such duties. No other Office Assistant III shall be eligible for the two additional steps.
- 4/ Effective Pay Period 1, 2006, Office Assistant III position in DER held by Mary Turner to be paid at \$1,702.96 and shall receive future across-the-board wage increases, as long as she remains in that position.
- 5/ Incumbents are limited to the first step of the pay range unless they were hired prior to July 1, 1982. Service credit in this classification shall not count toward salary advancement in other positions except as provided for specified class titles.
- 6/ Employees functioning as lead workers regularly assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,391.08 and \$1,425.88.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,227.49, \$1,256.79, \$1,283.25, \$1,313.09, \$1,357.90. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,391.08 and \$1,425.88.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,302.50, \$1,333.57, \$1,361.69, \$1,393.33, \$1,440.92.

#### Pay Range 430

Official Rate-Biweekly				
1,255.67	1,281.40	1,310.66	1,337.19	1,380.42

#### Copy Cataloging Technician I

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,332.80, \$1,360.10, \$1,391.15, \$1,419.31, \$1,465.20.

#### Pay Range 435

Official Rate-Biweekly				
1,281.40	1,310.66	1,337.19	1,367.07	1,411.85

Accounting Assistant I 1/ 2/  
 Administrative Assistant I 1/  
 Claims Processor II  
 Clerk Stenographer III 1/ 3/  
 Communications Assistant II  
 Customer Service Representative II  
 Personnel Payroll Assistant I 1/  
 Programmer Trainee  
 Teller-Water II  
 Tow Lot Assistant II

- 1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,533.65. Two increments: \$1,570.63 (PP 14, 2009 rates). Applies to employees holding positions formerly classified as Account Clerk I, Buyer Assistant II, Clerk Stenographer III, Key Entry Operator III, and Law Stenographer II.
- 2/ One position filled by Carla Tietyen to be paid at rates consistent with Pay Range 445.
- 3/ The following incumbent to retain the title of Clerk Stenographer III until he vacates his current position, at which time the title shall revert to Office Assistant III in Pay Range 425: Matthew Kleman (DCD).

Employees represented by Local 61, LIUNA, in the Department of Public Works-Sanitation Division, shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,271.80, 1,302.74, 1,330.88, 1,362.50 and 1,395.77. In addition, above employees eligible for Clerical Merit Increments shall be paid the following biweekly rates: One increment: \$1,430.79. Two Increments: \$1,467.65.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,281.75, \$1,310.97, \$1,337.55, \$1,367.44, \$1,412.22. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,445.31 and \$1,480.14.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,360.10, \$1,391.15, \$1,419.31, \$1,451.02, \$1,498.56.

## Pay Range 437

Official Rate-Biweekly				
1,305.53	1,333.72	1,365.41	1,398.77	1,433.86
1,470.79	1,510.26			

Legal Office Assistant II 1/

1/ Recruitment may be up to the third step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,385.71, \$1,415.63, \$1,449.28, \$1,484.68, \$1,521.93, \$1,561.12, \$1,603.01.

## Pay Range 440

Official Rate-Biweekly				
1,310.66	1,337.19	1,367.07	1,398.53	1,444.91

Accounting Program Assistant I

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,391.15, \$1,419.31, \$1,451.02, \$1,484.43, \$1,533.65.

## Pay Range 441 (ALEASP)

Official Rate-Biweekly				
1,323.28	1,349.85	1,379.72	1,411.15	1,457.56

Lead Police Telecommunicator

## Pay Range 445

Official Rate-Biweekly				
1,337.19	1,367.07	1,398.53	1,431.59	1,479.75

Account Clerk II 1/

Accounting Assistant II 1/

Administrative Assistant II

Archives Technician

Communications Assistant III

Copy Cataloging Technician II

Court Services Assistant IV 2/

Customer Service Representative III

Library Circulation Assistant III

Office Assistant IV 1/ 3/  
Personnel Payroll Assistant II 1/  
Teller  
Tow Lot Assistant III

- 1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,610.12, Two increments: \$1,654.93, Three increments: \$1,702.96 ( PP 14, 2009 rates). Applies to employees holding positions formerly classified as Account Clerk II, Clerk IV, Clerk Stenographer IV, Law Stenographer III, Lead License Clerk and Research and Statistical Clerk.
- 2/ Effective Pay Period 24, 2004, employees employed in the Municipal Court shall be eligible to receive an additional \$1.00 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.
- 3/ One position in the Milwaukee Police Department's "Transcription Unit" functioning as a group leader on the day shift to be eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,513.79 and \$1,548.62 biweekly.

With the exception of the Communications Assistant III position, employees represented by Local 61, LIUNA, in the Sanitation Division of the Department of Public Works, shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,333.43, 1,365.03, 1,398.47, 1,433.53 and 1,470.45. In addition, above employees eligible for the Clerical Merit Increments shall be paid the following biweekly rates: One increment: \$1,509.96. Two increments: \$1,554.68. Three increments: \$1,602.77. Employees in the Communications Assistant III position and represented by Local 61, LIUNA, in the Sanitation Division of the Department of Public Works shall be paid the following biweekly rates: \$1,335.27, 1,366.87, 1,400.16, 1,435.16, 1,472.01.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,517.39, \$1,559.60 and \$1,604.86.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,419.31, \$1,451.02, \$1,484.43, \$1,519.51, \$1,570.63.

Pay Range 450

Official Rate-Biweekly

1,365.41	1,398.77	1,433.86	1,470.79	1,510.26
1,555.05	1,603.03			

Docketing Specialist  
Legal Office Assistant III

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,385.71, \$1,415.63, \$1,449.28, \$1,484.68, \$1,521.93, \$1,561.12, \$1,603.01.

Pay Range 455

Official Rate-Biweekly

1,398.53	1,431.59	1,466.43	1,503.62	1,559.18
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Clerk Dispatcher II  
Communications Assistant IV

Council File Specialist  
License Specialist

Employees represented by Local 61, LIUNA, in the Department of Public Works-Sanitation Division, shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,400.16, 1,435.16, 1,472.01, 1,511.44, 1,556.11.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,484.43, \$1,519.51, \$1,556.50, \$1,595.97, \$1,654.93.

Pay Range 460

Official Rate-Biweekly				
	1,431.59	1,466.43	1,503.62	1,545.821,604.42

Accounting Assistant III  
Accounting Program Assistant II  
Administrative Services Assistant  
City Payroll Assistant  
Communications Assistant V  
Microcomputer Services Assistant  
Office Coordinator  
Personnel Payroll Assistant III 1/  
Program Assistant I 2/  
Tow Lot Assistant IV

1/ The positions in the Department of Public Works Administrative Services Division shall be eligible to receive one additional step in the amount of \$1,754.04 biweekly (PP 14, 2009 rates).

2/ Effective Pay Period 4, 2005, the position held by Karen Flory (City Attorney) shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*): \$1,547.43, \$1,595.49, \$1,645.05, \$1,696.10, \$1,748.75, \$1,803.07, \$1,859.09, \$1,916.81, \$1,976.31, \$2,037.71, \$2,100.95, \$2,166.09.

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,431.59, \$1,466.43, \$1,503.62, \$1,545.82, \$1,604.42.

Employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, shall be paid at the following biweekly rates effective Pay Period 1, 2006: \$1,431.59, 1,466.43, 1,503.62, 1,545.82 and 1,604.42.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,519.51, \$1,556.50, \$1,595.97, \$1,640.77, \$1,702.96.

Pay Range 465 (*ALEASP*)

Official Rate-Biweekly				
\$1,461.60	1,527.20	1,588.00	1,651.20	1,717.60

Police Services Specialist-Investigator

Pay Range 475

## Official Rate-Biweekly

1,470.79	1,510.26	1,555.05	1,603.03	1,653.05
1,706.78	1,765.44			

Accounting Program Assistant III

City Payroll Assistant-Senior

Legal Office Assistant IV

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,561.12, \$1,603.01, \$1,650.55, \$1,701.48, \$1,754.57, \$1,811.61, \$1,873.87.

## Pay Range 478 (ALEASP)

## Official Rate-Biweekly

1,365.03	1,399.28	1,461.34	1,527.11	1,595.84
1,685.84	1,753.88	1,821.54		

Police Dispatcher 1/

1/ Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.

## Sec. 6. Police Aides (MPA - Milwaukee Police Association)

Rates for Sec. 6 effective Pay Period 1, 2009 (December 28, 2008)

## Pay Range 480

## Official Rate-Biweekly

879.31	1,022.46	1,076.55	1,101.80	1,129.11
1,156.32	1,183.64	1,214.88		

Police Aide 1/

1/ Advancement to next higher rate on completion of six months of service.

## Sec. 7. Parking Checkers (ALEASP - Law Enforcement Allied Services Personnel - Police Support Services Personnel Unit.)

Rates for Sec. 7 effective Pay Period 1, 2006 (January 1, 2006)

## Pay Range 490

## Official Rate-Biweekly

1,138.16	1,246.35	1,274.78	1,303.18	1,335.38	1,378.10
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## Parking Checker

## Pay Range 495

## Official Rate-Biweekly

1,296.70	1,340.27	1,385.38	1,432.12	1,493.84
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**Lead Parking Checker**

Sec. 8. Professional, Technical and Administrative classes; Inspectors (District Council 48, AFSCME; Nonrepresented; ALEASP, and Local 61, LIUNA).

Rates for Sec. 8 effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

**Pay Range 498****Official Rate-Biweekly**

1,274.40	1,315.18	1,357.27	1,400.70	1,445.52	1,491.78
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**Police Services Assistant****Pay Range 500****Official Rate-Biweekly**

1,281.40	1,310.66	1,337.19	1,367.07	1,411.85
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Audiovisual Specialist I  
Building Maintenance Inspection Intern  
Computer Operator I 1/  
Nuisance Control Officer I 2/  
Sanitation Inspector  
Television Production Specialist I

1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who are represented by District Council 48, AFSCME, AFL-CIO, and who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates:

One increment: \$1,533.65 Two increments: \$1,570.63 (PP 14, 2009 rates).

2/ Employees in this classification may be eligible for an additional 6th step of \$1,533.65 (PP 14, 2009).

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,281.75, \$1,310.97, \$1,337.55, \$1,367.44, \$1,412.22. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,445.31 and \$1,480.14.

Employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, shall be paid at the following biweekly rates effective Pay Period 1, 2006: \$1,281.40, 1,310.66, 1,337.19, 1,367.07, and 1,411.85.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,360.10, \$1,391.15, \$1,419.31, \$1,451.02, \$1,498.56.

**Pay Range 503****Official Rate-Biweekly**

1,204.19	1,229.98	1,255.67	1,281.40	1,310.66
1,348.01	1,385.38	1,438.20		

Dietetic Technician  
Lead Education Assistant

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,278.14, \$1,305.53, \$1,332.80, \$1,360.10, \$1,391.15, \$1,430.81, \$1,470.46, \$1,526.52.

Pay Range 504

Official Rate-Biweekly				
1,281.40	1,318.82	1,357.35	1,396.98	1,437.78
				1,479.75

Library Reference Assistant  
Library Services Assistant  
Water Laboratory Technician

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,360.10, \$1,399.82, \$1,440.71, \$1,482.78, \$1,526.09, \$1,570.63.

Pay Range 505

Official Rate-Biweekly				
1,337.19	1,367.07	1,398.53	1,431.59	1,479.75

Audiovisual Specialist II  
Computer Operator II 1/  
Graphic Designer I  
Production Technician

1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who are represented by District Council 48, AFSCME, AFL-CIO, and who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,610.12. Two increments: \$1,654.93. Three increments: \$1,702.96 (PP 14, 2009 rates).

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,517.39, \$1,559.60 and \$1,604.86.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,419.31, \$1,451.02, \$1,484.43, \$1,519.51, \$1,570.63.

Pay Range 508

Official Rate-Biweekly				
1,296.70	1,340.27	1,385.38	1,432.12	1,493.84

Claims Assistant Representative  
Trade Development Assistant



Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,376.34, \$1,422.60, \$1,470.46, \$1,520.07, \$1,585.59.

Pay Range 510

Official Rate-Biweekly

1,367.07	1,398.53	1,431.59	1,466.43	1,516.96
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Librarian Intern  
Internet Analyst

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,451.02, \$1,484.43, \$1,519.51, \$1,556.50, \$1,610.12.

Pay Range 515

Official Rate-Biweekly

1,312.31	1,431.59	1,503.62	1,545.82	1,604.42
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Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Programmer I 1/  
Television Production Specialist II

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,392.91, \$1,519.51, \$1,595.97, \$1,640.77, \$1,702.96.

Pay Range 516

Official Rate-Biweekly

1,398.53	1,431.59	1,466.43	1,503.62	1,545.82	1,588.49
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Nuisance Control Officer II

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,484.43, \$1,519.51, \$1,556.50, \$1,595.97, \$1,640.77, \$1,686.04.

Pay Range 520

Official Rate-Biweekly

1,431.59	1,466.43	1,503.62	1,545.82	1,604.42
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Computer Operator III

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,519.51, \$1,556.50, \$1,595.97, \$1,640.77, \$1,702.96.

Pay Range 522

Official Rate-Biweekly

1,435.09	1,476.34	1,523.23	1,573.51	1,625.73
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Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Water Microbiologist I 1/

1/ Recruitment may be at any step in the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,523.22, \$1,567.02, \$1,616.78, \$1,670.15, \$1,725.57

Pay Range 525

Official Rate-Biweekly

1,466.43	1,503.62	1,545.82	1,591.07	1,651.55
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Office Coordinator II  
Helpdesk Specialist I

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,556.50, \$1,595.97, \$1,640.77, \$1,688.79, \$1,752.98.

Pay Range 526

Official Rate-Biweekly

1,435.09	1,513.75	1,614.63	1,663.43	1,716.46
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Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Water Chemist I 1/

1/ Effective March 9, 1997, upon attaining a State of Wisconsin certification as a Grade T or 1 Subclass S waterworks operator, the incumbent will advance one step in the pay range. If at the maximum step, the incumbent will advance one step to (PP 14, 2009) \$1,876.53. biweekly. In order to retain the extra pay step, employees must maintain current state certification as a Grade T or 1 Subclass S waterworks operator.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,523.22, \$1,606.72, \$1,713.79, \$1,765.60, \$1,821.88.

Pay Range 528

Official Rate-Biweekly				
	1,447.70	1,539.60	1,581.80	1,627.081,687.50

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Librarian I 1/

1/ Recruitment may be up to the second step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,536.60, \$1,634.15, \$1,678.95, \$1,727.01, \$1,791.13.

#### Pay Range 529

Official Rate-Biweekly		
	949.96	1,014.48

Code Enforcement Intern

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,008.30, \$1,076.79.

#### Pay Range 530

Official Rate-Biweekly				
	1,503.62	1,545.82	1,591.07	1,638.241,702.19

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Administrative Assistant III  
Assistant Planner  
Code Enforcement Inspector I  
Communicable Disease Specialist  
Computer Scheduler  
Customer Service Representative-Lead  
Environmental Health Specialist I 1/  
Health Project Assistant  
Lead Project Assistant  
Lead Risk Assessor I 1/  
Lead Teller  
Library Technician IV  
Program Assistant II 2/  
Property Assessment Technician  
Radiologic Technologist 3/  
Recycling Assistant  
Rent Assistance Specialist I

1/ Effective Pay Period 22, 2000, employees in this classification in the Health Department, who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at the fifth step of Pay Range 530, shall advance to a new Special Attainment Step of \$1,824.81 (PP 14, 2009 rate) biweekly. In lieu of the above criteria, employees appointed to the Environmental Health

Specialist I classification in the Health Department on or after July 1, 2003, who pass the Fire Inspection I exam as presented by the International Code Council and who complete at least one year of service in the fifth step of the Pay Range shall advance to a new Special Attainment Step of \$1,824.81 (PP 14, 2009 rate).

2/ Effective Pay Period 4, 2005, the position held by Terri Grote (DCD) shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34
\$2,111.94	\$2,177.57	\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07.

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

3/ Recruitment is authorized up to the third step of the pay range.

Employees represented by Local 61, LIUNA, in the Department of Public Works-Sanitation Division, shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,499.99, 1,542.11, 1,587.22, 1,634.26 and 1,698.08.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,595.97, \$1,640.77, \$1,688.79, \$1,738.86, \$1,806.73.

#### Pay Range 532

Official Rate Biweekly					
1,432.12	1,480.52	1,530.64	1,582.57	1,636.39	1,705.43

Benefits Services Specialist I  
Claims Representative  
Information Technology Specialist  
Internet Analyst-Senior

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,520.07; \$1,571.44, \$1,624.65, \$1,679.76, \$1,736.90, \$1,810.18.

#### Pay Range 534

Official Rate-Biweekly				
1,491.13	1,591.07	1,638.24	1,688.86	1,757.50

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Data Base Specialist

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,582.71, \$1,688.79, \$1,738.86, \$1,792.59, \$1,865.45.

#### Pay Range 535

Official Rate-Biweekly				
1,545.82	1,591.07	1,638.24	1,688.86	1,757.50

Forestry Inspector I  
Graphic Designer II 1/  
Inspector, Docks and Dredging  
Production Designer II  
Public Works Inspector I 2/ 3/

1/ Effective Pay Period 4, 2005, the position held by Janice Kotowicz (DCD) shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34
\$2,111.94	\$2,177.57	\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07.

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

2/ Incumbents of this position, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.

3/ Effective Pay Period 17, 2001, the additional forty (\$40) dollars biweekly received by employees in this classification while assigned as the "Resident (Lead) Inspector" to a state funded project for any time during a pay period shall be increased to eighty (\$80) dollars biweekly.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,545.82, \$1,591.07, \$1,638.24, \$1,688.86, \$1,757.50.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,640.77, \$1,688.79, \$1,738.86, \$1,792.59, \$1,865.45.

Pay Range 536

Official Rate-Biweekly

1,491.15	1,565.701,644.06
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Property Appraiser 1/

1/ While occupying this title, William Daub to be paid at the biweekly rate of \$1,914.56 (PP 14, 2009). This employee will continue to receive general increases.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,582.73, \$1,661.85, \$1,745.04.

Pay Range 540

Official Rate-Biweekly

1,591.07	1,638.24	1,688.86	1,744.15 1,817.12
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Benefits Services Specialist II 8/

Credit Services Specialist 8/

Code Information Specialist

Forestry Inspector II 1/ 2/

Election Services Coordinator

Helpdesk Specialist II

Inspection Specialist 3/

Municipal Court Clerk I

Pay Services Specialist

Public Works Inspector II 2/ 3/ 4/ 5/ 6/ 7/

Real Estate Specialist I

Salvage and Sales Coordinator

Tax Enforcement Specialist

1/ Effective Pay Period 9, 1993, employees who complete one year of service at the maximum step shall be eligible for one "M-step" at the biweekly rate of \$2,001.88 (PP 14, 2009) contingent upon meeting criteria in footnote 3/. Credits allowed to meet the criteria for "M-step" advancement shall meet the provisions of footnote 3/, except Forestry or horticultural courses may be substituted for "engineering" related courses.

- 2/ For these classifications, the 5th step of the pay range will be \$1,914.56 (PP 14, 2009).
- 3/ Effective Pay Period 17, 2001, employees in these classifications shall be eligible for the following three additional M-steps (PP 14, 2009 rates), provided that the following criteria is met:

M-step	Criteria needed
M-step 1:	\$2,001.8830 credits only or 8 years of service and 15 credits
M-step 2:	\$2,061.9345 credits only or 10 years of service and 25 credits
M-step 3:	\$2,123.8160 credits only or 12 years of service and 40 credits

Credits allowed to meet the criteria for “M” step advancement shall be as provided for in the labor agreement between the City of Milwaukee and District Council 48, AFSCME.

- 4/ Incumbents of this position, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.
- 5/ Effective Pay Period 17, 2001, employees in the Public Works Inspector II classification as of Pay Period 17, 1990, and who are currently at the first “M-Step” of the Public Works Inspector II pay range, shall advance to M-Step 2.
- 6/ Effective Pay Period 17, 2001, employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional eighty (\$80) dollars biweekly.
- 7/ Effective Pay Period 17, 2001, a Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.
- 8/ Effective Pay Period 4, 2005, position held by Vaughn Brooks (DER), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,452.18	\$1,497.26	\$1,543.74	\$1,591.71	\$1,641.10	\$1,692.06
\$1,744.60	\$1,798.76	\$1,854.64	\$1,912.26	\$1,971.63	\$2,022.23.

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,688.79, \$1,738.86, \$1,792.59, \$1,851.27, \$1,928.72.

#### Pay Range 541

Official Rate-Biweekly					
1,591.07	1,638.24	1,688.86	1,744.15	1,886.76	

Code Enforcement Inspector II 1/ 5/  
 Environmental Health Specialist II 2/ 3/  
 Healthy Homes Inspector  
 Lead Risk Assessor II 2/  
 Rent Assistance Specialist II  
 Rent Assistance Inspector 4/

- 1/ Employees who attain and maintain a (1) Commercial Building Code Certification, (2) UDC Construction Certification and/or (3) pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service in the fifth step of Pay Range 541 shall advance to the following increments provided they meet the minimum criteria specified for each additional increment (PP 14, 2009 rates):

Increment One: \$2,021.68 provided an employee attains and maintains one of above certifications;  
 Increment Two: \$2,040.69 provided an employee attains and maintains two of above certifications;  
 Increment Three: \$2,059.76 provided an employee attains and maintains all three of above certifications.

Employees not at the fifth step of Pay Range 541 who attain and maintain all three of the above specified certifications shall advance one additional step in the pay range. After such employee advances to the 5th step of Pay Range 541, such employee shall advance as outlined above.

2/ Employees in this classification employed in the Health Department who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service in the fifth step of Pay Range 541 shall advance to a new Special Attainment Step of \$2,021.68 (2009 rate). In lieu of the above criteria, employees appointed to the Environmental Health Specialist II classification in the Health Department on or after July 1, 2003, who pass the Fire Inspection I exam as presented by the International Code Council and who complete at least one year of service in the fifth step of the Pay Range shall advance to a new Special Attainment Step of \$2,021.68 (PP 14, 2009 rate).

3/ Effective Pay Period 24, 2004, employees in this classification employed in the Department of Neighborhood Services who complete at least one year of service in the fifth step of Pay Range 541 and who attain and maintain a (1) Commercial Building Code Certification and/or (2) for employees appointed to the classification prior to July 1, 2003, either completes the National Fire Academy Five Core Courses when it was available prior to 1995, or completes and passes the exam for MATC State Vo-tech Fire Inspector Class Part I or passes the Fire Inspector 1 exam as presented by the International Code Council and for employees appointed to the classification on or after July 1, 2003, passes the Fire Inspector 1 exam as presented by the International Code Council shall advance to one of the following increments provided the employee meets the minimum criteria specified for that increment:

Increment One: \$2,021.68 (PP 14, 2009 rate) provided an employee attains and maintains one of above certifications; and

Increment Two: \$2,040.69 (PP 14, 2009 rate) provided an employee attains and maintains all two of above certifications.

4/ Effective Pay Period 4, 2005, the position held by Daniel Montemayor (DCD) shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,547.43	\$1,595.49	\$1,645.05	\$1,696.10	\$1,748.75	\$1,803.07
\$1,859.09	\$1,916.81	\$1,976.31	\$2,037.71	\$2,100.95	\$2,166.09.

He shall continue to receive an increment on his salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as he remains in that position.

5/ One position filled by Lawrence Woytek to be paid at rates consistent with Pay Range 553.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,688.79, \$1,738.86, \$1,792.59, \$1,851.27, \$2,002.65.

#### Pay Range 542

Official Rate-Biweekly

1,663.43	1,716.46	1,785.19	1,842.51	1,886.76
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Water Chemist II 1/

1/ Effective March 9, 1997, upon attaining a State of Wisconsin certification as a Grade T or 1 Subclass S waterworks operator, the incumbent will advance one step in the pay range. If at the maximum step, the incumbent will advance one step to \$2,062.72 (PP14, 2009) biweekly. In order to retain the extra pay step, employees must maintain current state certification as a Grade T or 1 Subclass S waterworks operator.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,765.60, \$1,821.88, \$1,894.82, \$1,955.66, \$2,002.65.

## Pay Range 544

Official Rate-Biweekly  
1,638.24      1,688.86      1,744.15      1,803.77      1,877.89 1,915.46

Librarian II

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,738.86, \$1,792.59, \$1,851.27, \$1,914.56, \$1,993.22.

## Pay Range 545

Official Rate-Biweekly  
1,638.24      1,688.86      1,744.15      1,803.77 1,877.89

Accountant I 1/

Bridges and Public Buildings Inspector 2/

Library Security Investigator

1/ Effective Pay Period 4, 2005, the position held by Diane Kronberg shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,547.43	\$1,595.49	\$1,645.05	\$1,696.10	\$1,748.75	\$1,803.07
\$1,859.09	\$1,916.81	\$1,976.31	\$2,037.71	\$2,100.95	\$2,166.09.

She shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

2/ Effective Pay Period 24, 2004, employees in this classification who have completed one year of service at the 5<sup>th</sup> step shall be eligible to advance annually on their anniversary date to the following steps, provided that the following additional criteria is met:

<u>M-step</u>	<u>Biweekly Rate</u>	<u>Criteria Needed</u>
M-1	\$2,060.99 (PP 14, 2009 rate)	Commercial Building Code certificate <u>and either</u> 30 credits or 8 years of service and 15 credits
M-2	\$2,123.81 (PP 14, 2009 rate)	Commercial Building Code <u>and either</u> 45 credits Or 10 years of service and twenty-five credits

Credits allowed to meet the criteria for M-step advancement shall be as follows:

- (1) Credits obtained in the engineering curriculum of any college or university accredited by the North Central Association of Colleges and Secondary Schools.
- (2) Credits obtained in college-level engineering technology courses in two year associate degree programs at technical colleges, junior colleges and institutes.
- (3) At least 75% of the credits used for "M" step advancement must be in engineering related or architectural courses.

Employees in this classification who are at the 6<sup>th</sup> step as of Pay Period 24, 2004 shall not be required to meet the criteria for M-1 only.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,738.86, \$1,792.59, \$1,851.27, \$1,914.56, \$1,993.22.

## Pay Range 546

Official Rate-Biweekly



1,638.24      1,702.89      1,770.22      1,840.36      1,913.442,002.87

Benefits Services Specialist III 1/  
Business Services Specialist 1/2/3/  
Housing Programs Specialist 1/  
Property Manager  
Real Estate Specialist II  
Rent Assistance Specialist III 1/

1/ Effective Pay Period 4, 2005, positions held by Cynthia Bowers, Rebeca Delgado, Donna Miller, Lou Williams, Wanda Williford, Marcia Friske and Judy Lathon-Carson (DCD), Crystal Owens and Therese Biernat (DER), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,649.08	\$1,700.28	\$1,753.09	\$1,807.53	\$1,863.65	\$1,921.55
\$1,981.19	\$2,042.73	\$2,106.14	\$2,171.52	\$2,238.96	\$2,308.56.

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

2/ Effective Pay Period 4, 2005, positions held by Dawn Hoogland and Joan Rossetti (DPW-Admin), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34
\$2,111.94	\$2,177.57	\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07.

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

3/ Effective Pay Period 4, 2005, the position held by Patricia Arms (DPW-Water), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,873.89	\$1,932.09	\$1,992.05	\$2,053.93	\$2,117.70	\$2,183.45	\$2,251.29
\$2,321.19	\$2,393.25	\$2,467.57	\$2,544.18	\$2,623.59.		

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and she shall receive future AFSCME across the board wage increases as long as she remains in that positions.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,738.86, \$1,807.48, \$1,878.94, \$1,953.39, \$2,030.96, \$2,125.88.

#### Pay Range 547

Official Rate-Biweekly

1,682.11      1,743.47      1,809.59      1,879.13      1,942.042,039.78

Environmental and Disease Control Specialist 1/  
Rent Assistance Coordinator  
Water Microbiologist II

1/ Recruitment may be up to the third step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,785.42, \$1,850.54, \$1,920.73, \$1,994.54, \$2,061.32, \$2,165.06.

#### Pay Range 548

Official Rate-Biweekly

1,827.98	1,954.26	2,023.64	2,084.332,146.87
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**Housing Rehabilitation Specialist 1/**

1/ Effective Pay Period 4, 2005, the positions held by Dick Haak, Jeffrey Keen, Brian Pellett, and Hamid Sarlati, shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,873.89	\$1,932.09	\$1,992.05	\$2,053.93	\$2,117.70	\$2,183.45	\$2,251.29
\$2,321.19	\$2,393.25	\$2,467.57	\$2,544.18	\$2,623.59.		

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,940.25, \$2,074.28, \$2,147.93, \$2,212.34, \$2,278.73.

**Pay Range 549****Official Rate-Biweekly**

1,864.54	1,993.35	2,064.11	2,126.012,189.80
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**Boiler Inspector I 1/****Building Construction Inspector I 1/****Construction Materials Inspector****Electrical Inspector I 1/****Elevator Inspector I 1/****Neighborhood Improvement Project Inspector****Sprinkler Construction Inspector I 1/**

1/ Effective Pay Period 24, 1995, recruitment for these classifications shall be up to the fourth step at the discretion of the department head.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,979.05, \$2,115.78, \$2,190.87, \$2,256.58, \$2,324.30.

**Pay Range 550****Official Rate-Biweekly**

1,688.86	1,744.15	1,803.77	1,864.541,932.39
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

**Administrative Assistant IV 1/****Council Information Specialist****Human Resources Assistant****Program Assistant III**

1/ Current incumbent, Peggy Clements (Police Department), to retain the title of Administrative Assistant IV, until she vacates her current position, at which time the title shall revert to Administrative Assistant III in Pay Range 530.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,792.59, \$1,851.27, \$1,914.56, \$1,979.05, \$2,051.08.

## Pay Range 553

## Official Rate-Biweekly

1,688.86	1,744.15	1,803.77	1,864.54	2,006.71
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Building Code Enforcement Inspector 1/Environmental Health Coordinator 3/Lead Risk Assessor III 2/

1/ Effective Pay Period 3, 1998, employees in these job classifications who complete at least one year of service at the fifth step and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment: (a) Uniform Dwelling Code (UDC) Construction certification; (b) pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and/or (c) Commercial Building Code Certification. The increment shall be as follows (PP 14, 2009 rates):

(a) Increment One: \$2,151.24 provided the employee attains and maintains one of the above certifications;

(b) Increment Two: \$2,172.55 provided the employee attains and maintains two of the above certifications;

(c) Increment Three: \$2,193.85 provided the employee attains and maintains all three of the above certifications.

2/ Employees in this classification who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service in the fifth step of Pay Range 553 shall advance to a new Special Attainment Step of \$2,151.24 (PP 14, 2009 rate).

3/ Effective Pay Period 4, 2005, the position held by Julie Hults (Health), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,547.43	\$1,595.49	\$1,645.05	\$1,696.10	\$1,748.75	\$1,803.07,
\$1,859.09	\$1,916.81	\$1,976.31	\$2,037.71	\$2,100.95	\$2,166.09.

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,792.59, \$1,851.27, \$1,914.56, \$1,979.05, \$2,129.95.

## Pay Range 555

## Official Rate-Biweekly

1,744.15	1,803.77	1,864.54	1,919.05	1,991.47
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Administrative Services Coordinator

Driver Training Instructor

Environmental Hygienist

Municipal Court Clerk II 1/Sidewalk Repair Specialist 2/ 3/ 4/

1/ Effective Pay Period 24, 2004, employees employed in the Municipal Court shall be eligible to receive an additional \$1.00 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.

2/ Effective Pay Period 24, 2004, employees in the Sidewalk Repair Specialist classification who have completed one year of service at the 5th step shall be eligible to advance annually on their anniversary date to the following steps, provided that the following additional criteria is met:

<u>M-step</u>	<u>Biweekly Rate</u>	<u>Criteria Needed</u>
M-1	\$2,194.41 (2009 rate)	30 credits only or 8 years of service and 15 credits

M-2 \$2,258.10 (2009 rate) 45 credits only or 10 years of service and 25 credits  
Credits allowed to meet the criteria for M-step advancement shall be as follows:

- (1) Credits obtained in the engineering curriculum of any college or university accredited by the North Central Association of Colleges and Secondary Schools.
- (2) Credits obtained in college-level engineering technology courses in two year associate degree programs at technical colleges, junior colleges and institutes.
- (3) At least 75% of the credits used for "M" step advancement must be in engineering related courses.

3/ For this classification, the 5th step of the pay range will be \$2,099.64 (PP 14, 2009).

4/ Gerard Berendt, upon his promotion to Sidewalk Repair Specialist, shall continue to be paid at rates consistent with Pay Range 540, M-step 3 until such time he becomes eligible for M-step 1 under Pay Range 555. In addition, the criteria specifying that one year of service at the 5<sup>th</sup> step of Pay Range 555 be completed before advancement to M-step 1 of Pay Range 555, shall be satisfied by Gerald Berendt as determined by the department of public works under the terms specified in the June 10, 2008 Memorandum of Understanding.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,851.27, \$1,914.56, \$1,979.05, \$2,036.91, \$2,113.78.

#### Pay Range 556

Official Rate-Biweekly					
1,744.15	1,803.77	1,864.54	1,919.05	2,054.10	2,126.68

Plan Examiner Specialist  
Programmer II 1/

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,851.27, \$1,914.56, \$1,979.05, \$2,036.91, \$2,180.25, \$2,257.29.

#### Pay Range 557

Official Rate-Biweekly					
1,783.31	1,843.79	1,898.45	1,957.56	2,029.89	2,070.49

Librarian III 1/  
Library Education Outreach Specialist

1/ Recruitment may be up to the fourth step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,892.84, \$1,957.03, \$2,015.04, \$2,077.79, \$2,154.55, \$2,197.65.

#### Pay Range 558

Official Rate-Biweekly					
1,688.86	1,744.15	1,803.77	1,864.54	1,955.82	
2,008.57	2,074.66				

Associate Planner  
Geographic Information Specialist  
Lead Program Information Specialist

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period

14, 2009: \$1,792.59, \$1,851.27, \$1,914.56, \$1,979.05, \$2,075.94, \$2,131.93, \$2,202.07.

Pay Range 559

Official Rate-Biweekly					
1,943.37	1,999.55	2,057.32	2,116.77	2,177.95	2,240.90

Lead Water Chemist

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,062.72, \$2,122.36, \$2,183.67, \$2,246.79, \$2,311.72, \$2,378.54.

Pay Range 560

Official Rate-Biweekly				
1,864.54	1,919.05	1,978.15	2,037.28	2,128.78

Investigator/Adjuster 1/  
Urban Forestry Technician

1/ Effective Pay Period 4, 2005, positions held by Steve Carini and Robert Overholt (City Attorney), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34, \$2,111.94
\$2,177.57		\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07.

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,979.05, \$2,036.91, \$2,099.64, \$2,162.41, \$2,259.52.

Pay Range 565

Official Rate-Biweekly				
1,919.05	1,978.15	2,037.28	2,115.43	2,206.96 2,251.10

Librarian IV

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,036.91, \$2,099.64, \$2,162.41, \$2,245.35, \$2,342.50, \$2,389.35.

Pay Range 572

Official Rate-Biweekly			
1,744.15	1,803.77	1,864.54	1,919.05 2,029.45

Special Enforcement Inspector 1/ 2/ 3/ 4/

1/ The fifth step shall be \$2,195.19 (PP 14, 2009) for employees in these classifications.

2/ Effective Pay Period 3, 1998, employees in these job classifications who complete at least one year of service at the fifth step and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment: (a) Uniform Dwelling Code (UDC) Construction certification; (b) pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and/or (c) Commercial Building Code Certification. The increment shall be as follows (PP 14, 2009 rates):

- (a) Increment One: \$2,217.15 provided the employee attains and maintains one of the above certifications;
- (b) Increment Two: \$2,239.08. provided the employee attains and maintains two of the above certifications;
- (c) Increment Three: \$2,261.06. provided the employee attains and maintains all three of the above certifications.

3/ Effective Pay Period 22, 2000, employees in these job classifications who are not at the fifth step and who attain and maintain all three of the certifications specified in footnote "2/" shall advance one additional step in the pay range. After such employees advance to the fifth step, such employees shall advance as outlined in footnote "2/."

4/ Effective Pay Period 17, 2009, one position filled by Jeffery Berry to be paid rates consistent with Pay Range 556 for one year per the MOU."

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,851.27, \$1,914.56, \$1,979.05, \$2,036.91, \$2,154.10.

#### Pay Range 576

Official Rate-Biweekly				
1,978.15	2,037.28	2,115.43	2,193.63	2,340.75

Senior Planner  
Senior Planner-Architectural Design

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,099.64, \$2,162.41, \$2,245.35, \$2,328.35, \$2,484.52.

#### Pay Range 587

Official Rate-Biweekly				
2,063.29	2,153.31	2,247.18	2,345.17	2,460.79

Zoning and Development Coordinator

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,190.02, \$2,285.56, \$2,385.19, \$2,489.20, \$2,611.92.

#### Pay Range 588

Official Rate-Biweekly				*
1,726.19	1,812.11	1,885.40	1,959.97	2,038.32
		*		*
2,205.12	2,293.58	2,384.57	2,480.60	2,579.16
				2,682.79

Senior Property Appraiser 1/ 2/

\*An employee shall move from the minimum step in the pay range to the maximum step in the pay range in annual increments, except in order to advance beyond step 4, step 8 or step 10, the employee must have met the respective criteria for steps 5, 9 or 11 as outlined in the City/Union October 29, 1999 Memorandum of Understanding. Advancement for current employees is as outlined in the City/Union October 29, 1999 Memorandum of Understanding.

1/ Employees in this classification who attain and maintain the designation of either "Residential Evaluation Specialist" or "Certified Assessment Evaluator" from the International Association of Assessing Officers (IAAO) or a Master's Degree in Real Estate or its equivalent as determined by the Commissioner of Assessments and who meet the criteria of the next step above their current step, shall advance one step in the pay range. If at the maximum pay step, the employee shall advance one step to

\$2,933.40. (PP 14, 2009).

- 2/ While occupying this title, Johnie Farmer to be paid at the rate of \$2,154.10. (PP 14, 2009) biweekly.  
The above employee will continue to receive general increases.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,832.20, \$1,923.40, \$2,001.19, \$2,080.34, \$2,163.51, \$2,250.67, \$2,340.54, \$2,434.43, \$2,531.02, \$2,632.95, \$2,737.56, \$2,847.55.

Pay Range 589

Official Rate-Biweekly				
2,126.01	2,189.80	2,255.48	2,323.14	2,392.83

Boiler Inspector II 1/ 2/ 3/  
Building Construction Inspector II 1/ 2/ 3/  
Electrical Inspector II 1/ 2/ 3/  
Elevator Inspector II 1/ 2/ 3/  
Sprinkler Construction Inspector II 1/ 2/ 3/

- 1/ Employees in these job classifications assigned by the Commissioner of Building Inspection as a project leader will receive one additional pay step while working in that capacity. If the employee assigned as project leader is being paid at the maximum of the range, he or she will receive a rate 3% above the biweekly maximum of the range while working as a project leader.
- 2/ Effective Pay Period 24, 2004, employees who complete at least one year of service at the third step of Pay Range 589 shall advance to the fourth step provided they meet one of the following criteria:
- (1) Have obtained an Associate's degree in civil engineering, architecture, construction management, construction technology or field related closely to construction; or
  - (2) Hold a Wisconsin license as a Professional Engineer or Professional Architect; or
  - (3) Have successfully completed 60 college credits of which a minimum of 39 credits are engineering-related, architectural design-related, or construction management-related and 9 credits are job-related or engineering-related, architectural design-related, or construction management-related, or
  - (4) Have 14 years of City service as a Building Construction Inspector and have successfully completed 40 college credits of which a minimum of 26 credits are engineering related, architectural design related or construction management related and 6 credits are job related or engineering related, architectural design related or construction management related.

For (3) and (4) above, Engineering related, architectural design related or construction management related credits allowed to meet the criteria shall be credits obtained in the engineering curriculum, architectural design curriculum or construction management curriculum of any college or university accredited by the North Central Association of colleges and Secondary Schools or credits obtained in college-level engineering, architectural design or construction technology courses in two-year associate degree programs at technical colleges, junior colleges and institutes. Job-related credits shall be credits determined by the Commissioner of Building Inspection as job related.

- 3/ The fifth step of the pay range is reserved for those employees who have obtained a bachelor's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction. Consideration will also be given for the attainment of professional licenses such as that of Professional Engineer or Professional Architect.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,256.58, \$2,324.30, \$2,394.02, \$2,465.81, \$2,539.80.

Pay Range 591

Official Rate-Biweekly				
2,246.98	2,333.68	2,437.16	2,531.17	2,628.83 2,730.25

Network Analyst-Senior 1/

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,384.98, \$2,476.99, \$2,586.84, \$2,686.63, \$2,790.28, \$2,897.94.

## Pay Range 592

Official Rate-Biweekly					
1,450.13	1,499.61	1,552.19	1,607.34	1,664.68	1,740.07

Market Analyst 1/  
Public Health Educator I

1/ Position to be studied when vacated by Michael Mathias.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,539.19, \$1,591.71, \$1,647.51, \$1,706.05, \$1,766.91, \$1,846.95.

## Pay Range 593

Official Rate-Biweekly					
1,607.34	1,664.68	1,726.73	1,792.67	1,861.17	1,945.74

Health Information Specialist 1/  
Public Health Educator II

1/ Recruitment to may be up to the third step.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,706.05, \$1,766.91, \$1,832.78, \$1,902.77, \$1,975.47, \$2,065.25.

## Pay Range 594

Official Rate-Biweekly					
1,664.68	1,726.73	1,792.67	1,861.17	1,932.41	2,019.86

Accountant II 4/ 5/  
Housing Services Specialist 5/  
Network Specialist 1/ 4/ 5/  
Nutritionist 2/ 3/  
Paralegal 4/  
Public Health Social Worker 2/  
Research Assistant 5/

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

2/ Recruitment to be up to the third step.

3/ The City shall pay a premium of \$20.00 biweekly to one position of Nutritionist while assigned to the Women, Infants, and Children's Nutrition Program.

4/ Effective Pay Period 4, 2005, positions held by Lisa Ames, Angelique Pettigrew-Davis, and Jean Semenuk (City Attorney), Mary Pickett (Comptroller) and April Wilks (DPW-Administration) shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,547.43	\$1,595.49	\$1,645.05	\$1,696.10	\$1,748.75	\$1,803.07
\$1,859.09	\$1,916.81	\$1,976.31	\$2,037.71	\$2,100.95	\$2,166.09.



They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

5/ Effective Pay Period 4, 2005, positions held by Emma Kennis, Loyce Howard (DCD), John Egan (DPW-Infrastructure) and Joan Dimow (FPC), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34	\$2,111.94
\$2,177.57	\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07.		

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,766.91, \$1,832.78, \$1,902.77, \$1,975.47, \$2,051.10, \$2,143.92.

#### Pay Range 595

Official Rate-Biweekly					
1,726.73	1,792.67	1,861.17	1,932.41	2,006.53	2,096.89

Engineering Systems Specialist  
Operations Analyst

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,832.78, \$1,902.77, \$1,975.47, \$2,051.10, \$2,129.77, \$2,225.68.

#### Pay Range 596

Official Rate-Biweekly					
1,792.67	1,861.17	1,932.41	2,006.53	2,083.56	2,177.04

Network Analyst-Assistant 1/ 2/  
Network Services Coordinator-Senior

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

2/ Effective Pay Period 4, 2005, the position held by Corey Richards (DOA), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92,	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34
\$2,111.94	\$2,177.57	\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07

He shall continue to receive an increment on his salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as he remains in that position.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,902.77, \$1,975.47, \$2,051.10, \$2,129.77, \$2,211.52, \$2,310.75.

#### Pay Range 598

Official Rate-Biweekly					
2,006.53	2,083.56	2,163.71	2,246.98	2,333.68	2,437.16

Automated Systems Specialist  
Crime Analyst 2/  
GIS Analyst  
Network Analyst-Associate 1/  
Programmer Analyst 1/  
Water Quality Analyst

- 1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.
- 2/ Appointment may be up to the fifth step of the pay range 598 with the approval of the Department of Employee Relations and the Chair of Finance & Personnel Committee.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,129.77, \$2,211.52, \$2,296.59, \$2,384.98, \$2,476.99, \$2,586.84.

Pay Range 599

Official Rate-Biweekly

2,193.63	2,283.37	2,371.01	2,433.67	2,576.72
2,714.71	2,823.29			

Facilities Control Specialist 1/ 2/

1/ Position shall be studied upon vacancy by David Vega.

2/ Recruitment may be up to the fifth step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,328.35, \$2,423.61, \$2,516.63, \$2,583.13, \$2,734.97, \$2,881.44, \$2,996.70.

Sec. 9. Drafters, Technicians, and Related Classes (District Council 48, AFSCME).

Rates for Sec. 9 effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay Range 600

Official Rate-Biweekly

1,170.06	1,258.82	1,289.66	1,324.50	1,412.82
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Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Drafting Technician I

Engineering Drafting Technician I

Engineering Technician I 1/ 2/

Geographic Information Technician I

1/ Incumbents of this position, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.

2/ Employees who are assigned to Road Life Work shall receive an additional \$0.75 per hour while assigned to that work.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,241.91, \$1,336.14, \$1,368.86, \$1,405.85, \$1,499.59.

Pay Range 602

Official Rate-Biweekly

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1,361.17	1,399.82	1,440.42	1,483.72	1,532.96	1,667.33
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Drafting Technician II  
 Engineering Drafting Technician II  
 Engineering Technician II 1/ 2/  
 Geographic Information Technician II

1/ Incumbents of this position, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.

\* (1) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer, shall advance annually through the "M" steps in lieu of the college credit requirements stated below.

(2) Effective January 1, 1995, employees who complete at least one year of service in the fourth step of Pay Range 602 shall advance annually in the Pay Range 602 "M" steps on their anniversary date, provided they meet the following criteria:

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (fifth step)	30 credits
M-2 (sixth step)	35 credits

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of Milwaukee and District Council 48, AFSCME.

(3) Employees who advance or have advanced to the fourth step of the range (regular maximum) upon completion of three years of service at that step subsequent to that date, will be eligible for the fifth step, at the end of three more years, will be eligible for the sixth step in lieu of the college credit requirement noted above.

2/ Employees who are assigned to Road Life Work shall receive an additional \$0.75 per hour while assigned to that work.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,444.75, \$1,485.80, \$1,528.89, \$1,574.84, \$1,627.11, \$1,769.74.

#### Pay Range 604

Official Rate-Biweekly				
1,588.78	1,654.53	1,723.22	1,794.84	1,869.60
*	*	*		
1,947.67	2,029.06	2,127.43		

Bicycle and Pedestrian Coordinator  
 Construction Coordinator  
 Drafting Technician IV  
 Engineering Drafting Technician IV

\* (1) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer, shall advance annually through the "M" steps in lieu of the college credit requirements stated below.

(2) Effective January 1, 1995, employees who complete at least one year of service in the fourth step of Pay Range 604 shall advance annually in the Pay Range 604 "M" steps on their anniversary date, provided they meet the following criteria:

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (sixth step)	30 credits or 8 years of service and 15 credits.
M-2 (seventh step)	45 credits or 10 years of service and 25 credits.
M-3 (eighth step)	60 credits or 12 years of service and 40 credits.

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of

Milwaukee and District Council 48, AFSCME.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,686.37, \$1,756.16, \$1,829.05, \$1,905.08, \$1,984.42, \$2,067.29, \$2,153.67, \$2,258.10.

Pay Range 606

Official Rate-Biweekly

1,869.60	1,947.67	2,029.06	2,114.08	2,202.75
*	*			
2,295.33	2,405.29			

Drafting Technician V  
Engineering Drafting Technician V  
Landscape Architect 1/  
Water Construction Coordinator

1/ Employees holding the title of Landscape Architect shall be eligible for all steps of Pay Range 606.

\* (1) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer, shall advance annually through the "M" steps in lieu of the college credit requirements stated below.

(2) Effective January 1, 1995, employees who complete at least one year of service in the fifth step of Pay Range 606 shall advance annually in the Pay Range 606 "M" steps on their anniversary date, provided they meet the following criteria:

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (sixth step)	60 credits or 14 years of service and 40 credits.
M-2 (seventh step)	75 credits or 16 years of service and 55 credits.

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of Milwaukee and District Council 48, AFSCME.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,984.42, \$2,067.29, \$2,153.67, \$2,243.92, \$2,338.04, \$2,436.30, \$2,553.02.

Pay Range 607

Official Rate-Biweekly

2,344.37	2,447.46	2,554.10	2,665.45	2,795.03
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Communications Facilities Coordinator  
Recreation Facilities Coordinator

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,488.35, \$2,597.77, \$2,710.96, \$2,829.15, \$2,966.68.

Sec. 10. Technicians, Engineers, and Architects of Milwaukee (TEAM).

Rates for Sec. 10 effective Pay Period 1, 2006 (January 1, 2006)

Pay Range 619

Official Rate-Biweekly (2006)

1,530.45	1,597.17	1,666.81	1,739.53	1,828.65
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Assessment Technician I

## Pay Range 620

## Official Rate-Biweekly

1,597.17	1,666.81	1,739.53	1,815.341,894.52
*	*	*	
1,977.13	2,063.292,166.64		

\*Technical "M" ranges

Engineering Technician IV 1/

1/ Incumbents of this position, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.

\* (1) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the "M" steps in lieu of the college credit requirements stated below.

(2) Engineering Technicians IV who complete at least one year of service in the fifth step of Pay Range 620 shall advance annually in Pay Range 620 "M" steps on their anniversary dates, provided they meet the following criteria:

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (sixth step)	30 credits or eight years of service and 15 credits.
M-2 (seventh step)	45 credits or 10 years of service and 25 credits.
M-3 (eighth step)	60 credits or 12 years of service and 40 credits.

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of Milwaukee and Technicians, Engineers and Architects of Milwaukee (TEAM).

## Pay Range 621

## Official Rate-Biweekly

1,977.13	2,063.29	2,166.64	2,253.312,343.44
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## Parking Operations Coordinator

## Pay Range 622

## Official Rate-Biweekly

1,894.52	1,977.13	2,063.29	2,153.312,247.18
*	*		
2,345.172,460.79			

\*Technical "M" ranges

## Assessment Technician II

## Engineering Technician V

\* Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the "M" steps in lieu of the college credit requirements stated below.

Engineering Technicians V and Assessment Technicians II who complete at least one year of service in the fifth step of Pay Range 622 shall advance annually in Pay Range 622 "M" steps on their anniversary dates, provided they meet the following criteria:

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (sixth step)	60 credits or 14 years of service and 40 credits.
M-2 (seventh step)	75 credits or 16 years of service and 55 credits.

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of Milwaukee and Technicians, Engineers and Architects of Milwaukee (TEAM).

**Pay Range 624**

Official Rate-Biweekly  
1,815.34      1,894.52      1,977.13      2,063.292,166.64

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Architectural Designer I 1/  
Civil Engineer I 1/ 2/  
Electrical Engineer I 1/  
Mechanical Engineer I 1/  
Traffic Control Engineer I 1/

1/ Recruitment and employment may be at any of the first four rates in the pay range, subject to the control and authorization of the Board of City Service Commissioners.

2/ Incumbents, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.

**Pay Range 625**

Official Rate-Biweekly  
2,015.62      2,112.33      2,213.78      2,320.022,431.35  
2,548.082,670.37

Plan Examiner II

**Pay Range 626**

Official Rate-Biweekly  
2,063.29      2,153.31      2,247.18      2,345.172,460.79

Architectural Designer II  
Civil Engineer II  
Electrical Engineer II  
Mechanical Engineer II  
Traffic Control Engineer II

**Pay Range 627**

Official Rate-Biweekly  
2,247.18      2,345.17      2,447.46      2,554.102,678.79

Facilities Construction Project Coordinator  
Facilities Maintenance Coordinator

**Pay Range 628**

Official Rate-Biweekly  
2,344.37      2,447.46      2,554.10      2,665.452,795.03

Architect III  
Civil Engineer III  
Electrical Engineer III  
Engineering Technician VI  
Mechanical Engineer III 1/  
Traffic Control Engineer III

1/ Appointment for one position of Mechanical Engineer III in the Department of City Development may be up to and including the third step.

Pay Range 629

Official Rate-Biweekly

2,344.37	2,447.54	2,555.22	2,667.672,785.03
2,907.583,035.50			

Plan Examiner III 1/

1/ Recruitment may be up to the fourth step of the pay range.

Pay Range 630

Official Rate-Biweekly

2,665.45	2,781.68	2,903.00	3,029.573,175.05
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Architect IV

Civil Engineer IV

Sec. 11. Microbiologists, Chemists, Virologists (Association of Scientific Personnel).

Rates for Sec. 11 effective Pay Period 1, 2006 (January 1, 2006)

Pay Range 635

Official Rate-Biweekly

1,344.68	1,373.72	1,406.35	1,440.69	1,476.821,542.05
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Medical Laboratory Technician

Pay Range 640

Official Rate-Biweekly

1,435.09	1,476.34	1,523.23	1,573.511,625.73
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Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Chemist I 1/

Microbiologist I 1/

Virologist I 1/

1/ Appointment may be at any step of the pay range.

Pay Range 642

Official Rate-Biweekly

1,682.11	1,743.47	1,809.59	1,879.13	1,942.042,039.78
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Chemist II 1/

Microbiologist II 1/

Virologist II 1/

1/ Effective with appointments after October 23, 2000, appointment may be at any step in the pay range.

Pay Range 644

Official Rate-Biweekly

1,942.04	2,010.40	2,078.60	2,168.76	2,259.102,359.81
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Chemist III 1/  
Microbiologist III 1/  
Virologist III 1/

1/ Effective with appointments after October 23, 2000, appointment may be at any step in the pay range.

## Pay Range 646

Official Rate-Biweekly

2,168.76	2,259.10	2,359.81	2,437.68	2,518.122,601.21
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Laboratory Information Systems Specialist  
Lead Microbiologist

Sec. 12. Public Health Nurses, Associate Public Health Nurses, Public Health Nurse Interns (Staff Nurses Council).

Rates for Sec. 12 effective Pay Period 1, 2006 (January 1, 2006)

## Pay Range 665

Official Rate-Biweekly

1,432.16	1,485.13	1,539.97	1,596.991,660.85
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Public Health Nurse Intern 1/

1/ Recruitment shall be at the first or second step of the range, subject to applicable experience under criteria established by the City.

## Pay Range 666

Official Rate-Biweekly

1,660.85	1,727.29	1,796.39	1,868.241,942.97
1,982.012,039.48			

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Associate Public Health Nurse 1/ 2/Public Health Nurse 1/ 2/ 3/

1/ The City shall pay a premium of \$45.00 biweekly for Public Health Nurses or Associate Public Health Nurses assigned on a full-time basis with full responsibilities to one of the following job assignments: Health Center Coordinator, Charge Nurse/STD Clinic, Charge Nurse/TB, Lead (Pb) Program Coordinator, Charge Nurse/Staff Development Unit, Charge Nurse/Family Health Clinic, Charge Nurse/WIC, Health Information Coordinator, Immunization Coordinator, and PHN Coordinator-HIV Women's Program. Effective Pay Period 25, 2003, Public Health Nurses assigned on a full-time basis with full responsibilities to the job assignment of PHN Coordinator-Adolescent School Health (ASHP) shall also be eligible for the \$45 biweekly premium.

2/ Effective Pay Period 17, 2002, a Public Health Nurse or Associate Public Health Nurse shall be eligible to receive an additional thirty (\$30) dollars biweekly special Attainment Pay provided they meet one or more of the following criteria and have provided the department with the appropriate documentation:

Criterion One: A nurse has a Master's Degree of Nursing approved by the National League of Nursing (NLN) and has submitted the diploma verifying such degree to the Public Health Nurse Manager.

Criterion Two: A nurse has an American Nurses' Association (ANA) certification in Community Health Nurse, Family Nurse Practitioner, Pediatric Nurse Practitioner, Gerontological Nurse Practitioner or a National Certification Corporation (NCC) certification as a Women's Health Care Nurse Practitioner and has submitted the certificate to the Public Health Nurse Manager or an American Nurses Credentialing Center (ANCC) certification as a Psych/Mental Health Nurse or an AIDS Certified Registered Nurse (ACRN) certification by the HIV/AIDS Nursing Certification Board (HANCB).



Criterion Three: A nurse has a Department of Public Instruction Certification and has submitted the certificate to the Public Health Nurse Manager.

A nurse who does not maintain his/her certification under one of the criteria listed above, shall not be eligible to continue to receive Special Attainment Pay unless he/she maintains eligibility by meeting another specified criterion above. A nurse who satisfies more than one criterion shall not receive more than one Special Attainment Pay of \$30 biweekly. A nurse appointed prior to June 21, 1981, who does not have a BSN degree as of January 1, 1989, but who has an American Nurses' Association Certification approved by the Public Health Nurse Manager shall be deemed to qualify for this special attainment pay.

- 3/ Recruitment shall be at the first, second, third, or fourth pay step subject to applicable experience under criteria established by the City. In addition, effective Pay Period 17, 2002, recruitment may be up to the second step based upon market conditions as determined by the City.

#### Pay Range 670

Official Rate-Biweekly				
2,018.25	2,096.97	2,178.74	2,263.71	2,351.992,443.73

Nurse Practitioner-STD/HIV Program

Sec. 13. Machinists and Related Classes (Local 494, Electrical Workers-Machine Shop).

Rates for Sec. 13 effective Pay Period 1, 2006 (January 1, 2006)

#### Pay Range 694

Official Rate-Biweekly			
1,614.81	1,663.79	1,715.52	1,771.791,832.81

Electrical Services Welder

#### Pay Range 696

Official Rate-Biweekly			
1,773.55	1,834.28	1,900.00	1,966.932,035.84

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Electrical Services Blacksmith  
Electrical Services Machinist I

#### Pay Range 698

Official Rate-Biweekly			
1,834.28	1,900.00	1,966.93	2,035.842,106.65

Machinist II

Sec. 14. Bridge Operators and Related Classes (Local 195, Electrical Workers).

Rates for Sec. 14 effective Pay Period 1, 2006 (January 1, 2006)

#### Pay Range 704

Official Rate-Biweekly  
1,414.61      1,446.33      1,479.71      1,514.851,551.86

Bridge Operator 1/

1/ Bridge Operators assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour effective Pay Period 1, 2002 (December 23, 2001).

Pay Range 710

Official Rate-Biweekly  
1,489.51      1,521.25      1,554.58      1,589.821,637.75

Bridge Operator Lead Worker 1/

1/ Bridge Operator Lead Workers assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour effective Pay Period 1, 2002 (December 23, 2001).

Sec. 15. Fire Equipment Repair Classes (International Association of Machinists and Aerospace Workers).

Rates for Sec. 15 effective Pay Period 1, 2006 (January 1, 2006)

Pay Range 722

Official Biweekly Rate  
1,250.43      1,322.66      1,413.91      1,449.051,500.53

Fire Mechanic Helper 1/

1/ An employee hired after January 1, 1988, shall not be eligible to attain step 5 of this pay range. Step 4 shall be the highest step attainable by employees hired after January 1, 1988.

Pay Range 724

Official Biweekly Rate  
1,231.80      1,304.55      1,395.76      1,430.771,574.56

Fire Stores Clerk 1/

1/ Current incumbent, Andrew Pozorski, to retain the title of Fire Stores Clerk until he vacates his current position, at which time the title shall revert to Inventory Control Assistant III in Pay Range 340.

Pay Range 726

Official Biweekly Rate  
1,318.95      1,393.35      1,488.26      1,523.23      1,562.491,624.10

Fire Equipment Repairer I 1/

1/ An employee may be eligible to attain step 6 of this pay range after completing one year of service in step 5 and after meeting established requirements for attaining step 6. The requirements for attaining step 6 shall be established by agreement between labor and management.

Pay Range 732

Official Biweekly Rate  
1,452.63      1,541.69      1,649.51      1,703.161,776.34

**Fire Equipment Repairer II 1/**

- 1/ Employees occupying this position classification on August 21, 1988, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Mark Madritsch, if promoted to this classification, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Any other individual entering this position classification shall not be eligible to be paid at step 5 of this pay range. Step 4 shall be the highest step attainable by other individuals in this classification.

**Pay Range 733****Official Biweekly Rate**

1,476.58	1,566.64	1,676.21	1,732.41	1,793.221,821.82
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Fire Equipment Machinist  
Fire Equipment Metal Fabricator  
Fire Equipment Compressed Air Technician  
Fire Building and Equipment Maintenance Specialist

**Pay Range 734****Official Biweekly Rate**

1,476.58	1,566.64	1,676.21	1,732.41	1,793.221,839.79
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Fire Equipment Mechanic 1/ 2/  
Fire Equipment Welder

- 1/ Requirement for advancement to the sixth step of Pay Range 734 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain the sixth step.
- 2/ Employees occupying the position of Fire Equipment Mechanic shall be eligible to receive, for all hours of active service, an additional fifteen cents per hour per level for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, II and Master Level III certifications. Effective pay period 11, 2005, the pay for EVT Level I Certification shall be increased to twenty-five cents per hour, the pay for EVT Level II Certification shall be increased to fifty cents per hour, and the pay for EVT Master Level III Certification shall be increased to seventy-five cents per hour. EVT payments continue to be payable to employees who have advanced to Step 6 of Pay Range 734 and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.

**Sec. 16. Sanitation Workers and Related Classes (Local 61, Laborers' International Union).****Rates for Sec. 16 effective Pay Period 1, 2006 (January 1, 2006)****Pay Range 740****Official Rate-Biweekly**

1,340.50	1,370.59	1,401.04	1,434.171,469.18
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Cart Maintenance Technician  
Sanitation Worker 1/ 2/

- 1/ Sanitation Workers who work on crews that utilize rear container loaders shall receive a ten cent (10c) per hour premium.
- 2/ Effective Pay Period 1, 2005, Sandra Trammell and Joseph DeLeon, when working as a Sanitation Worker, shall be paid at the rates consistent with Pay Range 741 in fiscal years 2005 and 2006. Effective Pay Period 1, 2007, when working as a Sanitation Worker, they shall be frozen at their rates of pay that were consistent with Pay Range 741 in 2006, until such time the maximum biweekly pay rate of the Sanitation Worker classification equals or exceeds that amount, at which time they will be eligible to

receive general pay increases.

Pay Range 741

Official Rate-Biweekly				
1,370.94	1,402.81	1,435.66	1,470.59	1,507.92

Field Headquarters Coordinator  
Utility Crew Worker

Pay Range 742

Official Rate-Biweekly				
1,383.96	1,414.43	1,447.71	1,482.57	1,549.58

Sanitation Crew Leader

Sec. 16a. Public Works Driving Positions (District Council 48, AFSCME and Local 61 Laborers International Union).

Rates for Sec. 16a effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay Range 750

Official Rate-Biweekly				
1,110.30	1,340.76	1,370.31	1,403.65	1,455.12
1,504.80	1,559.95	1,617.93	1,677.82	1,743.85

Operations Driver/Worker 1/ 2/ 3/ 4/ 5/ 6/

- 1/ All Local 423 employees on the current Operations Driver seniority list who were working full time as of July 1, 2001 shall be placed in the new pay range at the minimum of step seven (7).
- 2/ All Local 61 employees on the current Operations Driver seniority list who were working full time as of July 1, 2001 shall advance to a minimum of step 7.5 of \$1,585.66 (2006 rate) after five full years of service.
- 3/ Employees while operating Equipment No. 55013 shall be paid at the hourly rate in Pay Range 962.
- 4/ Effective Pay Period 3, 1998, employees shall receive an additional \$2.77 per hour (\$221.60 biweekly) while assigned to operate the Reach All or Hydro Crane.
- 5/ Effective Pay Period 17, 2001, an employee while assigned as the utility person shall receive an additional \$0.50 per hour.
- 6/ Effective June 8, 2009, one position held by Ken Wischer, in the Milwaukee Department of Public Works, to be paid at rates consistent with Pay Range 936 while performing contract administrator duties.

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,178.50, \$1,423.11, \$1,454.48, \$1,489.86, \$1,544.48, \$1,597.22, \$1,655.75, \$1,717.29, \$1,780.86, \$1,850.96.

Sec. 17. Plumbing Inspectors and Related Classes (Plumbers' Local #75).

Rates for Sec. 17 effective Pay Period 1, 2006 (January 1, 2006) or as noted

Pay Range 785

Official Rate-Biweekly  
1,978.91      2,038.28      2,099.43      2,162.422,227.28

Plumbing Inspector I 1/

1/ Effective Pay Period 10, 2005 (April 24, 2005), recruitment for Plumbing Inspector I position shall be up to the second step of the pay range at the discretion of the department head. Effective on the appointment date of a Plumbing Inspector I who is appointed after April 24, 2005, who are in a pay step lower than the pay step of the newly appointed Plumbing Inspector I, shall advance to the same pay step as the newly appointed Plumbing Inspector I. Effective Pay Period 1, 2006, recruitment for Plumbing Inspector I positions shall be up to the third pay step of the pay range at the discretion of the department head. Effective on the appointment date of a Plumbing Inspector I who is appointed in Pay Period 1, 2006 or after, Plumbing Inspectors I who were appointed prior to Pay Period 1, 2006, who are in a pay step lower than the pay step of the newly appointed Plumbing Inspector I, shall advance to the same pay step as the newly appointed Plumbing Inspector I.

Pay Range 786

Official Rate-Biweekly (*Rates effective Pay Period 13, 2006*)  
2,384.80

Landscape and Irrigation Specialist 1/ 2/

1/ The Landscape and Irrigation Specialist is compensated at 92% of the outside prevailing hourly rate for journeymen plumbers. (*Effective PP 13, 2006 (June 18, 2006) the hourly rate is \$29.81 (\$2,384.80 biweekly) 92% of the outside rate of \$32.40 per hour.*)

2/ Effective Pay Period 13, 2004, when the Landscape and Irrigations specialist in the Forestry Section of the Operations Division of the Department of Public Works is assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, he/she shall be paid at 95% of the outside prevailing hourly rate for journeyman plumbers. (*Effective PP 13, 2006 (June 18, 2006) the hourly rate is \$30.78 (\$2,462.40 biweekly) 95% of outside rate of \$32.40 per hour.*)

Pay Range 788

Official Rate-Biweekly  
2,162.42      2,227.28      2,294.11      2,362.922,433.81

Plumbing Inspector II 1/

1/ The fourth step of the pay range is reserved for those employees who have obtained an associate's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintain the Automatic Fire System Sprinkler Tester certification. Any changes in these requirements will be determined by mutual agreement between DER and DNS.

The fifth step of the pay range is reserved for those employees who have obtained a bachelor's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintain the following four certifications/licenses:

Privately Owned Waste Water Treatment Systems  
Master Plumber  
Reduced Pressure Backflow Prevention  
Two Pound Gas

Any changes in these requirements will be determined by mutual agreement between DER & DNS.

Pay Range 796

Official Rate-Biweekly  
2,015.62      2,112.40      2,213.78      2,320.022,431.35  
2,548.082,670.37

## Mechanical Plan Examiner II

Pay Range 798

## Official Rate-Biweekly

2,344.37	2,447.54	2,555.22	2,667.67	2,785.03
2,907.583,035.50				

## Mechanical Plan Examiner III

Sec. 18. Police Officers and Related Classes (Milwaukee Police Association).

Rates for Section 18 effective Pay Period 1, 2009 (December 28, 2008)

Pay Range 801

## Official Rate-Biweekly

1,807.37	1,983.09	2,210.45	2,297.67	2,431.94
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Police Officer 1/

1/ Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

Pay Range 804

## Official Rate-Biweekly

2,384.90	2,460.17	2,538.67
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## Court Liaison Officer

## Identification Technician

Police Alarm Operator 1/

1/ Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.

Pay Range 808

## Official Rate-Biweekly

2,510.54	2,609.20	2,711.88
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## Detective

## Document Examiner

## Latent Print Examiner

## Forensic Video Examiner

Pay Range 812

## Official Rate-Biweekly

2,713.64    2,804.16    2,894.73

Chief Latent Print Examiner  
Identification Systems Specialist

Pay Range 813

Official Rate-Biweekly

2,609.20    2,711.88    2,818.62    2,929.60    3,044.91    3,164.97

Police Audiovisual Specialist 1/

1/ When vacated by the present incumbent, Robert Hempe, the position shall be studied to determine whether it should be civilianized.

Sec. 19. Police Department Supervisors (Milwaukee Police Supervisors' Organization).

Rates for Sec. 19 effective Pay Period 1, 2006 (January 1, 2006)

Pay Range 831

Official Rate-Biweekly

2,046.72                    2,127.49                    2,211.54                    2,298.92                    2,389.78, 2,484.34

Police Sergeant 1/ 2/

1/ Recruitment to be at fourth step.

2/ Effective Pay Period 1, 1992, employees in Pay Range 831 shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent underfilling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

Pay Range 835

Official Rate-Biweekly

2,298.92                    2,389.78                    2,484.34                    2,582.61                    2,684.84, 2,791.02

Police Identification Supervisor

Pay Range 836

Official Rate-Biweekly

2,389.78                    2,484.34                    2,582.61                    2,684.84                    2,791.02, 2,901.59

Administrative Lieutenant of Police 1/2/  
Administrative Lieutenant of Police (Health and Safety) 1/2/  
Lieutenant of Detectives 1/ 2/  
Lieutenant of Police 1/2/

1/ Recruitment to be at fourth step.

2/ Effective Pay Period 1, 2004, employees in Pay Range 836 shall receive an amount equal to one percent of base salary in lieu of

any other compensation for time spent underfilling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

Pay Range 839

Official Rate-Biweekly				
2,684.84	2,791.02	2,901.59	3,016.53	3,136.163,260.48

Captain of Police 1/

1/ Recruitment to be at fourth step.

Pay Range 842

Official Rate-Biweekly				
3,016.53	3,136.16	3,260.48	3,389.83	3,524.313,664.17

Deputy Inspector of Police 1/

1/ Recruitment to be at fourth step.

Sec. 20. Firefighters and Related Classes (Local 215, Milwaukee Professional Fire Fighters' Association).

Rates for Section 20 effective Pay Period 1, 2009 (December 28, 2008).

Pay Range 850

Official Rate-Biweekly				
\$1,447.03	1,506.44	1,673.37	1,840.73	2,025.27
2,228.80	2,431.94			

Fire Paramedic 1/

Firefighter 1/

1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

Pay Range 853

Official Rate-Biweekly				
\$1,820.82	1,860.74	2,294.92	2,385.63	2,574.53

Heavy Equipment Operator 1/ 2/

1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be include in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.



- 2/ Employees who are promoted from the Firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

Pay Range 856

Official Rate-Biweekly

\$2,324.40      2,415.65 2,510.54 2,609.20 2,711.88

Administrative Fire Lieutenant 2/ 3/  
Fire Lieutenant 1/ 2/ 3/  
Fire Paramedic Field Lieutenant 1/ 2/ 3/ 4/  
Paramedic Field Lieutenant 1/ 2/ 3/ 4/  
Paramedic Lieutenant 1/ 2/ 3/  
Vehicle Operations Instructor 3/

- 1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- 2/ Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, Paramedic Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- 3/ Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- 4/ Positions to be reclassified to Fire Lieutenant upon becoming vacant.

Pay Range 857

Official Rate-Biweekly

\$2,609.20      2,711.88 2,818.62 2,929.60 3,044.91  
3,164.97

Administrative Captain-EMS 1/ 2/  
Administrative Fire Captain 2/  
Fire Captain 1/ 2/  
Fire Captain - Incident Safety Officer  
Vehicle Operations Training Coordinator 2/

- 1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- 2/ Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, Administrative Captain-EMS or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 857.

Sec. 21. Fire Equipment Dispatchers (Local 494, Electrical Workers, Fire Equipment Dispatchers).

Rates for Sec. 21 effective Pay Period 1, 2006 (January 1, 1006)

Pay Range 858

Official Rate-Biweekly

1,365.39	1,399.65	1,461.72	1,527.541,596.26
1,686.31	1,754.341,822.04		

Fire Equipment Dispatcher

Sec. 22. Fire Department Management.

Rates for Section 22 effective Pay Period 1, 2008 (December 30, 2007)

Pay Range 863

Official Rate-Biweekly

2,830.462,942.41	3,058.983,180.13	3,306.263,437.32
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Battalion Chief, Assistant EMS Coordinator 1/ 2/

Battalion Chief, Fire 1/

1/ Recruitment at the fourth step.

2/ Effective Pay Period 1, 1994, one position assigned to the Bureau of Emergency Medical Services shall receive a 5% annual, lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium.

Pay Range 865

Official Rate-Biweekly

3,180.133,306.263,437.323,573.693,715.463,862.90
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Deputy Chief, Fire 1/ 2/

1/ Recruitment at the fourth step.

2/ Effective Pay Period 1, 1994, one position assigned to the Bureau of Emergency Medical Services shall receive a 5% annual, lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium.

Pay Range 867

Official Rate-Biweekly

4,247.464,416.254,591.714,774.344,964.185,161.61
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Assistant Fire Chief 1/

1/ Recruitment at the fourth step.

*Sec. 23. Hourly, Part-time, Intermittent; Miscellaneous Personnel (classes paid biweekly are represented by District Council*

48, AFSCME, or are Nonrepresented.) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay ranges in Sec. 23 marked with an asterisk (\*) include general increases effective PP 14, 2009.

Pay Range 902\*

Official Rate-Hourly  
7.13                      7.73                      8.33

High School Intern 1/  
Summer Youth Intern

1/ Salary advancements to next succeeding step to be after 520 hours of service upon recommendation by the department.

Pay Range 906\*

Official Rate-Hourly  
7.30                      7.85                      8.37                      8.91

Library Circulation Aide 1/

1/ Library Circulation Aides hired on or after Pay Period 5, 2006 (February 26, 2006) shall advance to the next succeeding step in the pay range after 520 hours of successful service upon recommendation by the department. Library Circulation Aides hired prior to February 26, 2006, shall advance to the next succeeding step in the pay range step after four months of successful service upon recommendation by the department.

Pay Range 910\*

Official Rate-Hourly  
9.51                      10.99                      12.47

College Intern 1/ 2/ 3/  
Team Leader 4/

1/ Salary advancements to next succeeding step to be after 520 hours of service upon recommendation by the department.

2/ With the approval of the Employee Relations Director, bona fide graduate students performing Graduate Intern work may be paid at rates consistent with those paid to Graduate Interns.

3/ With the approval of the Employee Relations Director, students with junior status may be appointed up to the second step and students with senior status may be appointed up to the third step.

4/ Appointment may be up to the third step of the pay range based upon prior experience.

Pay Range 918\*

Official Rate-Hourly  
8.46                      8.89                      9.31                      9.86

Document Services Assistant 1/  
Temporary Document Services Assistant 2/

1/ Salary advancements to next succeeding step to be upon completion of 1,040 hours of work at each step.

2/ Recruitment may be at the first or second step of the pay range.

Pay Range 924\*

OFFICIAL RATE

Official Rate-Hourly  
10.36                      12.34                      12.74

Production Assistant 1/

1/ Salary advancements to next succeeding step to be upon completion of 1,040 hours of work at each step.

Pay Range 925\*

Official Rate-Biweekly  
816.53

Fire Cadet

Pay Range 926\*

Official Rate-Hourly  
10.99                      12.47

Urban Forestry Intern 1/

1/ Recruitment shall be at the first step of the range. Employees who have completed one successful season of work in Forestry may advance to the second step, upon recommendation by the Forestry Division.

Pay Range 927\*

Official Rate-Hourly  
12.09                      13.18                      14.37

Engineering Inspection Assistant 1/  
Traffic Control Assistant 1/

1/ Students hired shall be compensated as follows: Freshmen are to be appointed at the first step, and sophomores, juniors, and seniors may be appointed up to the third step.

Pay Range 928 (*ALEASP*)

Official Rate-Hourly  
12.24                      12.90                      13.61                      14.31                      15.18

Police Telecommunicator (Seasonal) 1/

1/ Employees to be advanced to the next step in the pay range after each season (June through September 1) of successful job experience.

Pay Range 929\*

Official Rate-Hourly  
11.32                      11.95

School Crossing Guard 1/ 2/ 3/  
School Crossing Guard Operator 1/ 3/  
School Crossing Guard Dispatcher 2/ 3/  
Legislative Services Aide 4/

1/ Receives the second rate specified above after 190 work days or one full year as a School Crossing Guard and/or School Crossing Guard Operator.

2/ Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for less than 190 days or one full year shall receive \$13.58 per hour. Employees who have worked as a School Crossing Guard (Auxiliary) or

School Crossing Guard Dispatcher for more than 190 days or more than one year shall receive \$14.34 per hour (2006).

- 3/ Any School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher, assigned to train another School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher shall receive fifty (.50) cents per hour in addition to their base rate as a School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator, or School Crossing Guard Dispatcher while performing such training assignment.
- 4/ Legislative Services Aides are eligible to advance to the next step of the pay range after completion of 520 hours of service upon recommendation by the Department.

Pay Range 930\*

Official Rate-Hourly  
13.12                      14.53                      16.51

Accounting Intern 1/  
Engineering Intern 2/  
Graduate Intern 3/ 4/

- 1/ Students with junior status may be appointed up to the second step. Students with senior status may be appointed up to the third step.
- 2/ Engineering Interns to be paid the following hourly rates: \$11.37 for junior status students and \$12.28 for senior status students (2006).
- 3/ Graduate Interns are eligible to advance to the next step of the pay range after completion of 520 hours of service upon recommendation by the Department.
- 4/ Graduate Interns attending law school may be hired up to the second step in the pay range.

Pay Range 934\*

Official Rate-Biweekly  
2,154.28

District Council 48 Contract Administrator-Local 33

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,286.59.

Pay Range 936\*

Official Biweekly Rates  
1,903.85

District Council 48 Contract Administrator

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,020.78.

Pay Range 939\* (ALEASP)

Official Rate-Hourly  
13.49                      13.83                      14.18\*

District Council 48 Contract Administrator

Police Services Specialist

\*Active employees who have completed one year of service at Step 2 may advance to Step 3.

Pay Range 940

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following hourly rates effective Pay Period 14, 2009: \$18.46, \$19.12, \$20.26.

Pay Range 943

Official Rate-Hourly  
10.00

Truck Driver (Winter Relief)

Pay Range 944

Official Rate-Hourly  
12.00

Equipment Operator (Winter Relief)

Pay Range 945

Official Rate-Hourly  
13.00

Equipment Operations Supervisor (Winter Relief)  
Sanitation Supervisor (Winter Relief)

Pay Range 948

Official Rate-Daily  
84.15

Election Inspector 1/

1/ Chief Inspectors shall receive a daily rate of \$150.00 per day. Election Inspectors to receive an additional \$15.00 and Chief Inspectors to receive an additional \$25.00 for each instruction class attended prior to each election.

Pay Range 950\*

Official Rate-Hourly  
44.23

Municipal Court Commissioner

Pay Range 951\*

Official Rate-Biweekly  
1,502.57      1,552.811,616.36

Building Construction Inspector Intern

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,594.85, \$1,648.19, \$1,715.64.

Pay Range 954\*

Official Rate-Hourly  
20.98

Asphalt Raker

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following hourly rates effective Pay Period 14, 2009: \$22.27.

Pay Range 955\*

Official Rate-Biweekly  
1,651.13

Snow Driver

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 1, 2009: \$1,752.53.

Sec. 24. Construction Equipment Operators (Local 139, International Union of Operating Engineers and District Council 48, AFSCME.)

Rates for Sec. 24 effective Pay Period 1, 2006 (January 1, 2006)

Pay Range 956

Official Rate-Hourly  
25.03

Tractor Operator (Under 40 H.P.)

Pay Range 957

Official Rate-Hourly  
25.67

Snow Operator-Light

Pay Range 958

Official Rate-Hourly  
26.87

Harbor Crane Operator

Pay Range 960

Official Rate-Hourly  
25.97

Asphalt Plant Operating Engineer  
Directional Boring Machine Operator/Worker, 40 h.p. and over  
Tractor, Bulldozer, End Loader or  
Grader Operator 1/ 2/ 3/

1/ An employee while operating a snowblower which is mounted on a Grader or a Heavy Loader shall be paid at the hourly rate in Pay Range 962 (Backhoe pay).

2/ An employee while operating the Log Loader shall be paid an additional twenty cents (.20) per hour, except effective Pay Period 1 through 8, 2002, an employee while operating a Log Loader shall be paid at the hourly rate in Pay Range 961. Thereafter, this exception shall be for the time period Pay Period 25 through Pay Period 8 (snow and ice control operation season).

- 3/ An employee assigned to operate the skid steer loader with grinder attachment and to perform some Asphalt Worker duties shall be paid at the hourly rate in Pay Range 956.

Pay Range 961

Official Rate-Hourly  
26.63

Snow Operator-Heavy

Pay Range 962

Official Rate-Hourly  
26.36

Clamshell Operator  
Crane Operator  
Grad All Operator 1/  
Roller Operator 2/

- 1/ Effective Pay Period 17, 1987 (August 9, 1987), an employee while operating a Grad All shall be paid an additional thirty-five cents (\$0.35) per hour.
- 2/ Effective Pay Period 1, 2002, an employee while operating the Backhoe shall be paid the hourly rate in Pay Range 961.

Sec. 25. Electrical Workers & Related Classes (Local 494, Electrical Workers, Electrical Group).

Rates for Sec. 25 effective Pay Period 12, 2009 (May 31, 2009)

Pay Range 974

Official Rate-Hourly  
18.35                      19.59                      21.15                      22.70

Electrical Worker 1/ 2/ 3/

- 1/ Steps one, two and three of this pay range represent, respectively, 59%, 63% and 68% of the outside prevailing hourly rate for Journeyman Wireman.
- 2/ Step four of this pay range represents 73% of the outside prevailing hourly wage for Journeyman Wireman. Employees in this classification are only eligible for the fourth (4<sup>th</sup>) step of the pay range upon recommendation of the Electrical Worker Review Committee and approval of the Division Head in which the Electrical worker is employed.
- 3/ Effective Pay Period 8, 2000, an employee who has completed the training period on the Directional Boring Machine, 40 hp and over, shall be paid a rate consistent with Pay Range 960, when assigned to work as the primary locator or primary operator with the Directional Boring Machine, 40 h.p. and over.

Pay Range 975

Official Rate-Hourly  
14.77                      17.73                      22.16                      26.59

Electrical Mechanic Apprentice 1/ 2/

- 1/ An employee of the Department of Public Works who is appointed directly as an Electrical Mechanic Apprentice and who has an hourly rate of pay higher than an Electrical Mechanic Apprentice shall retain either the higher rate of pay or the third step of the Apprentice pay range whichever is lower. The employee shall retain this rate of pay unchanged until such time as the step of the



Apprentice pay range to which the employee is entitled by virtue of his/her years of service as an Electrical Mechanic Apprentice equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable step which equals or exceeds his/her former rate.

- 2/ Steps one, two, three, and four of this pay range represent 50%, 60%, 75% and 90% of the City's hourly rate for Electrical Mechanic, respectively.

Pay Range 978

Official Rate-Hourly  
29.55

Electrical Mechanic 1/ 2/ 3/ 4/ 5/ 6/ 7/ 8/

- 1/ The above rate represents 95% of the outside prevailing hourly wage for Journeyman Wireman.
- 2/ An Electrical Mechanic who has not successfully completed the City of Milwaukee Electrical Mechanic Apprenticeship program shall receive, while serving his/her initial probationary period as an Electrical Mechanic, an hourly rate equal to ninety percent (90%) of the hourly rate of a City Electrical Mechanic.
- 3/ In divisions other than the Infrastructure Division, an Electrical Mechanic who is assigned for the full day by the Division to act as crew chief supervising the work of four or more crew members shall be paid a premium of one dollar fifty cents (\$1.50).
- 4/ In the Infrastructure Division, an Electrical Mechanic assigned crew chief duties supervising four or more crew members (two or more crew members for pole crews and traffic cable crews) at the beginning of the day shall be paid a premium of one dollar fifty cents (\$1.50) for all hours worked as crew chief. An Electrical Mechanic assigned to relief crew chief duties shall be paid a premium of one dollar fifty cents (\$1.50) for all hours worked as crew chief provided he/she works a minimum of three hours as crew chief.
- 5/ An Electrical Mechanic in the Infrastructure Division who is assigned as duty electrician at the Canal Street Shop for weekend and holiday duty shall be paid a premium of one dollar fifty cents (\$1.50).
- 6/ An Electrical Mechanic who is regularly assigned to rotating telephone switch maintenance duties shall be paid a premium of one dollar fifty cents (\$1.50) per hour for each hour actually worked.
- 7/ An Electrical Mechanic who is assigned duty as "On-Call Mechanic" shall be paid fifteen dollars (\$15) for each weekday (Monday through Friday) and thirty-six dollars (\$36) for each weekend day or holiday provided he/she is required to carry a communication device outside his/her regularly scheduled hours of work on such weekdays, weekend days or holidays and provided he/she is available to respond to calls for service during such days.
- 8/ The employee in this title who is designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$1.50 per hour.

Sec. 26 Construction Trades Classes (Milwaukee Building and Construction Trades Council).

Rates for Sec. 26 effective Pay Period 16, 2009 (July 26, 2009)

Pay Range 981

Official Rate-Hourly  
26.43

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Painter 1/ 2/

- 1/ An employee in the Painter job classification shall receive an additional thirty cents (\$0.30) per hour when assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment.

2/ Effective Pay Period 15, 2009 (February 23, 2009), employees in job classification in this pay range who perform lead statements

- 2/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Pay Range 982

Official Rate-Hourly  
27.46

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Cement Finisher 1/

- 1/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Pay Range 983

Official Rate-Hourly  
26.81

Painter Leadworker, House 1/ 2/ 3/

- 1/ An employee in the Painter Leadworker, House job classification shall receive an additional thirty cents (\$0.30) per hour when he/she is either assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment or is leading a crew which is actually spraying and cleaning spray equipment.
- 2/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.
- 3/ One position filled by Dennis Hermann to be paid at rates consistent with Pay Range 985.

Pay Range 984

Official Rate-Hourly  
27.14

Painter, Bridge and Iron

Pay Range 985

Official Rate-Hourly  
29.42

Painter Supervisor, House 1/ 2/

- 1/ An employee in the Painter Supervisor, House job classification shall receive an additional thirty cents (\$0.30) per hour for the entire regular day when a Painter or Painter Leadworker, House receives a thirty cents (\$0.30) per hour task rate for spray painting or cleaning of spray painting equipment.
- 2/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Pay Range 986

Official Rate-Hourly

Official Rate-Hourly  
27.85

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Carpenter 1/

1/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Pay Range 987

Official Rate-Hourly  
27.32

Painter Leadworker, Bridge and Iron 1/

1/ Effective Pay Period 7, 2002, the employee in this job classification in the Infrastructure Division with limited additional supervisory duties and responsibilities shall receive \$1.12 per hour more than the highest painter classification he or she supervises.

Pay Range 988

Official Rate-Hourly  
30.13

Painter Supervisor, Ironwork

Pay Range 989

Official Rate-Hourly  
32.85

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Bricklayer, Buildings 1/  
Sewer Mason 1/

1/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Pay Range 990

Official Rate-Hourly  
28.98

Ironworker 1/

1/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Pay Range 991

Official Rate-Hourly  
30.84

Carpenter Supervisor 1/ 2/

1/ Effective Pay Period 11, 1998, an employee in this classification shall be paid at either an hourly rate of \$50.00 more than the

- 1/ Effective Pay Period 10, 1988, an employee in this classification shall be paid at either an hourly rate of not more than the hourly rate of the job classification of the highest paid employee he/she had been assigned by the Division to supervise for a full day or the hourly rate of Pay Range 991, whichever is greater.
- 2/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Pay Range 992

Official Rate-Hourly  
30.88

Ironworker Supervisor 1/

- 1/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Pay Range 993

Official Rate-Hourly  
29.35

Carpenter Leadworker (Auxiliary) 1/

- 1/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Part II. Administration of Pay Plan.

Sec. 1. Official rates of pay: The official rates of pay listed in all sections of this ordinance except Part 1, Sec. 23 are the biweekly rates listed therein. In Part 1, Sec. 23, 24, 25 and 26, the official rates of pay are either hourly or daily rates, as specified with the exception of Pay Ranges 925, 934, 936, 951 and 955 where the official rates of pay are biweekly. Other rates of pay, such as monthly or annual, listed in any section of this ordinance are for informational purposes only.

Sec. 2. Appointments, Salary Advancement, Salary Anniversary Dates

Appointment at Minimum: Appointment to City positions shall be at the minimum rate in the scale except as otherwise provided by Part II, Section 2, 3, and 12 of this Ordinance.

Salary Advancement-Nonmanagement employees: Salary advancement above the rate of initial appointment shall be made at the next higher rate upon the completion of each year of service at that particular rate until the maximum rate is received, except, effective Pay Period 1, 2010 through Pay Period 26, 2011, there shall be no pay step advancement for employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented employees or as provided in Part II, Sec. 12, Sec. 14 or as specified below. In determining the completion of each year of service, mandatory furlough time shall be regarded as being regularly at work and shall not count against salary advancement.

Timing of Salary Advancement - Nonmanagement Employees: In order to eliminate two rates of pay for the same officer or employee in any period and to reduce and simplify payroll preparation and the auditing thereof, salary advancement within any pay range shall follow the completion of 26 biweekly pay periods and not the precise anniversary date. For the purpose of determining the proper time for the initiation of salary advancements, appointments during a pay period shall be considered as having been made at the beginning of such period.

Department heads are directed insofar as possible to make appointments effective at the beginning of a biweekly pay period. Absence or absences from work without pay, for any cause, except mandatory furloughs, for 10 or more work days in the aggregate shall defer salary advancement for one additional pay period for each such 10 days' absence.

Appointment to a New or Reclassified Position: Appointment of a person in the service of the City to a new position or a reclassified position who has received the same rate of pay for at least one year shall be at the salary increment next above the rate currently received but not in excess of the maximum of the scale, except as may be provided in Part II, Sec. 12 of this ordinance.

Increases in Salary Ranges: When the salary range for a position is increased in conjunction with an across-the-board adjustment, the incumbent shall receive the step in the adjusted salary range that is equivalent to the step previously received.

Hourly Employees - Job Change: Whenever an employee in a position compensated on an hourly basis is appointed, transferred, or reinstated to a position the salary of which is determined under this ordinance, the amount of earnings in the twelve month period immediately preceding such appointment, transfer, or reinstatement shall be calculated. The rate of pay in the new position shall be the increment in the scale next above the amount of the employee's earnings for said period, but not in excess of the maximum increment in said scale.

Hourly Employees - Rates of Pay - Salary Advancement: Payrolls for positions with an official hourly rate listed in Part I, Sec. 23, 24, 25 and 26 shall be based upon the number of hours or days employees are actually employed. Salary advancement above the rate at initial appointment shall be made at the next higher rate upon the completion of each year of service unless otherwise indicated in a footnote within the specific pay range at that particular rate until the maximum rate is received.

Promotion or Reallocation Pay Increase: Appointment or promotion of an officer or employee to a higher level classification or reallocation to a higher level pay range shall be at the pay rate in the new pay range that is at least \$10 more biweekly than the employee was receiving except as provided in Part II, Sec. 12 of this ordinance. In those instances where the next higher pay rate (step) is less than \$10.00 biweekly higher than the employee was receiving, the next step above the higher pay rate (step) shall be paid.

Salary Anniversary Date:

- All nonmanagement employees who are not at the maximum of their pay range will retain their salary anniversary dates when they are promoted or reallocated to a higher level pay range.
- All nonmanagement employees who are at the maximum of their pay ranges will receive new salary anniversary dates when promoted or reallocated to higher-level nonmanagement pay ranges. This new salary anniversary date shall be based upon the effective date of such appointment, promotion, or reallocation.
- Employees promoted into job titles contained in the Management Pay Plan (Part I, Sec. 2 of the Salary Ordinance) shall retain their previous salary anniversary dates.

Combining Pay Rates into the City's System: Whenever a pay rate in prior salary ranges is not included in salary ranges established in this ordinance, the salary of the officer or employee compensated thereunder shall be advanced to the next higher pay rate in the range established under this ordinance or under previous ordinances as set forth in Part II, Sec. 9.

Minimum Rate of Pay: The salary of an officer or employee receiving less than the minimum of the salary range established in this ordinance shall be advanced to the minimum step of the range unless specifically authorized otherwise.

Sec. 3. Recruitment Above the Minimum: To recruit qualified persons, appointment of a person to a position may be at a rate above the minimum rate within the established pay range provided it is determined by the Common Council that such rate is necessary and provided there is a footnote authorizing it. Otherwise a recruitment study request must be made to the Department of Employee Relations to determine the appropriate pay range necessary to recruit qualified candidates. With regard to positions covered by Part I, Sec. 2 of this Salary Ordinance, salary rates shall be in accordance with special provisions included in that section and in Part II, Sec. 12 (for management) or Sec. 14 (for Assistant City Attorneys) of this ordinance.

Public Health Nurses and Public Health Nurse Supervisor: Any person who has held, by regular appointment, a position in the City service classified as Public Health Nurse, or Public Health Nurse Supervisor, has resigned in good standing from the service, and meets the criteria listed below, may upon recommendation of the appointing authority, be re-employed in such position or in another position of the same classification at a pay step above the minimum rate of the established pay range. The pay step may not, however, be higher than one pay step above the current recruitment step which the individual would be eligible for on the basis of the time they previously worked in positions in the same pay range. The criteria for being paid this higher rate is 1) determination by the Department of Employee Relations that there are recruitment problems for such position due to the shortage of qualified personnel and 2) in the judgment of the Department of Employee Relations, supported by a review of the employment history of the individual, such re-employment above the minimum rate would best serve the interests of the City.

Candidates with Masters' Degrees: Except as otherwise provided in this ordinance, any qualified candidate for appointment to a City position allocated to Salary Grades 001 through 003 and Pay Ranges 500 through 535, which requires for appointment possession of a bachelor's degree from a school approved by the Department of Employee Relations, who possesses a master's degree, may upon review of the appropriateness of graduate training by the Department of Employee Relations be initially employed at the third rate of the pay range (or 10% above the minimum for positions in Salary Grade 001 through 003), upon approval of the Department of Employee Relations. Any incumbent of a City position allocated to Salary Grades 001 through 003 and Pay Ranges 500 through 535 requiring for appointment the possession of a bachelor's degree from a school approved by the Department of Employee Relations may, upon earning a master's degree from such an approved school and approval of the Department of Employee Relations after a review of the appropriateness of graduate training, be advanced to that step or rate of pay in the pay range or salary grade to which the employee would otherwise have been entitled had initial appointment been at the third rate of the pay range or 10% above the minimum of the salary grade except, effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement. Such employees shall retain their salary anniversary dates.

Sec. 4. Voluntary Demotions and Demotions Resulting from Bumping for Year Round Positions: Whenever an employee (except those in bargaining units having different seniority and layoff contract provisions from the District Council 48 bargaining unit) is bumped down, or elects to take a voluntary demotion to another position in anticipation of being bumped, from positions which have traditionally provided year-round employment, the employee shall be paid at the normal maximum rate of the position the employee bumps to if this rate is not higher than the rate the employee was paid prior to being bumped.

If the maximum rate of the position the employee bumps to is higher than the rate the employee had been earning, the employee shall be paid the highest rate in the new pay range which does not exceed the rate the employee had been earning.

An employee who elects to take a position in a pay range which has special attainment steps, who meets the qualifications prescribed, or who would have qualified for them on the date the appropriate contract became effective, shall be paid the appropriate step.

In no event shall the employee, by application of this provision, be paid in excess of the rate the employee was earning prior to the reduction unless otherwise authorized.

When an employee who has been bumped to another position as specified in this paragraph is appointed to a different position, the employee shall be paid at least the highest step or rate of pay in the new range which does not exceed the step or rate of pay from which the employee had initially been bumped.

Whenever an employee in a year-round position, other than those affected by the layoff procedure specified in the above paragraph, compensated in accordance with this ordinance is appointed, transferred, demoted, or reinstated to a position at a lower rate of pay, the employee shall receive the step or rate of pay in the pay range which represents the number of years the employee has served in the position to which the employee has been appointed and in positions which are compensated at the same or a higher rate of pay.

Seasonal Employees - Job Change - Pay Rate: Whenever an employee in a position of a seasonal or part-time nature but compensated on a biweekly basis is appointed, transferred, demoted, or reinstated to a position compensated at the same or at a lower rate of pay, the employee shall be compensated in accordance with the employee's years of service for the City in positions which are compensated at the same or a higher rate of pay.

Recall to a Different, Higher-Level Position: Notwithstanding any of the above, when an employee, except those in bargaining units having different seniority and layoff contract provisions from the District Council 48 bargaining unit, who has been reduced in rank from a position the employee previously held, is recalled to a job classification in a pay level above the employee's current position but lower than the pay level of the original position, the employee will be paid at a rate nearest the rate paid in the original position.

In no event shall the employee, by application of this clause, be paid in excess of the rate of pay the employee was earning prior to the employee's reduction unless otherwise authorized. The above paragraph will not apply to laborers and other related positions now covered by the Time-in-Grade rules for positions affected by seasonal fluctuations.

Employees Covered by Bargaining Units Other than District Council 48: An employee in a bargaining unit having different seniority and layoff contract provisions from the District Council 48 bargaining unit shall be covered by the provisions of the employee's union's specific contract.

Budgeted Amount for a Position Versus Salary Ordinance: In case of a variation between the amount of money set up in the budget for a particular position and the amount an incumbent of a position would normally receive under the terms of this ordinance, the employee shall be paid according to the terms of this ordinance.

#### Sec. 5. Work Schedules, Holiday Pay

Starting and Ending Day - Permanent Employees: Employment shall normally be started on the first working day of the week and not on Saturdays, Sundays, or holidays and compensation shall be effective from the first work day. Termination of service shall be effective on the last day of work or the last working day of the week and not on Saturdays, Sundays, or holidays except where it is absolutely necessary for said employees to work on such days and except that in cases of City employees shifting from one City position to another, employment shall be deemed to be continuous and there shall be no interruption of compensation.

Starting and Ending Day - Seasonal Employees: In positions of a seasonal or temporary nature, employment shall normally be started on Mondays, Tuesdays, or Wednesdays and not on Thursdays or Fridays, and services terminated on Wednesdays, Thursdays, or Fridays and not on Mondays or Tuesdays, in order to reduce unemployment compensation.

Holiday Pay: Except in cases in which added pay is allowed for holiday work, there shall be no pay reduction for holidays occurring during the course of employment of a regularly appointed employee if said employee has been regularly at work for at least two days during the calendar week in which the holiday occurred, provided, however, that no holiday pay shall be allowed in any cases where such holiday occurred within, or immediately before, or immediately after a period of disciplinary suspension or unauthorized absence. Additionally, no holiday pay shall be authorized in cases where the holiday occurred within or immediately after a period of layoff or a leave of absence. A leave of absence is an authorized absence of greater than three days for purposes of this paragraph.

An absence shall be considered to be authorized only if the employee in question has duly reported his absence and has been duly excused. A holiday which falls on a Friday or on a Monday shall be considered to be immediately before, or immediately after, the adjacent Monday or Friday for purposes of interpreting this paragraph. An employee who is on sick leave with pay, on vacation with pay, or on mandatory furlough, shall be regarded as being regularly at work for purposes of interpreting this paragraph. Nothing herein shall be construed to deny holiday pay to any employee who has served the employee's regular time on the working day immediately before, and on the working day immediately following said holiday.

Holiday Pay - Part-Time Nonmanagement/Nonrepresented Employees: Effective January 1, 1979, employees holding positions represented by District Council #48, or who are identified as nonmanagement/nonrepresented, who work an average of 20 hours per week on a year-round basis in positions which are budgeted at half-time or more shall be eligible for holiday pay to the extent they are normally scheduled. Administration of these provisions shall be in accordance with the preceding paragraph on holiday pay.

Sec. 6. Part-time Employees - Incumbents in One Position; Proportional Rate of Pay: Part-time service in any position shall carry pro rata compensation and such part-time service shall be reckoned as proportionately fractional in computing the number of incumbents allowed in any position.

Where employment in any position is on a part-time basis the determination of the part of the full-time rate to be paid shall be made by the City Comptroller.

Sec. 7. Overtime Scheduled on a Normal and Regular Basis - Group of Employees: When the work week of any group of employees is regularly and normally throughout the year more than 40 hours per week, the Common Council may provide additional compensation for said positions on the basis of the proportion of time worked normally, regularly, and throughout the year in relation to a 40-hour week period.

Bonus payment for support personnel in the Operations Division, Fleet Services Section who work overtime during Snow and Ice Control Operations: A support personnel employee in the Operations Division, Fleet Services Section shall receive a one (\$1) dollar per hour premium for all overtime such employee worked during the snow and ice control operations. This bonus payment shall also be paid to a support personnel employee in the Fleet Services Repairs Unit at the Central Repair Garage for any overtime worked on repairing snow plow blades and to Repairs Unit personnel for all overtime such employee worked on a snow related assignment during the winter season. A support personnel employee shall be an Operations Division employee in the Fleet Services Section, a Stock Room or Tire Shop employee in the Fleet Services Section or a Garage Attendant, Garage Custodian, Communications Assistant III or IV in the Operations Section.

Sec. 8. Boards and Commissions: Compensation and Reimbursement. A member of a city board shall receive compensation for serving on a city board specified under s. 1, pay ranges 036 to 047, as long as the member is not receiving compensation for employment by the city or a city agency, apart from compensation for service on a board or commission; or as long as the member's name does not appear on a city biweekly payroll apart from serving on a board or commission; or as long as the member's name does not appear on a regular payroll of the city apart from serving on a board or commission.

Reimbursement allowances for members of certain city boards are for estimated average expenditures in attending board meetings. A flat allowance of \$20 per meeting shall be provided for the reimbursement of members of those city boards, commissions, committees and authorities listed below for a maximum of 20 meetings per calendar year (\$400 per year). This flat allowance is intended as reimbursement for estimated average expenses, such as traveling, parking and other related expenses, normally incurred by members of such city boards as a consequence of their attending regular meetings of duly authorized city boards. Meetings eligible for reimbursement allowance do not include preparation meetings or subcommittee meetings.

It is clearly intended that members of the following types of boards and commissions shall not be eligible for any reimbursement allowances authorized by this section of the salary ordinance:

1. Boards and commissions whose members are compensated under pay ranges 036 through 047 of Part 1, Sec. 1 of the salary ordinance.
2. Boards and commissions having separate corporate identities who have the power to establish their own reimbursement policies for their members, such as the housing authority and the redevelopment authority.
3. Boards and commissions established other than by common council action.

To simplify the payment of reimbursement allowances for members of eligible boards, such payments shall be made once each year. At the end of the year such board chair shall submit to the Comptroller's office a list of members eligible for such compensation payments together with a record of the number of meetings each member has attended during that calendar year. Reimbursement shall be made at the end of the calendar year or when administratively feasible in the subsequent year. Members of the following city boards shall be eligible for a reimbursement allowance under the provisions of this section:

Anti-Graffiti Policy Committee  
Arts Board  
Charter School Review Committee  
Deferred Assessment Board  
Deferred Compensation Board  
Equal Rights Commission  
Ethics Board  
Food License Review Board  
Fourth of July Commission  
Frank P. Zeidler Community Service Award Selection Committee  
Harbor Commission  
Historic Preservation Commission  
Library Board  
Milwaukee Commission on Domestic Violence and Sexual Assault  
Public Debt Commission  
Safety Commission  
Sister Cities Committee

Board of Assessment: Members of the board of assessment shall be compensated at the rate of \$60 per meeting, for a maximum of 20 meetings per calendar year.

Administrative Review Appeals Board: Regular and alternate members of the administrative review appeals board shall be compensated at the rate of \$187 per meeting for up to 12 meetings per year and payments shall be made every six months. Every six months the chair shall submit to the comptroller's office a list of members eligible for payment together with a record of the number of meetings each member has attended during that six month period. Compensation shall be made at six months and at the end of the calendar year or when administratively feasible.

To simplify the payment of compensation for members of the board of assessment, payments shall be made once each year. At the end of the year the chair shall submit to the comptroller's office a list of members eligible for payment together with a record of the



end of the year the chair shall submit to the comptroller's office a list of members eligible for payment together with a record of the number of meetings each member has attended during that calendar year. Compensation shall be made at the end of the calendar year or when administratively feasible in the subsequent year.

Sec. 9. Continuation of Salary Rates and Ranges: Where duties and responsibilities of positions have remained unchanged, the salary rates and ranges established by previous ordinances are hereby declared to continue in effect to govern the pay rates and ranges of officers and employees in the positions they hold at the time of the passage of this ordinance without regard to the salary rate or to the title of the position to which they were allocated and for which the pay rate and range would constitute a reduction in the pay of the position they presently hold as an effect of the passage of this ordinance.

Return from Authorized Layoff or Leave: It is hereby declared to be the intention of the Common Council not to reduce the pay rate or range of any officer or employee or of any officer or employee returning to City service from a duly authorized layoff or leave of absence including military leaves, hospitalization, rehabilitation, or further education or vocational training, unless subject to the terms of a mandatory furlough.

Sec. 10. Call-in pay: Any employee, paid in accordance with the terms of this ordinance, except Fire and Police Department personnel other than employees of the Police Department's Buildings and Grounds Division within the certified collective bargaining unit represented by District Council 48, AFSCME, AFL-CIO, or those represented by the certified joint bargaining unit of Local 139, IUOE, AFL-CIO, and District Council 48, AFSCME, AFL-CIO, who reports to work at a regularly assigned time and is officially excused and sent home due to lack of work or inclement weather before completing two hours of work, shall be credited with two hours' pay at the employee's straight time rate.

Any such employee who reports to work for an emergency overtime assignment at the direction of competent authority and who is officially excused before completing three hours of work shall be credited with three hours' pay at time and one half. For emergency overtime hours which the employee is required to work on Sundays and on holidays, the employee shall be credited with three hours' pay at time and three quarters (1-3/4) such credit to be given in cash or compensatory time off in accordance with provisions of the overtime ordinance except that employees in the Housing Management Division of the Department of City Development assigned to the maintenance function in cases where they report for authorized call-ins to unlock doors for tenants unable to enter their locked apartments will be credited with a minimum of one hour's pay at time and one-half in accordance with the preceding provisions. (See s. 350-237 of the Milwaukee Code of Ordinances titled "Exclusions from Benefits.")

Sec. 11. Police Liaison Officer: The salary rate of the position of Police Liaison Officer shall be equivalent to the pay step in the pay range the employee would normally occupy had he or she remained a member of the Milwaukee Police Department. In addition, Effective Pay Period 1, 2004, an employee occupying the position of Police Liaison Officer shall receive \$150 biweekly as compensation in lieu of overtime and certain other payments and allowances received by a member of the Milwaukee Police Department. Effective for employees retiring on normal service retirement between January 1, 2007, and December 31, 2009, such \$150 biweekly payment shall be included in the final average salary for purposes of computing an employee's retirement allowance. The amount an employee is entitled to include in the final average salary shall be the total amount of the \$150 biweekly payments the employee received in any twelve (12) month period.

Fire Contract Administrator: The salary rate of the Association Fire Contract Administrator shall be equivalent to the step in the pay range the employee would normally occupy had he remained a member of the Milwaukee Fire Department, except the employee shall under no circumstances be eligible for any salary payments for any work performed outside his/her regularly scheduled work shift, on a holiday, on an off day, or on a vacation day.

## Sec. 12. Management Pay Plan

a. Scope: This section of the Salary Ordinance pertains to management job classifications listed under salary grades 001 through 020 inclusive in Part I of this Ordinance, except as otherwise stated in this Ordinance.

b. Authority: The Department of Employee Relations shall have responsibility for administering the provisions of this section subject to the review of the Common Council's Committee on Finance and Personnel.

c. Equal Opportunity: Principles of merit and equity shall prevail in all aspects of the administration of this Ordinance. As specified in ch. 109 of the Milwaukee Code of Ordinances, it is unlawful to discriminate because of sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status, sexual orientation or familial status in regard to job posting, hiring, training, tenure, promotion, compensation, or enforcement of any rule or employment policy and other terms and conditions of employment.

d. Recruitment: Except as provided elsewhere, appointment shall be at the minimum rate of the grade to which the classification is allocated. In the event it becomes necessary to recruit at a rate above the minimum, recruitment may be authorized at a rate up to 60% of the salary grade with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel. A listing of appointments made pursuant to this provision shall be communicated to the Committee on Finance and Personnel.

e. Salary Advancement:

(1) Intent: This Ordinance is intended to provide the basic policies and procedures for administering the Management Pay Plan. It is also intended that all officers and employees shall fully cooperate with the Department of Employee Relations in the administration of this Plan. The Department of Employee Relations is authorized to develop procedures and guidelines necessary to carry out the intent of this section, including the development of guidelines for conducting annual performance reviews.

(2) Increases Within Salary Grade: Except as provided below, management pay plan employees, other than elected officials, shall be eligible for a salary increase of 0% to 4% within a 12-month rating period up to the maximum of the salary grade. This salary increase shall be based upon administrative guidelines developed by the Department of Employee Relations. This salary increase shall be effective on the employee's anniversary date provided job performance during the rating period has been fully satisfactory. Job performance during the rating period must be documented by a minimum of one written performance review.

In the event of a less than satisfactory performance during the rating period, a department head may delay or withhold an annual salary increase. Department heads who intend to delay or withhold an annual salary increase must notify the Department of Employee Relations and the affected employee before taking such action. Employees have a right to appeal this decision before the City Service Commission.

In the Common Council - City Clerks Office, incumbents of the titles of Legislative Assistant, Staff Assistant to the Council President, Legislative Coordinator-Senior, and Executive Administrative Assistant II shall only be eligible for a salary increase of 3.1% within a 12-month rating period up to the maximum of the salary grade. This salary increase shall be effective on the employee's anniversary date provided job performance during the rating period has been fully satisfactory. Those incumbents at the maximum of the salary grade may be considered for an Exceptional Achievement Award as described below.

(3) Exceptional Achievement Award: Except as provided above, management pay plan employees at the maximum of the salary grade, other than elected officials, may be awarded for exceptional performance that is measurable and consistent with the mission and objectives/outcomes established by policy makers for the department, a nonpensionable, non-base building lump sum equal to 1% of the midpoint of the employee's current salary grade. Job performance during the rating period must be documented by a minimum of one written performance review. These awards must be approved by the Department of Employee Relations and an individual may not receive more than one award during a 12 month period. The Department of Employee Relations shall establish administrative guidelines for approving these awards.

These awards must be approved by the Department of Employee Relations and an individual may not receive more than one award during a 12 month period. The Department of Employee Relations shall establish administrative guidelines for approving these awards.

(4) Professional Development Awards: For management pay plan employees, other than elected officials, a nonpensionable, non-base building, lump sum award of \$700 may be granted for attaining a professional degree, designation or certification that is not required by the job but is related to the mission, goals, and objectives of the department. These awards are not ongoing and must be approved by the Department of Employee Relations. The Department of Employee Relations shall establish guidelines for approving these awards.

(5) Job Performance Reviews: A minimum of one performance review shall be conducted within a 12-month rating period in accordance with the guidelines established by the Department of Employee Relations.

(6) Seasonal Managers: City employees who are appointed to management positions on a seasonal basis, and who revert to non-management classifications during the remainder of the year, shall be eligible for a full salary adjustment during the pay period in which they achieve a cumulative twenty six (26) pay periods of service in management. Such adjustments will be made under the same conditions as for others in the plan.

(7) Department Heads: Otherwise eligible heads of departments shall be entitled to receive a performance review and salary adjustment under the same conditions as established for general City managers. Evaluations of department heads shall be made by their appointment authority. For those department heads who come under boards and commissions appointed by the Mayor, this

by their appointment authority. For those department heads who serve under boards and commissions appointed by the Mayor, this recommended performance evaluation and salary adjustment shall be forwarded to the Mayor, who shall have final determination in assessing each department head's job performance during the preceding rating period, and approving the salary increment.

(8) Comptroller, City Attorney, Municipal Judges, City Treasurer and City Clerk: These individuals shall receive a 3.1% increase on their salary anniversary pay period up to the maximum of the salary grade. These adjustments shall begin in 1995 and occur in each succeeding year thereafter, provided that the individual is otherwise eligible. It is the intent of this provision that all Municipal Judges be paid at the same rate of pay. Except in the case of the City Clerk, individuals subsequently elected to these positions shall begin at the rate being paid to their predecessor. In the case of the City Clerk, if the Steering and Rules Committee does not approve the adjustment in the amount authorized, no adjustment shall be granted.

(9) Mayor, Aldermen, President of the Common Council are paid according to s. 350-100 of the Milwaukee Code of Ordinances, which is also reflected in Part I, Section 2 of the Salary Ordinance.

f. Promotion

(1) Promotion: A promotion may take place by reclassification to a higher salary grade, reallocation to a higher salary grade, or appointment to a different, higher level position.

(2) Professional, Management and Leadership Categories: For salary administration purposes all management job classifications have been grouped into one of three categories: Professional, Management and Leadership. Salary adjustments resulting from a promotion are based upon movement within the same category or to a new category. All promotions into or within salary grades 001 through 019 result in a 3% increase except a promotion into a classification designated as Management is 5%, a promotion into a classification designated as Leadership is 7% and the employee must be paid at least the minimum and no more than the maximum of the salary grade. The Department of Employee Relations must review and authorize the calculation of all salary rates prior to promotion.

(3) Salary Anniversary Date: For purposes of salary adjustment under this plan, all managers will retain their salary anniversary date when they are promoted or reallocated to a higher salary grade, except that adjustments are made for time off the payroll or deferred salary increments. Mandatory furlough time shall be regarded as being regularly at work and not adversely affect the manager's salary anniversary date."

g. Demotions: Demotions of management employees are under the authority of and administered by the Department of Employee Relations. In instances where a management employee disagrees with the salary determination associated with a demotion, he or she may appeal to the Employee Relations Director. Managers, who are demoted for any of the reasons stated below, will retain their last salary anniversary date for pay progression purposes.

The placement of the manager's salary in the new salary grade after the demotion will be determined as follows:

<u>Type of Demotion</u>	<u>Reason for Demotion</u>	<u>Determination of Rate of Pay after</u>
	<u>Demotion</u>	
<b>Involuntary demotion (disciplinary action issued by hiring authority)</b>	Ineffective job performance (Includes Expiration of	A decrease in pay of 3% or the maximum of the new salary grade, whichever is lower. <i>Exempt Appointment-</i>
		<i>Discharge)*</i>
	Misconduct (Includes Expiration of	Same percentage above the minimum of the lower salary grade as was the current rate of pay above the minimum of the higher salary
	<i>Exempt Appointment-</i>	
	<i>Discharge)*</i>	<i>grade.</i>
<b>Involuntary Demotion (due to factors outside the control of the manager)</b>	Reclassification, Same rate of pay or the maximum of the reassignment, reduction in work force, or anticipation of such reduction.. (Includes Expiration of	new salary grade, whichever is lower.
	<i>Exempt Appointment-</i>	
	<i>Conservation)**</i>	

*Separation)*

<b>Voluntary Demotion</b>	Career Change (Includes Expiration of Exempt Appointment- Resignation)***	A decrease in pay of 3% or the maximum of the new salary grade, whichever is lower.
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\* *Expiration of Exempt Appointment-Discharge*- involuntary expiration of exempt appointment by the hiring authority for disciplinary reasons including unsatisfactory performance or misconduct.

\*\**Expiration of Exempt Appointment-Separation*- involuntary expiration of exempt appointment for reasons related to reclassification, reassignments, reductions in workforce or the anticipation of such reduction.

\*\*\**Expiration of Exempt Appointment-Resignation* - voluntary resignation by exempt employee due to career change.

h. Flexible Schedule: Employees excluded from the provision of s. 350-5 of the Milwaukee Code of Ordinances (Exclusion from Overtime) in salary grades 004 and above may, upon department head approval, work on a flexible schedule, so that the daily work schedule may be adjusted from time to time as necessary and appropriate to fulfill assigned duties and responsibilities. Such adjustments may include starting and quitting times that are earlier or later than established in the normal work schedule of the department, and may include more or less than eight hours in any particular day and more or less than forty hours in any particular week.

i. Overtime: Where management positions are excluded from s. 350-5 of the Milwaukee Code of Ordinances (salary grades 004 and above) the rates of pay established recognize the fact that a certain amount of overtime is considered appropriate and normal for these supervisory and management positions.

j. Salary Adjustment Appeals: Managers may appeal the delay or denial of a salary increment to the City Service Commission. The Department of Employee Relations shall establish a procedure for conducting this dispute resolution and appeal process.

k. Correction of Obvious Errors or Inequities: In the event that a transaction made pursuant to this Section results in an obvious misapplication of its intent, the Director of Employee Relations, with the approval of the Finance and Personnel Committee Chair, is authorized to make equity adjustments or corrections.

Sec. 13. Physicians: It shall be permissible for the Commissioner of Health to schedule physicians employed in any Health Department bureau, under whatever title employed, in order to maintain complete coverage of service at any health clinic. Such authority shall extend to the filling of full- time or part-time positions for a greater time than provided in this ordinance, to the rearrangement of time of presently employed physicians and to compensate said physicians on a straight-time basis in their current rate of compensation, provided that the total time and compensation of physicians shall not be in excess of the total time provided in this ordinance and in the Positions Ordinance, nor of the total appropriation provided in the budget. No additional fringe benefits shall be provided for such additional service. This action is necessary in view of the shortage of physicians available for public service.

Sec. 14. Association of Municipal City Attorney Pay Plan.

a. Scope: This section of the Salary Ordinance pertains to the Assistant City Attorney job classification listed under Pay Range 148 inclusive in Part I of this Ordinance, except as otherwise stated in this ordinance.

b. Recruitment: The City Attorney has sole discretion to hire an Assistant City Attorney at any point in the established pay range.

c. Anniversary Date: For purposes of merit salary adjustment only, Pay Period 1 will be the salary anniversary date for all Assistant City Attorneys.

d. Merit Generation and Distribution:

(1) Fiscal Year Performance Review: Each eligible Assistant City Attorney will be considered for a merit increase based upon the employee's performance the previous fiscal year.

(2) Merit Step Adjustment: Merit generation and distribution will be subject to the salary provision of the labor agreement between the City and the Association of Municipal City Attorneys.

e. Merit Increase Appeals: The reasonableness of the amount of the merit increase granted may be grieved subject to the terms of the labor agreement between the City and the Association of Municipal City Attorneys.

Part III. If any section, subsection, sentence, clause, phrase or portion of this ordinance is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such holding shall not affect the validity of the remaining portions thereof. The Common Council of the City of Milwaukee hereby declares that it would have passed this ordinance and each section, subsection, clause, phrase, or portion thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses, phrases, or portions thereof be declared invalid or unconstitutional.

Part IV. Notwithstanding provisions of the above ordinance, including salary rates, employees in bargaining units which have not reached agreement with the City with regard to wages, hours, and conditions of employment for 2009 shall be paid in accordance with rates established in the 2008 Salary Ordinance, as applicable, pending such agreement with the City.

Part V. Descriptions of occupational groups (classes) covered by each section of this Ordinance are included for informational purposes only.

Part VI. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part VII. This ordinance shall take effect and be in force from and after December 27, 2009 (Pay Period 1, 2010), et al, and shall be interpreted consistent with the applicable rulings thereunder.

Dept. of Employee Relations  
11/3/09