

..Number

020486

..Version

SUBSTITUTE 1

..Reference

..Sponsor

THE CHAIR

..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.

..Body

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

Official Rate-Biweekly
115.38

Pay Range 036

Commissioner of Election
Member, Standards and Appeals
Member, City Plan Commission

Official Rate-Biweekly
161.54

Pay Range 037

City Service Commissioner
Member, Board of Zoning Appeals

Official Rate-Biweekly
244.23

Pay Range 040

Member, Board of Review

Official Rate-Biweekly
253.85

Pay Range 041

Fire and Police Commissioner

Pay Range 047

Official Rate-Biweekly (*Rate effective PP 1, 2002*)
1,736.46

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 Sec. 2 effective Pay Period 1, 2002 (December 23, 2001) or Pay Period 17, 2002 (August 4, 2002) as specified in the 2002 Salary Ordinance.

(Those management salary grade pay steps that exceeded \$50,000 (\$1,923.08 or more biweekly) as of Pay Period 26, 2001, remained at 2001 rates for Pay Periods 1-16, 2002. Effective Pay Period 17, 2002, the 3.0% wage increase for 2002 was applied to those pay steps. Increases for elected officials were delayed until Pay Period 1, 2003.)

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

Salary Grade 001

Official Rate-Biweekly						
1,227.47	1,265.58	1,304.87	1,345.40	1,387.16	1,430.24	
1,474.65	1,520.43	1,567.67	1,616.36	1,666.54	1,718.30	

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/
- Credit Services Specialist
- Custodian Supervisor I
- Executive Administrative Assistant I
- Human Resources Assistant
- Office Supervisor I
- Pension Specialist
- Rent Assistance Specialist I

1/ One position to be studied when vacated by current incumbent, Jean Laskowski (DCD).

Salary Grade 002

Official Rate-Biweekly					
1,307.98	1,348.60	1,390.49	1,433.65	1,478.16	1,524.07

1,571.41 1,620.20 1,670.51 1,722.38 1,775.85 1,830.91

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 1/
Auditor
Automated Systems Coordinator
Benefits Analyst
Building Maintenance Supervisor I
Building Services Supervisor
Claims Adjuster
Community Services Specialist
Disability Specialist
Environmental Specialist Coordinator
Equal Opportunity Enterprise Analyst
Equal Rights Specialist
Equipment Inventory Supervisor
Executive Administrative Assistant II
Financial Systems Analyst
Fiscal Research Analyst
Fiscal Review Analyst Assistant
Housing Construction Specialist
Housing Manager-Assistant
Housing Stores Supervisor
Legislative Research Analyst Assistant
Legislative Assistant
Loan Specialist
Management Accountant
Microfilm Supervisor
Neighborhood Development Analyst
Network Coordinator-Assistant
Office Supervisor II
Paralegal
Payroll Coordinator
Pension Counselor
Printing Operations Supervisor
Project Control Analyst
Property Management Training Coordinator
Purchasing Agent
Real Estate Analyst
Rent Assistance Coordinator
Rent Assistance Inspector
Rent Assistance Specialist II
Research Analyst
Resident Liaison
Safety Specialist
Stores Assistant Supervisor
Vehicle Salvage Supervisor
Videographer

1/ One position to be studied when vacated by current incumbent, Mark Antin (Neighborhood Services).

Salary Grade 003

Official Rate-Biweekly

1,393.90	1,437.18	1,481.81	1,527.83	1,575.27	1,624.20
1,674.62	1,726.64	1,780.24	1,835.50	1,892.50	1,951.35

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 Supervisor I
- Bookbinder Supervisor
- Budget and Management Analyst
- Chief Teller-Water
- Computer Operations Coordinator
- Delinquent Accounts Supervisor
- Housing Manager I
- Housing Programs Specialist
- Housing Rehabilitation Specialist
- Human Resources Analyst
- Inventory Supervisor
- Labor Relations Analyst
- Management Services Specialist
- Medical Benefits Coordinator
- Occupational Health Nurse
- Pension Specialist-Senior
- Personnel Analyst
- Pest Control Supervisor
- Project Analyst
- Rent Assistance Specialist III
- Sewer Examiner Supervisor
- Trade Development Representative

Salary Grade 004

Official Rate-Biweekly

1,485.91	1,532.05	1,579.63	1,628.68	1,679.25	1,731.39
1,785.15	1,840.61	1,897.75	1,956.67	2,017.44	2,080.24

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 1/
- Area Maintenance Supervisor
- Assistant Producer
- Auditor-Senior
- Benefits Analyst-Senior

Claims Adjuster-Senior
Community Services Specialist-Senior
Disability Specialist-Senior
Employee Assistance Coordinator
Environmental Specialist Supervisor
Equal Opportunity Enterprise Analyst-Senior
Equal Rights Specialist-Senior
Equipment Operations Supervisor I 2/ 3/
Fire Dispatch Supervisor 4/
Fiscal Review Analyst Associate
Geographic Information Supervisor
Graphics Coordinator
Health Insurance Specialist 5/
Health Project Coordinator (CCR)
Health Project Coordinator (FIMR)
Health Project Coordinator (Lead)
Health Project Coordinator-Tobacco Use Prevention Program
Housing Construction Specialist-Senior
Housing Employment Coordinator
Housing Environmental Coordinator
Housing Manager II
Housing Programs Supervisor
Housing Project Expediter
Investigator/Adjuster
Inventory Manager
Legislative Analyst
Legislative Research Analyst Associate
License Coordinator
Management Accountant-Senior
Marketing Program Coordinator
Meter Reader Assistant Supervisor
Meter Repair Assistant Supervisor 6/
Meter Services Coordinator
Microcomputer Coordinator-Senior
Neighborhood Development Analyst-Senior
Network Coordinator-Associate
Parking Enforcement Supervisor
Parks and Playgrounds Supervisor
Payroll Coordinator-Senior
Production Services Coordinator
Project Control Analyst-Senior
Purchasing Agent-Senior
Real Estate Analyst-Senior
Rent Assistance Coordinator-Senior
Research Analyst-Senior
Safety Specialist-Senior 2/
Sanitation Supervisor 2/ 7/
Secretary, Board of Zoning Appeals
Sewer Maintenance Program Manager
Street Repair Supervisor
Systems Analyst-Assistant

Technical Coordinator 6/
 Telecommunications Analyst-Assistant
 Tow Lot Assistant Manager
 Urban Forestry Supervisor 2/
 Water Distribution Supervisor I 6/
 Water Meter Field Supervisor 6/

- 1/ One position, filled by Richard Bunke, to be paid at the frozen (1999) rate of \$2,157.70 biweekly. He shall be frozen at that 1999 rate until the maximum biweekly rate of Salary Grade 004 equals or exceeds that amount, at which time he may again receive general pay increases.
- 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/ To be appointed at a rate equal to that received by newly appointed Sanitation Supervisors, Salary Grade 004. For 2002 this rate shall be \$46,413.90 (\$1,785.15 biweekly).
- 4/ Appointments to be made to the eighth step.
- 5/ Appointment shall be up to the fourth step at the discretion of the Commissioner of Health.
- 6/ 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.
- 7/ Sanitation Supervisors to be appointed at the next step in Salary Grade 004 that is equal to or above 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. For 2002 this rate shall be \$46,413.90 (\$1,785.15 biweekly). This amount may, however, be modified as a result of future across-the-board adjustments granted to management.

Official Rate-Biweekly	Salary Grade 005					
1,583.93	1,633.12	1,683.81	1,736.11	1,790.02	1,845.60	
1,902.94	1,962.01	2,022.92	2,085.75	2,150.51	2,217.62	

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.

Accounting Systems Specialist
 Automotive Mechanic Supervisor II 1/
 Bridge Operator Supervisor
 Budget and Management Analyst-Senior
 Building Maintenance Supervisor II 2/

Chief Chemist-Water Plant
City Web Administrator
Claims Adjuster Specialist
Community Relations Specialist-Senior
Community Services Coordinator
Compliance Analyst
Computer Training Coordinator
Customer Services Specialist
Delinquent Tax Collection Specialist
DPW Customer Service Supervisor
DPW Inventory and Purchasing Coordinator
Enforcement and Training Manager
Enterprise Community Grant Coordinator
Field Operations Inspection Specialist
Fleet Maintenance Supervisor
Health Center Administrator
Health Program Monitor
Housing Construction Supervisor
Housing Manager III
Housing Rehabilitation Coordinator
Housing Rehabilitation Specialist-Senior
Human Resources Analyst-Senior
Injury and Violence Prevention Program Coordinator
Instrumentation Supervisor
Labor Relations Analyst-Senior
Lead Project Coordinator (CDBG)
Lead Project Coordinator (POEP)
Machine Shop Supervisor
Management Accounting Specialist
Mechanical Maintenance Supervisor
Medical Assistance Outreach Coordinator
Meter Reader Supervisor
Meter Repair Supervisor 3/
Nutritionist Coordinator
Occupational Health Nurse-Senior
Pension Counseling Supervisor
Permits and Communications Specialist
Personnel Analyst-Senior
Printing and Stores Supervisor
Procurement Specialist
Procurement Supervisor
Program Monitor
Public Information Coordinator
Records and Forms Specialist
Rent Assistance Supervisor
Rental Rehabilitation Specialist
Revenue Collection Specialist
Sewer Operations Supervisor
Site Improvement Specialist
Street Operations Supervisor
Systems and Project Manager

Telecommunications Specialist
 Training and Development Specialist
 Water Maintenance Scheduler

- 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 studied for proper classification and pay allocation when vacated by current incumbent, James Kotras.
- 3/ 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

1,688.05	1,740.47	1,794.51	1,850.23	1,907.70	1,966.93
2,028.00	2,090.97	2,155.91	2,222.86	2,291.86	2,363.50

Accountant III
 Architectural Services Specialist
 Assistant Principal Planner
 Auditing Specialist
 Budget and Management Analyst-Lead
 Building Construction Inspection Assistant Supervisor
 Building Maintenance Assistant Manager
 Building Services Manager 1/
 Code Enforcement Assistant Supervisor
 Community Housing and Preservation Manager
 Computer Operations Supervisor
 Contract Compliance Officer
 Contract Liaison Officer
 Economic Development and Media Specialist
 Economic Development Specialist
 EDP Auditor
 Election Services Manager
 Electrical Inspection Assistant Supervisor
 Environmental Health Supervisor
 Environmental Health Field Supervisor
 Equipment Inventory Manager
 Financial Systems Analyst-Senior
 Financial Systems Specialist
 Fiscal Review Analyst-Senior
 Grant Monitor
 Health Communication Officer
 Health Enforcement Specialist
 Housing Evaluation Supervisor

Information Management Analyst
International Economic Development Manager
Inventory Services Manager
Investments and Financial Services Specialist
Labor Relations Specialist
Landlord Training and Development Manager
Legislative Representative
Legislative Specialist
Legislative Research Analyst-Senior
Management Accounting Specialist-Senior
Management and Accounting Officer
Neighborhood Development Specialist
Network Coordinator-Senior
Nuisance Control Supervisor
Parking Enforcement Assistant Manager
Pension Accounting Specialist
Personnel Analyst-Lead
Personnel Officer
Plan Examination Assistant Supervisor
Plumbing Inspection Assistant Supervisor
Police Payroll Supervisor
Procurement Administrator
Producer
Program Manager
Public Relations Supervisor
Real Estate Specialist
Residential Rehabilitation Supervisor
Revenue and Financial Services Assistant
Safety Supervisor 1/
Sanitation Shop Supervisor 1/
Sanitation Survey Coordinator 1/
Security Manager
Senior Housing Manager
Staff Assistant
Systems Analyst-Associate
Telecommunications Analyst-Associate
Telecommunications Supervisor
Utilities Services Liaison 2/
Veterinarian
Water Billing Services Supervisor
Water Communication Center Supervisor
Water Distribution Supervisor II 3/
Water Maintenance Manager
Water Research Chemist

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 Salary Grade 008 rates while held by William Van Clief.

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 \$90 additional biweekly as compensation for such overtime work.

Salary Grade 007

Official Rate-Biweekly						
	1,799.43	1,855.31	1,912.92	1,972.32	2,033.57	2,096.71
	2,161.81	2,228.95	2,298.17	2,369.53	2,443.11	2,519.06

- Accounting Supervisor
- Auditor-Lead
- Automated Systems Supervisor
- Budget and Policy Specialist
- Building Maintenance Manager
- Business Development Representative (MIS)
- Certification and Salary Systems Administrator
- City Payroll Specialist
- Claims Adjuster Supervisor
- Clinic Operations Manager
- Common Council Committee Clerk
- Communicable and Infectious Disease Program Supervisor
- Communications Manager
- Contracting Officer
- Customer Services Supervisor
- Data Communications Specialist
- DCD Personnel Officer
- Delinquent Tax Collection Supervisor
- Economic Development Specialist-Senior
- Environmental Health Technology Coordinator
- Financial Services and Marketing Manager
- Financial Systems Supervisor
- Fire Dispatch Manager
- Fire Equipment Repairs Supervisor
- Fire Personnel Officer
- FMIS Systems Analyst-Senior
- Functional Applications Analyst 1/
- General Accounting Manager
- Health Personnel Officer
- Housing Production Manager
- Human Resources Representative
- Inspection and Records Manager
- Lead Hazard Prevention Manager
- Lead Staff Assistant
- Library Branch Manager
- Library Personnel Officer
- Management Librarian
- Management Services Analyst
- Member Services Manager

Meter Repair Manager 2/
 Parking Financial Manager
 Plant and Equipment Repair Supervisor
 Plant Automation Specialist
 Principal Planner
 Printing and Records Manager
 Procurement Officer
 Program Coordinator
 Public Health Nurse Supervisor
 Public Relations Manager
 Purchasing Agent Manager
 Revenue Collection Supervisor
 Sanitation District Manager 3/
 School Health Manager
 Small Business Development Officer
 Staff Assistant to the Council President
 Staff Assistant to the Finance and Personnel Committee
 Staff Assistant to the Mayor
 Staff Development Manager
 Supervising Assessor Assistant
 Systems and Administration Supervisor
 Systems Coordinator
 Teen Pregnancy Prevention Program Manager
 Tenant Selection and Certification Manager
 Trade Development Representative-Senior
 Urban Forestry Manager 3/
 Vehicle and Equipment Specialist 3/
 Water Quality Analyst
 Water Systems Analyst
 Water Security Manager 4/
 Well Women's Program Manager
 WIC Program Manager

1/ Recruitment is authorized up to the eighth step 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 emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$90 additional biweekly as compensation for such overtime work.

3/ 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.

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

Salary Grade 008

Official Rate-Biweekly

1,917.43	1,976.98	2,038.38	2,101.68	2,166.91	2,234.22
----------	----------	----------	----------	----------	----------

2,303.58 2,375.12 2,448.88 2,524.93 2,603.34 2,684.29

Accounting Manager-City Development
Assistant Accounting Manager
Assistant City Payroll Manager
Assistant Grant Fiscal Manager
Automotive Mechanic Supervisor III 1/
Budget and Management Special Assistant
Building and Fleet Maintenance Manager
Building Code Specialist
Building Construction Inspection Supervisor
Business Operations Manager
Business Systems Coordinator
Central Maintenance and Support Services Manager
Code Enforcement Inspection Supervisor
Communications Policy Coordinator 2/
Community Information Services Coordinator
DPW Inventory and Purchasing Manager
Electrical Inspection Supervisor
Electrical Services Supervisor I
Employment Administrator
Engineering Systems Analyst
Equal Opportunity Enterprise Manager
Fair Housing and Employment Manager
Fire Equipment Repairs Manager
Fiscal Officer
Fiscal Planning Specialist
Greenhouse and Nursery Manager
Historic Preservation Officer
Information Management Analyst-Senior
Investments and Financial Services Coordinator
Land Development Officer
Legislative Coordinator
Legislative Research Supervisor
Maintenance Operations Manager
Management Electrical Engineer
Municipal Health Services Program Manager
Network Administrator
Nuisance and Environmental Health Manager
Pension Investment Analyst
Plan Examination Supervisor
Plumbing Inspection Supervisor
Public Works Accounting Manager
Quality Assurance Coordinator 1/
Staff Assistant-Senior
Systems Analyst-Senior
Systems Security Administrator
Telecommunications Analyst-Senior
Tow Lot and Meter Manager
Traffic Sign Manager
Water Distribution District Supervisor 3/

Water Revenue Manager
 Zoning Administration 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/ Recruitment is authorized up to the seventh step 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						
	2,044.55	2,108.06	2,173.51	2,240.99	2,310.57	2,382.34
	2,456.31	2,532.59	2,611.21	2,692.31	2,775.90	2,862.25

Accountant IV
 Business Finance Manager
 Business Operations Manager-Health
 Capital Planning and Finance Specialist
 Commercial and Residential Rehabilitation Manager
 Community Services Manager
 Consumer Environmental Health Manager
 Data Base Analyst
 Economic Development Marketing Manager
 Economic Development Policy Coordinator
 Epidemiologist
 Examinations Supervisor-Fire and Police
 Functional Applications Analyst-Senior 1/
 Grant Compliance Manager
 Healthcare Access and Services Manager
 Home Environmental Health Manager
 Human Resources Coordinator
 Information Systems Auditor-Senior
 Infrastructure Support Services Manager
 Labor Relations Officer
 Librarian V 2/
 Library Business Operations Manager
 License Division Assistant Manager
 Maternal and Child Health Division Manager
 MIS Financial Officer
 Neighborhood Development Manager
 Network Systems Integrator
 Operations and Dispatch Manager 3/
 Permits and Communications Manager
 Port Finance Officer
 Port Operations Supervisor

Public Relations Officer
 Publications and Information Manager
 Redevelopment and Special Projects 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 to the Mayor-Senior
 Street Repair District Manager
 Supervising Assessor
 Systems Analyst-Lead
 Vector and Nuisance Control Manager
 Water Plant Operations Manager-North
 Water Plant Operations Manager-South

- 1/ Recruitment is authorized up to the eighth step 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.

Official Rate-Biweekly	Salary Grade 010					
2,178.90	2,246.55	2,316.34	2,388.23	2,462.40	2,538.88	
2,617.71	2,699.01	2,782.82	2,869.23	2,958.30	3,050.50	

Accounting Manager
 Alderman 1/
 Assistant Court Administrator
 Auditing Manager
 Business Systems Supervisor
 Central Services Manager
 Data Services Manager
 Electrical Services Supervisor II 2/
 Environmental Scientist
 Fiscal Review Manager
 Grant-in-Aid Fiscal Coordinator
 Legislative Coordinator-Senior
 Lighting Services Manager
 Long Range Planning Manager
 Mayor's Liaison Officer
 Network Manager
 Operations and Maintenance Manager
 Parking Enforcement Manager

Planning Administration Manager
 Program Evaluation Specialist
 Public Debt Specialist
 Revenue and Financial Services Specialist
 Section 8 Program Manager
 Sewer Services District Manager-Senior
 Staff Assistant-Manager
 Telecommunications Engineer
 Traffic Signal Manager
 Water Accounting Manager
 Workers Compensation and Safety Administrator

1/ At the commencement of the year 2000 term of office, Aldermen were placed at the fifth step of the grade, or \$2,304.19 biweekly (\$59,908.94 annually). Effective Pay Period 10, 2001, Aldermen advanced to the sixth step of the grade, or \$2,375.75 biweekly (\$61,769.50 annually). Effective Pay Period 1, 2003*, Aldermen shall advance to the seventh step of the grade, or \$2,449.52 biweekly (\$63,687.52 annually). Effective Pay Period 10, 2003, Aldermen shall advance to the eighth step of the grade, or \$2,525.60 biweekly (\$65,665.60 annually). The foregoing rates are those in effect at the commencement of the year 2000 term, and the pay step progression as authorized and provided for in s.350-100 of the Milwaukee Code of Ordinances.

*(*Note that the Pay Period 10, 2002 increase was delayed until Pay Period 1, 2003.)*

The salary of the President of the Common Council was placed at the ninth step of the grade at the commencement of the year 2000 term of office, or \$2,604.01 biweekly (\$67,704.26 annually). Effective Pay Period 10, 2001, the rate for the President advanced to the tenth step of the grade, or \$2,684.87 biweekly (\$69,806.62 annually). Effective Pay Period 1, 2003*, the President shall advance to the eleventh step of the grade, or \$2,768.23 biweekly (\$71,973.98 annually). Effective Pay Period 10, 2003, the President shall advance to the twelfth step of the grade, or \$2,854.49 biweekly (\$74,216.74 annually).

*(*Note that the Pay Period 10, 2002 increase was delayed until Pay Period 1, 2003.)*

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.

Official Rate-Biweekly	Salary Grade 011					
2,322.97	2,395.11	2,469.48	2,546.14	2,625.23	2,706.74	
2,790.81	2,877.44	2,966.79	3,058.91	3,153.90	3,252.03	

Associate Director
 Bridge Maintenance Manager
 Budget and Management Reporting Manager
 Budget and Management Team Leader
 Building Construction Inspection Administrator
 Business Systems Manager
 Chief Operations Officer
 City Economist
 City Payroll Manager
 COMPASS Project Policy Director

Council Administration Manager
 Data Base Administrator
 Disease Control and Prevention Manager
 Environmental Policy Coordinator
 ERS Financial Officer
 Executive Director-Deferred Compensation Board
 Finance and Planning Manager
 FMIS Project Manager (Application Specialist)
 Information Resource Manager
 Information Systems Manager-ERS 1/
 Information Systems Manager-MPD
 Information Technology Manager-MFD
 Insurance Risk Administrator
 Legislative Fiscal Manager
 Legislative Reference Bureau Manager
 License Division Manager
 Marketing Development Services Manager
 Police Budget and Administration Manager
 Police Department Personnel Administrator
 Port Marketing Manager
 Procurement Manager
 Public Works Personnel Administrator
 Resource Recovery Manager 2/ 3/
 Safety Director
 Sanitation Area Manager
 Special Assistant to the Mayor
 Systems Analyst-Project Leader
 Telecommunications Analyst-Project Leader 4/
 Urban Development Manager
 Urban Forestry District Manager
 Water Business Manager
 Water Plant Manager-North
 Water Plant Manager-South

1/ One position filled by Jon Granger, to be paid at rates consistent with Salary Grade 014.

2/ Recruitment may be up to the seventh step of the salary grade.

3/ One position filled by Michael Engelbart, to be paid at the frozen (2001) rate of \$3,308.86 biweekly. He will be frozen at that 2001 rate until the maximum biweekly rate of Salary Grade 011 equals or exceeds that amount, at which time he may again receive general pay increases

4/ Recruitment is authorized up to the ninth step of the salary grade.

Salary Grade 012

Official Rate-Biweekly

2,475.50	2,552.37	2,631.62	2,713.34	2,797.59	2,884.46
2,974.05	3,066.38	3,161.62	3,259.79	3,361.00	3,465.68

Architectural Project Manager
 Chief Microbiologist
 Chief Chemist
 Chief Virologist
 Election Commission-Executive Director
 Functional Applications Manager 1/
 Geographic Information Systems Manager
 Housing Operations Manager
 Human Resources Manager
 Investments and Financial Services Manager
 Legislative Fiscal Manager-Senior
 Library Technical Services Manager
 Management Civil Engineer-Senior 2/
 Mechanical Engineer IV
 Network Planning Manager
 Permit and Development Center Manager
 Police Commander
 Supervising Architect
 Systems Analyst-Manager
 Traffic Control Engineer IV
 Water Distribution Manager

1/ Recruitment is authorized up to the ninth step of the salary grade.

2/ Robert Rehm to be paid at Salary Grade 013 rates while occupying this position.

Salary Grade 013

Official Rate-Biweekly						
	2,638.29	2,720.21	2,804.71	2,891.80	2,981.58	3,074.18
	3,169.62	3,268.05	3,369.51	3,474.17	3,582.04	3,693.88

Assistant City Librarian
 Civil Engineer V
 Electrical Engineer V
 Electrical Services Operations Manager
 Enterprise Systems Manager
 Housing and Neighborhood Development Manager
 Sewer Services Manager
 Special Assistant-Water
 Special Deputy City Treasurer
 Street and Bridges Services Manager
 Street Lighting Engineer
 Traffic Control Engineer V
 Water Quality Manager

Salary Grade 014

Official Rate-Biweekly						
	2,812.61	2,899.95	2,990.00	3,082.83	3,178.57	3,277.27
	3,379.05	3,483.96	3,592.15	3,703.68	3,818.69	3,937.80

Accounts Director
 Administration and Projects Manager
 Chief Court Administrator
 City Forestry Services Manager
 Deputy Chief of Police
 Deputy City Clerk
 Employee Benefits Manager
 Employees' Retirement System-Deputy Director
 Engineer in Charge
 Facilities Design and Construction Manager 1/
 Facilities Manager
 Financial Services Director
 Fleet Services Manager
 FMIS Project Director
 Labor Negotiator
 Legislative Liaison Assistant Director
 Professional Services Manager (MIS)
 Public Works Coordination Manager
 Sanitation Operations Manager
 Telecommunications Manager

1/ Position to be studied for proper classification and pay allocation when vacated by Bernard Mielcarek.

Salary Grade 015

Official Rate-Biweekly

2,997.82	3,090.90	3,186.89	3,285.85	3,387.86	3,493.08
3,601.53	3,713.37	3,828.69	3,947.58	4,070.15	4,196.85

Administration and Control Director
 Block Grant Director
 Chief Assessor 1/
 City Clerk 2/
 City Purchasing Director
 Deputy City Librarian
 Deputy City Treasurer
 Deputy Comptroller
 Fire and Police Commission-Executive Director
 Housing Management Director
 Information Systems Manager
 Planning Director
 Policy Planning Coordinator
 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 (7) of this Salary Ordinance.

Salary Grade 016

Official Rate-Biweekly						
	3,195.14	3,294.38	3,396.66	3,502.15	3,610.90	3,723.02
	3,838.62	3,957.83	4,080.73	4,207.42	4,338.09	4,473.42

- Administration Deputy Director
- Administrative Services Director
- Assistant Chief of Police
- Buildings and Fleet Director
- Chief Investment Officer 1/ 2/
- City Forester
- Employee Relations Deputy Director
- Employes' Retirement System-Executive Director 3/
- Health Operations Director
- Infrastructure Field Operations Manager
- Milwaukee Economic Development Corporation Director
- Municipal Judge 4/ 5/ 6/
- Sanitation Services Superintendent
- Special Deputy City Attorney 7/
- Supervising Engineer
- Transportation Design Manager
- Water Works Superintendent

- 1/ Recruitment may be at any step in the Salary Grade.
- 2/ Compensation may be at any step in the Salary Grade upon approval of the Employes' Retirement System-Executive Director and the Annuity and Pension Board.
- 3/ Recruitment may be at any step in the Salary Grade.
- 4/ 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.
- 5/ The effective date for the 3.0% wage increase for 2002 is delayed until Pay Period 1, 2003.
- 6/ For additional salary information See Part II, Sec. 12 e (7) of this Salary Ordinance.
- 7/ One non-bargaining unit position to be paid at Salary Grade 018 rates while held by Thomas E. Hayes.

Salary Grade 017

Official Rate-Biweekly						
	3,405.75	3,511.53	3,620.56	3,732.99	3,848.88	3,968.43
	4,091.63	4,218.69	4,349.71	4,484.76	4,624.03	4,768.17

- Budget Director (MMSD)
- Budget and Management Director
- Chief Information Officer

Chief of Staff
 City Librarian
 City Treasurer 1/ 2/
 Comptroller 1/ 2/
 Deputy Commissioner-City Development
 Legislative Liaison Director
 Municipal Port Director

1/ The effective date for the 3.0% wage increase for 2002 is delayed until Pay Period 1, 2003.

2/ For additional salary information See Part II, Sec. 12 e (7) of this Salary Ordinance.

Salary Grade 018

Official Rate-Biweekly						
3,630.32	3,743.04	3,859.29	3,979.11	4,102.68	4,230.08	
4,361.44	4,496.87	4,636.51	4,780.48	4,928.91	5,082.33	

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

Salary Grade 019

Official Rate-Biweekly						
3,869.44	3,989.59	4,113.47	4,241.19	4,372.91	4,508.71	
4,648.70	4,793.04	4,941.88	5,095.35	5,253.55	5,417.03	

City Attorney 1/ 2/
 Commissioner-Health
 Commissioner-Public Works

1/ The effective date for the 3.0% wage increase for 2002 is delayed until Pay Period 1, 2003.

2/ For additional salary information See Part II, Sec. 12 e (7) of this Salary Ordinance.

Salary Grade 020

Official Rate-Biweekly						
4,124.22	4,252.28	4,384.33	4,520.48	4,660.84	4,805.58	
4,954.80	5,108.66	5,267.30	5,430.85	5,599.51	5,774.16	

Mayor 1/

1/ At the commencement of the 2000 term of office, the Mayor's salary was placed at the seventh step of the grade, or \$4,636.45 biweekly (\$120,547.70 annually). Effective Pay Period 10, 2001, the Mayor advanced to the eighth step of the grade or \$4,780.43 biweekly (\$124,291.18 annually). Effective Pay Period 1, 2003*, the Mayor shall advance to the ninth step of the grade, or \$4,928.87 biweekly (\$128,150.62 annually). Effective Pay Period 10, 2003, the Mayor shall advance to the tenth step of the grade, or \$5,081.92 biweekly (\$132,129.92 annually). The foregoing rates are those in effect at the commencement of the year 2000 term, and the pay step progression as authorized and provided for in s.350-100 of the Milwaukee Code of Ordinances.

(*Note that the Pay Period 10, 2002 increase was delayed until Pay Period 1, 2003.)

Sec. 2a. Association of Municipal Attorneys.

Rates for Sec. 2a. effective Pay Period 1, 2002 (December 23, 2001)

(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>
1,738.41	4,114.87

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/ 3/

- 1/ One vacant position of Assistant City Attorney to be paid at his current pay in Salary Grade 018 for Thomas E. Hayes, presently filling a position of Special Deputy City Attorney.
- 2/ One vacant position of Assistant City Attorney to be included at the maximum rate of Pay Range 148 for Patrick B. McDonnell, presently filling a position of Special Deputy City Attorney.
- 3/ 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 1, 2002 (December 23, 2001)

Pay Range 200

Official Rate-Biweekly				
914.38	979.31	1,019.01	1,037.61	1,057.57

1,077.60 1,097.60 1,132.33

Community Services Aide
Custodial Nursing Assistant
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.

Pay Range 205

Official Rate-Biweekly

986.40	1,054.11	1,097.60	1,120.48	1,143.35
1,166.16		1,204.02		

City Laborer (Seasonal) 1/
Environmental Health Laborer (Seasonal)

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, 2002*: \$975.17, 1,052.79, 1,099.36, 1,123.91, 1,148.35, 1,172.79 and 1,200.64.

Pay Range 210

Official Rate-Biweekly

1,048.99	1,120.48	1,143.35	1,166.16	1,192.16
1,227.54				

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.

Pay Range 215

Official Rate-Biweekly

1,145.66	1,168.48	1,194.46	1,217.99	1,256.38
----------	----------	----------	----------	----------

Custodial Worker II-City Laborer 1/ 2/ 3/ 4/ 5/ 6/ 7/ 8/

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/ The following employee will be paid rates consistent with Pay Range 225, and receive general increases based on Pay Range 225 rates: Malvin Moten.

- 3/ 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.
- 4/ Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth step of 1,279.87.
- 5/ 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.
- 6/ 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.
- 7/ 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.
- 8/ 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 \$1,279.87 (2002).

Pay Range 220

Official Rate-Biweekly					
	1,157.05	1,181.48	1,206.23	1,231.26	1,270.36

City Laborer (Regular) 1/ 2/
 Garage Attendant 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/ While occupying this title, Thomas Karl shall be paid an official biweekly rate consistent with his former title of Water Department Laborer under Step 5 of Pay Range 225.
- 3/ 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.
- 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 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.

Pay Range 225

Official Rate-Biweekly	1,168.48	1,194.46	1,217.99	1,244.53	1,284.35
------------------------	----------	----------	----------	----------	----------

Boiler-Custodial Worker
Crew Leader
Special Municipal Equipment Laborer
Special Street Repair Laborer

Pay Range 230

Official Rate-Biweekly	1,177.78	1,201.31	1,227.80	1,255.75	1,297.04
------------------------	----------	----------	----------	----------	----------

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/
Meter Shop Laborer
Sewer Laborer I
Special Pipe Yard Laborer
Special Service Laborer
Urban Forestry Laborer 2/ 3/ 4/
Water Distribution Laborer 5/

- 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/ The following employee (who had been year round Landscape Gardener I) will be paid at rates consistent with Pay Range 235: Harold Burris. If this employee attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in Pay Range 235. If at the maximum step, will advance one step to: \$1,354.97 biweekly.
- 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: \$1,321.31
- 4/ While occupying this title, Glen Kalvoda shall be paid an official biweekly rate consistent with his former title of Water Buildings and Grounds Laborer under Step 5 of Pay Range 235.
- 5/ Auxiliary positions shall function as field investigator helpers on a year round basis on the second and third shift.

Pay Range 235

Official Rate-Biweekly

1,204.40 1,229.83 1,257.78 1,287.23 1,330.02

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.

Asphalt Worker 1/
Automotive Mechanic Helper
Boiler Operator
Bridge Laborer I
Building Maintenance Mechanic I 2/ 3/ 4/
Equipment Mechanic I 6/
Labor Crew Leader I
Maintenance Worker
Pipe Layer
Plant Mechanic I 7/
Tire Repair Worker I
Tow Lot Crew Leader
Traffic Sign Worker I
Vehicle Services Assistant 8/
Water Distribution Repair Worker I 5/
Water Maintenance Worker 7/
Water Plant Laborer 7/ 9/
Water Plant Operator I 10/

- 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 \$1,272.48 for 2002: Mark Smith, Lawrence Griffin 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/ Receives an additional \$.25 per hour when assigned to the operation of the backhoe-endloader in the yard.
- 6/ 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: \$1,354.97.

- 7/ 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.
- 8/ 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.
- 9/ While occupying this title, James Poster shall be paid an official biweekly rate consistent with his former title of Water Laborer Crew Leader under Step 5 of Pay Range 245.
- 10/ One position of Water Plant Operator I occupied by Robert Jackson shall be paid at the biweekly rate of \$1,361.76.

Pay Range 238

Official Rate-Biweekly					
	1,218.06	1,244.02	1,272.00	1,301.64	1,345.48
Asphalt Plant Operator					
Bridge Laborer II					
Cement Finisher Helper					
Heavy Equipment Lubricator					
Mason Helper					
Nursery Laborer 1/					
Sewer Laborer II					

- 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 \$1,370.73.

Pay Range 240

Official Rate-Biweekly					
	1,231.73	1,258.23	1,286.22	1,316.04	1,360.96

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/
- Upholsterer I
- Voting Machine Technician
- 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 \$1,386.53.

Pay Range 245

Official Rate-Biweekly

1,261.24	1,289.16	1,318.60	1,349.53	1,394.36
----------	----------	----------	----------	----------

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.

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

Pay Range 247

Official Rate-Biweekly				
1,318.16	1,347.63	1,378.83	1,413.06	1,461.54

Bookmobile Operator

Pay Range 248

Official Rate-Biweekly				
1,276.27	1,305.72	1,336.94	1,371.18	1,419.63

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 \$1,446.38 biweekly.

Pay Range 249

Official Rate-Biweekly					
	1,278.91	1,309.41	1,341.88	1,378.29	1,429.70

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.

Plant Mechanic II 1/ 2/
Water Meter Technician II

- 1/ Effective Pay Period 4, 2002, employees in the Plant Mechanic II 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 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 \$1,470.48 (2002 rate) biweekly. Effective Pay Period 4, 2002, Joseph Babich, 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 be paid at \$1,512.42 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 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 their proficiency (by demonstration) in lab work.

Pay Range 250

Official Rate-Biweekly					
	1,291.37	1,322.29	1,355.32	1,392.85	1,444.90

Booster Station Operator
Sewer Field Investigator
Upholsterer II

Pay Range 252

Official Rate-Biweekly					
	1,309.59	1,339.89	1,372.88	1,410.46	1,462.45

Asphalt Repair Crew Leader
Heating and Ventilating Mechanic II 1/ 2/ 3/ 4/
Maintenance Technician I
Plant Mechanic III
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 \$1,501.08.
- 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, 2002 this differential is \$3.50 per hour (\$280.00 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 \$1,515.08 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.

Pay Range 254

Official Rate-Biweekly
tab 1,276.31 1,355.91 1,388.84 1,426.41 1,478.48

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.

Equipment Mechanic IV
Field Investigator
Vehicle Services Technician 1/ 2/

- 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 \$1,506.41.
- 2/ Recruitment to be at the third step for personnel having completed the Automotive Mechanic apprenticeship training program.

Pay Range 255

Official Rate-Biweekly
1,324.93 1,355.91 1,388.84 1,426.41 1,478.48

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 \$1,506.29.

Pay Range 258

Official Rate-Biweekly
1,335.82 1,367.81 1,403.00 1,442.22 1,514.71

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.

Pay Range 260

Official Rate-Biweekly

1,346.67	1,379.67	1,417.19	1,458.12	1,515.08
----------	----------	----------	----------	----------

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/
Automotive Maintenance Mechanic 1/
Fuel Systems Technician 1/
Lead Equipment Mechanic 2/
Parking Meter Technician -Lead
Printer
Sewer Examiner II
Vehicle Services Technician-Heavy 3/ 4/ 5/
Water Plant Operator III 6/

- 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 \$1,543.68 biweekly.
- 2/ 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 \$1,543.72 biweekly.
- 3/ 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 \$1,543.68 biweekly.
- 4/ Receives an additional \$8.00 biweekly when working on automatic transmissions.
- 5/ Effective May 19, 1996, one position, held by John Garland to be paid at rates consistent with Pay Range 934 while performing contract administrator duties.
- 6/ One position of Water Plant Operator III occupied by Arthur Blazevic shall be paid at the biweekly rate of \$1,561.60.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2002: \$1,346.67, 1,379.67, 1,417.19, 1,458.12, 1,515.08.

Pay Range 262

Official Rate-Biweekly

1,363.02	1,395.86	1,437.77	1,480.80	1,534.52
----------	----------	----------	----------	----------

Fluid Power Systems Technician 1/
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 \$1,563.54 biweekly.

Pay Range 265

Official Rate-Biweekly					
	1,387.78	1,425.30	1,465.48	1,507.37	1,564.32

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

Pay Range 268

Official Rate-Biweekly					
	1,396.25	1,437.21	1,480.60	1,527.70	1,590.65

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/ 809
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 \$1,620.81.

Pay Range 270

Official Rate-Biweekly					
	1,423.50	1,464.52	1,507.86	1,554.97	1,617.93

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 Services Specialist
Demand Recorder Technician
Field Service Mechanic 1/
Maintenance Millwright
Power Plant Blacksmith
Tire Repair Worker III
Water Department Blacksmith
Water Plant Heating and Ventilating Mechanic

1/ Effective Pay Period 17, 2001, employees shall be eligible for a special sixth step of \$1,650.30 (2002) biweekly if one of the following criteria is met:
a. Employees who were appointed to the Field Service Mechanic classification prior to June 1, 1989; or

- b. 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
- c. 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
- d. 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.

Pay Range 272

Official Rate-Biweekly			
	988.85	1,032.16	1,086.29

Port Maintenance Worker I 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.

2/ To receive a premium rate of \$20.79 per hour while operating the milling machine or lathe.

Pay Range 274

Official Rate-Biweekly		
	1,128.07	1,203.86

Port Maintenance Worker II 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.

2/ To receive a premium rate of \$20.79 per hour while operating the milling machine or lathe.

3/ The following individuals will be paid at rates consistent with Pay Range 245: Bill Di Giorgio, and Myron Kowalski.

Pay Range 275

Official Rate-Biweekly					
	1,423.50	1,464.52	1,507.86	1,554.97	1,648.64

Instrument Technician I

Pay Range 276

Official Rate-Biweekly		
	1,255.94	1,331.74

Port Maintenance Technician I 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.
- 2/ To receive a premium rate of \$20.79 per hour while operating the milling machine or lathe.
- 3/ Joseph Di Giorgio to be paid at rates consistent with Pay Range 245.

Pay Range 278

Official Rate-Biweekly
 1,417.82 1,476.09

Port Maintenance Technician II 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.
- 2/ To receive a premium rate of \$20.79 per hour while operating the milling machine or lathe.
- 3/ LeRoy Kamenick to be paid rates consistent with Pay Range 250 and be paid rates consistent with Pay Range 260 when he obtains a welder's certification and U.S. Coast Guard's Mates license.

Pay Range 280

Official Rate-Biweekly
 1,564.77

Port Mechanic 1/ 2/

- 1/ To receive a premium rate of \$20.79 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.

Pay Range 282

Official Rate-Biweekly
 1,518.69 1,567.79 1,620.75 1,674.73 1,742.30

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.

Instrument Technician II
 Machinist I
 Power Plant Steamfitter 1/
 Urban Forestry Crew Leader 3/
 Water Distribution Chief Repair Worker
 Water Systems Operator in Charge 2/

- 1/ Recruitment to be at the third step.

- 2/ Upon attaining certification as licensed state certified Water Plant Operator, the incumbent will advance one step in the pay range. If at the maximum step will be advanced one step to \$1,805.00 biweekly. Effective Pay Period 9, 1993, in order to retain the extra pay step, employees must maintain current State certification as Water Plant Operator.
- 3/ 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 \$1,775.24 biweekly.

Pay Range 285

Official Rate-Biweekly					
1,526.90	1,576.72	1,630.70	1,685.64	1,754.05	

Automotive Machinist

Pay Range 290 (ALEASP)

Official Rate-Biweekly				
1,583.04	1,659.68	1,740.07	1,824.35	1,912.70
2,005.32				

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						
1,533.21	1,607.44	1,685.31	1,766.92	1,852.50	1,942.19	2,005.32

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.

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

Rates for Sec 4 effective Pay Period 1, 2002 (December 23, 2001)

Pay Range 300

Official Rate-Biweekly

935.34	951.66	991.35	1,009.96	1,029.96
1,050.00	1,069.91	1,104.70		

Health Interpreter Aide

Pay Range 305

Official Rate-Biweekly

969.31	988.42	1,029.96	1,050.00	1,069.91
1,092.83	1,127.53			

Public Health Aide

Public Health Aide-Tuberculosis Control

Pay Range 309

Official Rate-Biweekly

958.81	1,026.46	1,069.91	1,092.83	1,115.65
1,138.50	1,176.34			

Clinic Assistant

Duplicating Equipment Operator I

Offset Press Operator I

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2002: \$959.03, 1,026.71, 1,070.21, 1,093.14, 1,115.97, 1,138.82, 1,176.64.

Pay Range 310

Official Rate-Biweekly

1,007.36	1,026.46	1,069.91	1,092.83	1,115.65
1,138.50	1,176.34			

X-Ray Technician I

Pay Range 314

Official Rate-Biweekly

1,021.35	1,092.83	1,115.65	1,138.50	1,164.51
1,199.94				

Laboratory Assistant I

Pay Range 324

Official Rate-Biweekly

1,067.04	1,138.50	1,164.51	1,188.08	1,226.48
----------	----------	----------	----------	----------

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, 2002: \$1,067.34, 1,138.82, 1,164.79, 1,188.40, 1,226.80.

Pay Range 325

Official Rate-Biweekly	1,115.65	1,138.50	1,164.51	1,188.08	1,226.48
------------------------	----------	----------	----------	----------	----------

Microfilm Technician I
Security Guard 1/

1/ The incumbents of positions in the Department of Public Works, Buildings and Fleet Division, to receive one additional increment. Those incumbents who are at the fifth step shall receive \$1,254.42.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2002: \$1,115.65, 1,138.50, 1,164.51, 1,188.08, 1,226.48.

Pay Range 329

Official Rate-Biweekly	1,089.93	1,164.51	1,188.08	1,214.62	1,254.42
------------------------	----------	----------	----------	----------	----------

Electrical Parts Clerk I

Pay Range 330

Official Rate-Biweekly	1,138.50	1,164.51	1,188.08	1,214.62	1,254.42
------------------------	----------	----------	----------	----------	----------

Duplicating Equipment Operator II
Stores Clerk II
X-Ray Technician II 1/

1/ Effective Pay Period 20, 1994, recruitment is authorized up to the fifth step of the pay range.

Pay Range 335

Official Rate-Biweekly	1,164.51	1,188.08	1,214.62	1,242.57	1,283.79
------------------------	----------	----------	----------	----------	----------

Delivery Driver
Inventory Control Assistant II
Laboratory Assistant II
Microfilm Technician II
Offset Press Operator II

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2002: \$1,164.51, 1,188.08, 1,214.62, 1,242.57, 1,283.79.

Pay Range 338

Official Rate-Biweekly				
1,176.34	1,199.94	1,226.48	1,254.42	1,297.04

Duplicating Technician
Inventory Assistant II

Pay Range 340

Official Rate-Biweekly				
1,188.08	1,214.62	1,242.57	1,271.95	1,314.74

Duplicating Equipment Operator III
Inventory Control Assistant III
X-Ray Technician III 1/ 2/

1/ Employees who have completed at least one year at step 5 and who are assigned to the Milwaukee Breast Cancer Awareness Program and hold a certification in Mammography shall advance to a 6th step of \$1,347.80.

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

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2002: \$1,188.40, 1,214.95, 1,242.89, 1,272.30, 1,315.08.

Pay Range 345

Official Rate-Biweekly				
1,214.62	1,242.57	1,271.95	1,302.89	1,347.80

Inventory Clerk
Equipment Parts Assistant

Pay Range 347

Official Rate-Biweekly				
1,260.69	1,283.79	1,306.92	1,330.02	1,360.96

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.

Pay Range 350

Official Rate-Biweekly				
1,242.57	1,271.95	1,302.90	1,335.95	1,385.31

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

Pay Range 355

Official Rate-Biweekly	1,271.95	1,302.90	1,335.95	1,373.45	1,425.50
------------------------	----------	----------	----------	----------	----------

Bookbinder

Pay Range 360

Official Rate-Biweekly	1,302.90	1,335.95	1,373.45	1,413.65	1,467.39
------------------------	----------	----------	----------	----------	----------

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

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 1, 2002 (December 23, 2001)

Pay Range 400

Official Rate-Biweekly	825.87	889.47	926.00	943.17	961.68
	981.73	1,001.72	1,033.55		

Court Services Assistant I
 Library Technician I
 Office Assistant I 1/
 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, 2002*: \$796.30, 867.88, 906.73, 924.94, 944.63, 965.82, 987.05, and 1,008.22.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates *effective Pay Period 1, 2002*: \$826.10, 889.69, 926.28, 943.45, 961.95, 982.00, 1,001.96, 1,033.82.

Pay Range 404

Official Rate-Biweekly					
	871.73	935.34	974.22	991.35	1,009.96
	1,029.96	1,050.00	1,081.77		

Claims Processor I

Pay Range 405

Official Rate-Biweekly					
	920.37	935.34	974.22	991.35	1,009.96
	1,029.96	1,050.00	1,081.77		

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, 2002*: \$920.64, 935.58, 974.49, 991.60, 1,010.21, 1,030.24, 1050.29, 1,082.05.

Pay Range 406

Official Rate-Biweekly					
	887.75	952.64	992.27	1,009.77	1,028.71
	1,049.12	1,069.57	1,101.74	1,128.16	

Library Circulation Assistant I

Pay Range 410

Official Rate-Biweekly					
	958.77	980.57	1,021.68	1,044.58	1,067.47
	1,090.29	1,128.16			

Court Services Assistant II 1/ 2/

Health Access Assistant I

Health Access Interpreter

Library Technician II 1/ 2/

Microfilm Processor 2/

Office Assistant II 1/ 2/ 3/

Police District Office Assistant 4/

Purchasing Assistant I

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 \$1,151.68 biweekly. 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, 2002: \$959.00, 980.77, 1,021.99, 1,044.89, 1,067.77, 1,090.61, 1,128.49. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate: \$1,152.01.

Office Assistant II positions filled by Margaret Hall, Jeffrey Johnson, or Susan Leavy, represented by the Association of Law Enforcement Allied Services Personnel and assigned to the Stolen Vehicle Desk, shall be paid at the following rates effective Pay Period 1, 2002: \$959.00, 980.77, 1,021.99, 1,044.89, 1,067.77, 1,090.61, 1,116.64, so long as they remain assigned to the Stolen Vehicle Desk. No other Office Assistant II shall be eligible for such rates.

Office Assistant II positions filled by Margaret Hall, Jeffrey Johnson, or Susan Leavy, represented by the Association of Law Enforcement Allied Services Personnel and assigned to the Stolen Vehicle Desk are eligible to receive two additional pay steps consisting of \$1,140.15 and \$1,178.52 biweekly, so long as they remain assigned to the Stolen Vehicle Desk. No other Office Assistant II shall be eligible for the two 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, 2002: \$959.00, 980.77, 1,021.99, 1,044.89, 1,067.77, 1,090.61, 1,116.64. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate: \$1,152.01.

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 consisting of \$1,140.15 and \$1,178.52 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, 2002: \$959.00, 980.77, 1,021.99, 1,044.89, 1,067.77, 1,090.61, 1,116.64.

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 consisting of \$1,140.15 and \$1,178.52 biweekly.

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, 2002*: \$941.44, 964.57, 1,008.22, 1,032.49, 1,056.83, 1,081.03, and 1,108.60. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate: \$1,133.62 (2002).

Pay Range 415

Official Rate-Biweekly

1,007.36	1,026.46	1,069.91	1,092.83	1,115.65
1,138.50	1,176.34			

Clerk Stenographer II 1/ 2/ 3/
Claims Processor II
Communications Assistant I 1/ 4/
Data Entry Operator II 1/
Legal Office Assistant I
Temporary Stenographer II 5/ 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 \$1,199.94 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/ The following incumbents shall retain the title of Clerk Stenographer II until they vacate their current positions, at which time the title shall revert to Office Assistant II in Pay Range 410: Georgina Polzin (Library); Mary Bandish (Police Department).
- 4/ The incumbent of one position in the Library (Gail Brown) to be paid \$1,199.94 biweekly, in view of added duties and responsibilities, and will continue to receive across-the-board increases.
- 5/ Incumbents to be recruited and limited to the third step in the pay range.
- 6/ The following incumbents in DER to retain the title Temporary Stenographer II until they vacate their current positions, at which time the title shall revert to Temporary Office Assistant II in Pay Range 410: Carole Christopherson and Jane Greenwald.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2002: \$1,007.66, 1,026.71, 1,070.21, 1,093.14, 1,115.97, 1,138.82, 1,176.64. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate: \$1,200.27.

Pay Range 424

Official Rate-Biweekly

1,007.36	1,026.46	1,069.91	1,092.83	1,115.65
1,139.83	1,166.33	1,206.15		

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, 2002: \$1,007.36, 1,026.46, 1,069.91, 1,092.83, 1,115.65, 1,139.83, 1,166.33, 1,206.15.

Pay Range 425

Official Rate-Biweekly

1,090.29	1,116.31	1,139.83	1,166.33	1,206.15
----------	----------	----------	----------	----------

Audio Machine Technician
Clerk III 1/ 2/
Clerk Typist III 1/
Computer Assistant I
Court Services Assistant III 3/
Customer Service Representative I
Health Access Assistant II
Help Desk Representative I 4/
Library Technician III
Medical Benefits Assistant I
Occupational Health Technician
Office Assistant III 1/ 5/
Police Telecommunicator
Temporary Customer Service Representative I 6/
Temporary Office Assistant III
Transcriptionist III 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 the following biweekly rates: One increment: \$1,235.62. Two increments: \$1,266.52 Applies to employees holding positions formerly classified as Clerk III, Clerk Typist III and Control Clerk.

2/ Current incumbent, Renee McCrory (Neighborhood Services) to retain the title of Clerk III until she vacates her current position, at which time the title shall revert to Office Assistant II in Pay Range 410.

- 3/ Effective Pay Period 24, 1995, position in the Municipal Court to receive an additional \$.50 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.
- 4/ 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.
- 5/ If Margaret Hall, Jeffrey Johnson, or Susan Leavey is promoted to Office Assistant III and is assigned to the Stolen Vehicle Desk, he or she shall be eligible to receive two additional pay steps effective Pay Period 1, 2002 consisting of: \$1,235.95 and \$1,266.87 biweekly, so long as he or she remains assigned to the Stolen Vehicle Desk. No other Office Assistant III shall be eligible for the two additional steps.
- 6/ 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.
- 7/ 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, 2002 consisting of: \$1,235.95 and \$1,266.87.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2002: \$1,090.61, 1,116.64, 1,140.15, 1,166.66, 1,206.48. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,235.95 and \$1,266.87

Pay Range 430

Official Rate-Biweekly	1,115.65	1,138.50	1,164.51	1,188.08	1,226.48
------------------------	----------	----------	----------	----------	----------

Clerk II (Field) 1/
 Copy Cataloging Technician I
 Computer Assistant II

- 1/ The following incumbents to retain the title of Clerk II (Field) until they vacate their current positions, at which time the title shall revert to Office Assistant III in Pay Range 425: Carolyn Coleman-Harper and Patricia Roundy (DPW-Administration).

Pay Range 435

Official Rate-Biweekly	1,138.50	1,164.51	1,188.08	1,214.62	1,254.42
------------------------	----------	----------	----------	----------	----------

Accounting Assistant I 1/
 Administrative Assistant I 1/
 Clerk Stenographer III 1/ 2/
 Communications Assistant II
 Customer Service Representative II

Data Entry Operator III
 Help Desk Representative II 3/
 Key Entry Operator III 1/
 Law Stenographer II 1/
 License Assistant I
 Medical Benefits Assistant II
 Personnel Payroll Assistant I 1/
 Programmer Trainee
 Purchasing Assistant II
 Teller-Water 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: \$1,283.79. Two increments: \$1,314.74. 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/ The following incumbents to retain the title of Clerk Stenographer III until they vacate their current positions, at which time the title shall revert to Office Assistant III in Pay Range 425; Karen Jach, Matthew Kleman, Diane Kronberg (Neighborhood Services); Dianna Miller (Police); Diana Engel, and Carol Talakowski (DPW-Infrastructure).
- 3/ 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 Local 61, LIUNA, in the Department of Public Works-Sanitation Division, shall be paid the following biweekly rates *effective Pay Period 1, 2002*: \$1,129.98, \$1,157.47, \$1,182.48, \$1,210.56 and \$1,240.13. In addition, above employees eligible for Clerical Merit Increments shall be paid the following biweekly rates: One increment: \$1,271.24. Two Increments: \$1,303.99.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates *effective Pay Period 1, 2002*: \$1,138.82, 1,164.79, 1,188.40, 1,214.95, 1,254.75. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,284.14 and \$1,315.08.

Pay Range 437

Official Rate-Biweekly

1,108.17	1,132.38	1,159.94	1,184.99	1,213.15
1,242.80	1,273.96			

Legal Office Assistant II

Pay Range 440

Official Rate-Biweekly

1,164.51	1,188.08	1,214.62	1,242.57	1,283.79
----------	----------	----------	----------	----------

Accounting Program Assistant I

Clerk III (Field) 1/ 2/

1/ Current incumbent, Kathleen Schram (DPW-Infrastructure) to retain the title of Clerk III (Field) until she vacates her current position, at which time the title shall revert to Office Assistant III in Pay Range 425.

2/ Current incumbent, Katherine Hommel (DPW-Infrastructure), to retain the title of Clerk III (Field) until she vacates her current position, at which time the title shall revert to Communications Assistant II in Pay Range 435.

Pay Range 441 (ALEASP- 2002)

Official Rate-Biweekly

1,175.72 1,199.32 1,225.85 1,253.80 1,295.02

Lead Police Telecommunicator

Pay Range 445

Official Rate-Biweekly

1,188.08 1,214.62 1,242.57 1,271.95 1,314.74

Account Clerk II 1/ 2/

Accounting Assistant II 1/ 3/

Administrative Assistant II

Archives Technician

Clerk IV 1/ 4/

Clerk Stenographer IV 1/

Communications Assistant III

Copy Cataloging Technician II

Court Services Assistant IV 4/

Customer Service Representative III

Docketing Specialist

Library Circulation Assistant III

Medical Benefits Assistant III

Office Assistant IV 1/ 5/ 6/

Personnel Clerk 1/ 7/

Personnel Payroll Assistant II 1/

Purchasing Assistant III

Teller

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: \$1,347.80. Two increments: \$1,385.31. Three increments: \$1,425.50. 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/ Current Incumbent, Jacqueline Jagmin (City Clerk), to retain the title of Account Clerk II until she vacates her current position, at which time the title shall revert to Personnel Payroll Assistant I in Pay Range 435.

- 3/ One position, filled by Michael Simons, to be paid at rates consistent with Salary Grade 460.
- 4/ Effective Pay Period 24, 1995, position in the Municipal Court to receive an additional \$.50 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.
- 5/ One position to be studied when vacated by current incumbent, Patricia Sommer (DPW-Infrastructure).
- 6/ 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 consisting of (2002) \$1,344.98 and \$1,375.92 biweekly.
- 7/ Current incumbent Catherine Faulkner (DER), to retain the title of Personnel Clerk until she vacates her current position, at which time the title shall revert to Office Assistant III in Pay Range 425.

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, 2002*: \$1,184.73, 1,212.81, 1,242.52, 1,273.67 and 1,306.48. In addition, above employees eligible for the Clerical Merit Increments shall be paid the following biweekly rates: One increment: \$1,341.58. Two increments: \$1,381.32. Three increments: \$1,424.05. 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: \$1,186.37, 1,214.45, 1,244.03, 1,275.13 and 1,307.86.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates *effective Pay Period 1, 2002*: \$1,188.40, 1,214.95, 1,242.89, 1,272.30, 1,315.08. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,348.17, 1,385.68 and 1,425.90.

Pay Range 450

Official Rate-Biweekly

1,159.94	1,184.99	1,213.15	1,242.80	1,273.96
1,306.78	1,341.84			

Legal Office Assistant III

Pay Range 455

Official Rate-Biweekly

1,242.57	1,271.95	1,302.90	1,335.95	1,385.31
----------	----------	----------	----------	----------

- Clerk Dispatcher II
- Code Information Specialist
- 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, 2002*: \$1,244.03, 1,275.13, 1,307.86, 1,342.89 and 1,382.59.

Pay Range 460					
Official Rate-Biweekly					
	1,271.95	1,302.90	1,335.95	1,373.45	1,425.50
Accounting Assistant III					
Accounting Program Assistant II					
Administrative Services Assistant					
City Payroll Assistant					
Communications Assistant V					
Lead Teller-Water					
Microcomputer Services Assistant					
Office Coordinator					
Personnel Payroll Assistant III					
Program Assistant I					
Service Center Coordinator					

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates *effective Pay Period 1, 2002*: \$1,271.95, 1,302.90, 1,335.95, 1,373.45, 1,425.50.

Pay Range 475					
Official Rate-Biweekly					
	1,306.78	1,341.84	1,381.65	1,424.27	1,468.72
	1,516.46	1,568.57			
Accounting Program Assistant III					
City Payroll Assistant-Senior					
Legal Office Assistant IV					

Pay Range 478 (ALEASP)					
Official Rate-Biweekly					
	1,212.81	1,243.23	1,298.39	1,356.82	1,417.88
	1,497.85	1,558.30	1,618.42		

Police Dispatcher

Sec. 6. Police Aides (ALEASP - Law Enforcement Allied Services Personnel Police Aide Unit).

Rates for Sec. 6 *effective Pay Period 1, 2002 (December 23, 2001)*

Pay Range 480					
Official Rate-Biweekly					
	725.48	843.57	888.19	909.04	931.56
	954.03	976.55	1,002.34		

Police Aide 1/

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

Employees not represented by a certified collective bargaining unit shall be paid the same rates of pay as employees represented by the Association of Law Enforcement Allied Services Personnel (Police aide Unit).

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

Rates for Sec. 7 effective Pay Period 1, 2002 (December 23, 2001)

Pay Range 490

Official Rate-Biweekly					
1,011.24	1,107.37	1,132.62	1,157.85	1,186.48	
1,224.43					

Parking Checker

Pay Range 495

Official Rate-Biweekly					
1,152.10	1,190.81	1,230.89	1,272.42	1,327.26	

Lead Parking Checker

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

Rates for Sec. 8 effective Pay Period 1, 2002 (December 23, 2001)

Pay Range 500

Official Rate-Biweekly					
1,138.50	1,164.51	1,188.08	1,214.62	1,254.42	

- Audiovisual Specialist I
- Building Maintenance Inspection Intern
- Computer Operator I 1/
- Nuisance Control Officer I 3/
- Pest Control Officer 2/
- Sanitation Intern
- 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: \$1,283.79. Two increments: \$1,314.74.

2/ Effective Pay Period 3, 1998:

- a. employees in this classification who attain and maintain a 3.0 ornamental and turf license will advance one step in the pay range. If at the maximum step, the employee shall be paid the biweekly rate of \$1,283.79.
- b. Recruitment of an employee in this classification shall be at the second step for those employees who have a 3.0 ornamental and turf license at the time of hire.
- c. Employees in this classification who attain and maintain the 3.0 ornamental and turf license and who have completed one year of service at the maximum of the pay range and who have satisfactorily completed the Purdue University's Pest Control Technology Course shall be paid at the biweekly rate of \$1,314.74.

3/ Employees in this classification may be eligible for an additional 6th step of \$1,283.79.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2002: \$1,138.82, 1,164.79, 1,188.40, 1,214.95, 1,254.75. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,284.14 and \$1,315.08.

Pay Range 503

Official Rate-Biweekly

1,069.91	1,092.83	1,115.65	1,138.50	1,164.51
1,197.69	1,230.89	1,277.83		

Dietetic Technician

Pay Range 504

Official Rate-Biweekly

1,138.50	1,171.76	1,205.99	1,241.20	1,277.45
1,314.74				

Library Services Assistant
 Water Laboratory Technician

Pay Range 505

Official Rate-Biweekly

1,188.08	1,214.62	1,242.57	1,271.95	1,314.74
----------	----------	----------	----------	----------

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

Relocation 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: \$1,347.80. Two increments: \$1,385.31. Three increments: \$1,425.50.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2002: \$1,188.40, 1,214.95, 1,242.89, 1,272.30, 1,315.08. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,348.17, 1,385.68 and 1,425.90.

Pay Range 508

Official Rate-Biweekly				
1,152.10	1,190.81	1,230.89	1,272.42	1,327.26

Claims Assistant Representative
Trade Development Assistant

Pay Range 510

Official Rate-Biweekly				
1,214.62	1,242.57	1,271.95	1,302.90	1,347.80

Librarian Intern
Title Searcher I

Pay Range 515

Official Rate-Biweekly				
1,165.97	1,271.95	1,335.95	1,373.45	1,425.50

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.

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.

Pay Range 516

Official Rate-Biweekly				
1,242.57	1,271.95	1,302.90	1,335.95	1,373.45
1,411.35				

Nuisance Control Officer II 1/ 2/

1/ Michael Pitts to be compensated in Pay Range 530 in recognition of performing additional higher-level duties as specified by the Department of Neighborhood Services.

2/ The following individual will be paid at rates consistent with Pay Range 541: John Cullaton.

Pay Range 520

Official Rate-Biweekly	1,271.95	1,302.90	1,335.95	1,373.45	1,425.50
------------------------	----------	----------	----------	----------	----------

Computer Operator III

Pay Range 522

Official Rate-Biweekly	1,275.06	1,311.71	1,353.37	1,398.04	1,444.45
------------------------	----------	----------	----------	----------	----------

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.

Pay Range 525

Official Rate-Biweekly	1,302.90	1,335.95	1,373.45	1,413.65	1,467.39
------------------------	----------	----------	----------	----------	----------

Office Coordinator II
Relocation Specialist II

Pay Range 526

Official Rate-Biweekly	1,275.06	1,344.94	1,434.57	1,477.93	1,525.06
------------------------	----------	----------	----------	----------	----------

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 1, 2002) \$1,570.81 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.

Pay Range 528

Official Rate-Biweekly

1,286.25	1,367.91	1,405.41	1,445.64	1,499.32
----------	----------	----------	----------	----------

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.

Librarian I

Pay Range 529

Official Rate-Biweekly

844.03	901.35
--------	--------

Code Enforcement Intern

Pay Range 530

Official Rate-Biweekly

1,335.95	1,373.45	1,413.65	1,455.54	1,512.38
----------	----------	----------	----------	----------

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.

Accountant I 1/
Administrative Assistant III
Assistant Planner
Code Enforcement Inspector I
Computer Scheduler
Environmental Enforcement Officer I
Environmental Health Specialist I 2/
Health Project Assistant
Lead Project Assistant
Lead Risk Assessor I
Lead Teller
Library Technician IV
Program Assistant II

1/ Recruitment to be at the third step for personnel with a bachelor's degree with a major in accounting from a school approved by the City Service Commission. Recruitment also to be at the third step for personnel with a bachelor's degree with a major in business administration or economics upon review and approval by the City Service Commission.

2/ 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 \$1,527.50 (2002) biweekly.

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, 2002*: \$1,332.72, 1,370.14, 1,410.22, 1,452.02 and 1,508.72.

Pay Range 532

Official Rate Biweekly
1,272.42
1,515.25

1,315.42

1,359.96

1,406.10

1,453.91

Claims Representative
Information Technology Specialist
Microcomputer Hardware Technician

Pay Range 534

Official Rate-Biweekly
1,324.84

1,413.65

1,455.54

1,500.52

1,561.51

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

Pay Range 535

Official Rate-Biweekly
1,373.45

1,413.65

1,455.54

1,500.52

1,561.51

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

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/ 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, 2002*: \$1,373.45, 1,413.65, 1,455.54, 1,500.52, 1,561.51.

Pay Range 536

Official Rate-Biweekly
 1,324.86 1,391.11 1,46.72

Property Appraiser 1/

1/ While occupying this title, William Daub to be paid at the biweekly rate of \$1,602.62. This employee will continue to receive general increases.

Pay Range 540

Official Rate-Biweekly
 1,413.65 1,455.54 1,500.52 1,549.66 1,614.49

Forestry Inspector II 1/ 2/
 Inspection Specialist 4/
 Municipal Court Clerk I
 Pay Services Specialist
 Public Works Inspector II 2/ 3/ 4/ 5/ 6/ 7/ 8/
 Relocation Specialist III
 Salvage and Sales Coordinator
 Title Searcher II

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 \$1,675.74 contingent upon meeting criteria in footnote 4/. Credits allowed to meet the criteria for "M-step" advancement shall meet the provisions of footnote 4/, 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 \$1,602.62.

3/ 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.

4/ Effective Pay Period 17, 2001, employees in these classifications shall be eligible for the following three additional M-steps, provided that the following criteria is met:

M-Step		Criteria needed
M-Step 1:	\$1,675.74	30 credits only or 8 years of service and 15 credits
M-step 2:	\$1,726.01	45 credits only or 10 years of service and 25 credits
M-step 3:	\$1,777.80	60 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.

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 at the rate of \$1,726.01 biweekly.

6/ Effective Pay Period 26, 1999, one position held by John English, in the DPW-Infrastructure Division, to be paid at rates consistent with Pay Range 936 while performing contract administrator duties.

- 7/ 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.
- 8/ 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 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.

	Pay Range 541				
Official Rate-Biweekly					
	1,413.65	1,455.54	1,500.52	1,549.66	1,676.37

- Code Enforcement Inspector II 1/
 Environmental Enforcement Officer II
 Environmental Health Specialist II 2/
 Lead Risk Assessor II
 Vector and Nuisance Control Specialist

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:

Increment One: \$1,692.30 provided an employee attains and maintains one of above certifications;

Increment Two: \$1,708.22 provided an employee attains and maintains two of above certifications;

Increment Three: \$1,724.18 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 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 \$1,692.30.

Pay Range 542

Official Rate-Biweekly					
	1,477.93	1,525.06	1,586.12	1,637.05	1,676.37

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 \$1,726.67 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.

Pay Range 545

Official Rate-Biweekly					
	1,455.54	1,500.52	1,549.66	1,602.62	1,668.48

Accountant II
 Bridges and Public Buildings Inspector 1/
 Librarian II
 Library Security Investigator
 Urban Forestry Technician

1/ Effective Pay Period 3, 1998, employees in this classification who have completed one year of service at the 5th step shall be eligible for a sixth step of \$1,725.20.

Pay Range 546

Official Rate-Biweekly					
	1,455.54	1,513.00	1,572.82	1,635.14	1,700.07
	1,779.51				

Property Manager

Pay Range 547

Official Rate-Biweekly					
	1,494.53	1,549.05	1,607.80	1,669.58	1,725.48
	1,812.32				

Water Microbiologist II

Pay Range 549

Official Rate-Biweekly					
	1,656.61	1,771.06	1,833.93	1,888.93	1,945.61

Boiler Inspector I 1/
 Building Construction Inspector I 1/
 Electrical Inspector I 1/
 Elevator Inspector I 1/

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.

Pay Range 550

Official Rate-Biweekly

1,500.52	1,549.66	1,602.62	1,656.61	1,716.91
----------	----------	----------	----------	----------

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/

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.

Pay Range 553

Official Rate-Biweekly

1,500.52	1,549.66	1,602.62	1,656.61	1,782.93
----------	----------	----------	----------	----------

Building Code Enforcement Inspector 1/

Housing Rehabilitation Inspector 1/ 2/

Special Compliance Inspector 1/ 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:

- (a) Increment One: \$1,800.76 provided the employee attains and maintains one of the above certifications;
- (b) Increment Two: \$1,818.58 provided the employee attains and maintains two of the above certifications;
- (c) Increment Three: \$1,836.42 provided the employee attains and maintains all three of the above certifications.

2/ 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 "1/" 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 "1/."

Pay Range 555

Official Rate-Biweekly					
1,549.66	1,602.62	1,656.61	1,705.05	1,769.41	

Driver Training Instructor
 Environmental Hygienist
 Forestry Technical Services Coordinator
 Municipal Court Clerk II 3/
 Sidewalk Repair Supervisor 1/ 2/

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 \$1,836.88 contingent upon obtaining thirty (30) credits or eight (8) years of service and fifteen (15) credits.

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

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

2/ For this classification, the 5th step of the pay range will be \$1,757.55.

3/ Effective Pay Period 17, 2001, employees in the Municipal Court shall be eligible to receive an additional \$0.50 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.

Pay Range 556

Official Rate-Biweekly					
1,549.66	1,602.62	1,656.61	1,705.05	1,825.04	
1,889.52					

Electrical Plan Examiner I
 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.

Pay Range 557

Official Rate-Biweekly

1,584.45 1,638.18 1,686.76 1,739.26 1,803.53

Librarian III 1/

1/ Effective Pay Period 17, 2001, recruitment may be up to the third step.

Pay Range 558

Official Rate-Biweekly

1,500.52 1,549.66 1,602.62 1,656.61 1,737.71
1,784.59 1,843.30

Associate Planner
Geographic Information Specialist
Lead Program Information Specialist

Pay Range 559

Official Rate-Biweekly

1,726.67 1,776.57 1,827.90 1,880.73 1,935.08
1,991.01

Lead Water Chemist

Pay Range 560

Official Rate-Biweekly

1,656.61 1,705.05 1,757.55 1,810.10 1,891.40

Assessment Analysis Specialist

Pay Range 565

Official Rate-Biweekly

1,705.05 1,757.55 1,810.10 1,879.53 1,960.85

Commercial Relocation Officer
Librarian IV
Zoning Specialist

Pay Range 572

Official Rate-Biweekly

1,549.66 1,602.62 1,656.61 1,705.05 1,803.14

Building Inspection Enforcement Coordinator 1/ 2/ 3/
Special Enforcement Inspector 1/ 2/ 3/

1/ The fifth step shall be \$1,837.54 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:

- (a) Increment One: \$1,855.92 provided the employee attains and maintains one of the above certifications;
- (b) Increment Two: \$1,874.28 provided the employee attains and maintains two of the above certifications;
- (c) Increment Three: \$1,892.67 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/."

Pay Range 576

Official Rate-Biweekly					
	1,757.55	1,810.10	1,879.53	1,949.02	2,079.73
Senior Planner					
Senior Planner-Architectural Design					

Pay Range 587

Official Rate-Biweekly					
	1,833.19	1,913.18	1,996.59	2,083.65	2,186.38
Zoning and Development Coordinator					

Pay Range 588

Official Rate-Biweekly					
	1,533.70	1,610.04	1,675.16	1,741.41	1,811.02
	1,883.99		*		*
	1,959.21	2,037.82	2,118.66	2,203.98	2,291.55
	2,383.63				

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 \$2,455.49.
- 2/ While occupying this title, Johnie Farmer to be paid at the rate of \$1,803.14 biweekly; David Wendelburg to be paid at the rate of \$2,079.73 biweekly; Anthony Lockly to be paid at the rate of \$2,411.98 biweekly. The above employees will continue to receive general increases.

Pay Range 589

Official Rate-Biweekly					
	1,888.93	1,945.61	2,003.97	2,064.09	2,126.01

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

- 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/ 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. Consideration will also be given for the attainment of professional licenses such as that of Professional Engineer or Professional Architect.

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.

Pay Range 591

Official Rate-Biweekly					
	1,996.41	2,073.45	2,165.38	2,248.91	2,335.68
	2,425.79				

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.

Pay Range 592

Official Rate-Biweekly					
	1,288.42	1,332.38	1,379.11	1,428.10	1,479.05
	1,546.03				

Market Analyst <u>1/</u>	600
Public Health Educator I	2124

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

Pay Range 593

Official Rate-Biweekly					
	1,428.10	1,479.05	1,534.17	1,592.77	1,653.62
	1,728.77				

Public Health Educator II

Pay Range 594

Official Rate-Biweekly					
	1,479.05	1,534.17	1,592.77	1,653.62	1,716.93
	1,794.62				

Client Services Representative (MIS)
Microcomputer Analyst
Network Specialist 1/
Nutritionist 2/ 3/
Project Assistant 4/

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/ Current incumbent, Eileen Francis, to retain the title of Project Assistant until she vacates her current position, at which time the title shall revert to Program Assistant II in Pay Range 530.

Pay Range 595

Official Rate-Biweekly					
	1,534.17	1,592.77	1,653.62	1,716.93	1,782.78
	1,863.06				

Engineering Systems Specialist
Operations Analyst

Pay Range 596

Official Rate-Biweekly					
	1,592.77	1,653.62	1,716.93	1,782.78	1,851.21
	1,934.27				

Network Analyst-Assistant 1/
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.

Pay Range 598

Official Rate-Biweekly					
	1,782.78	1,851.21	1,922.43	1,996.41	2,073.45
	2,165.38				

Network Analyst-Associate 1/
Programmer Analyst 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.

Pay Range 599

Official Rate-Biweekly					
	1,949.02	2,028.74	2,106.61	2,162.29	2,289.39
	2,411.98	2,508.46			

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.

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

Rates for Sec. 9 effective Pay Period 1, 2002 (December 23, 2001)

Pay Range 600

Official Rate-Biweekly

1,039.58 1,118.45 1,145.84 1,176.81 1,255.27

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/
- Geographic Information Technician I
- Instrument Recorder Technician I
- Property Records Drafting 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.

Pay Range 602

Official Rate-Biweekly

1,209.38 1,243.73 1,279.80 1,318.26 * *
1,481.40 1362.01

- Drafting Technician II
- Engineering Drafting Technician II
- Engineering Technician II 1/
- Geographic Information Technician II
- Instrument Recorder Technician II
- Property Records Drafting 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 the three more years, will be eligible for the sixth step in lieu of the college credit requirement noted above.

Pay Range 604				
Official Rate-Biweekly				
1,411.60	1,470.03	1,531.06	1,594.69	1,661.12
*	*	*		
1,730.48	1,802.79	1,890.19		

Construction Coordinator
 Drafting Technician IV
 Engineering Drafting Technician IV
 Landscape Designer 1/
 Property Records Drafting Technician IV

1/ The Landscape Designer is not eligible for "M" steps in Pay Range 604.

* (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.

Pay Range 606				
Official Rate-Biweekly				
1,661.12	1,730.48	1,802.79	1,878.33	1,957.12
*	*			
2,039.37	2,137.06			

Drafting Technician V
 Engineering Drafting Technician V
 Water Construction Coordinator

* (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.

Pay Range 607

Official Rate-Biweekly					
2,082.95	2,174.53	2,269.29	2,368.22	2,483.34	

Communications Facilities Coordinator
Recreation Facilities Coordinator

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

Rates for Sec. 10 effective Pay Period 1, 2002 (December 23, 2001)

Pay Range 619

Official Rate-Biweekly					
1,359.78	1,419.07	1,480.94	1,545.54	1,624.74	

Assessment Technician I

Pay Range 620

Official Rate-Biweekly					
1,419.07	1,480.94	1,545.54	1,612.91	1,683.26	
*	*	*			
1,756.65	1,833.19	1,925.03			

*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.

* 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 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	1,612.91	1,683.26	1,756.65	1,833.19	1,925.03

Parking Operations Assistant

	Pay Range 622				
Official Rate-Biweekly	1,683.26	1,756.65	1,833.19	1,913.18	1,996.59
	*	*			
	2,083.65	2,186.38			

*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 Assessments 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

1,612.91 1,683.26 1,756.65 1,833.19 1,925.03

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

1,790.84 1,876.79 1,966.91 2,061.31 2,160.22 2,263.93 2,372.59

Plan Examiner II

Pay Range 626

Official Rate-Biweekly

1,833.19 1,913.18 1,996.59 2,083.65 2,186.38

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

Pay Range 627

Official Rate-Biweekly

1,996.59 2,083.65 2,174.53 2,269.29 2,380.08

Facilities Construction Project Coordinator
Facilities Maintenance Coordinator
Parking Operations Coordinator

Pay Range 628

Official Rate-Biweekly

2,082.95	2,174.53	2,269.29	2,368.22	2,483.34
----------	----------	----------	----------	----------

Architect III
 Civil Engineer III
 Electrical Engineer III
 Engineering Technician VI
 House Services Supervisor
 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						
2,082.95	2,174.60	2,270.28	2,370.18	2,474.47	2,583.34	2,697.00

Plan Examiner III

Pay Range 630

Official Rate-Biweekly				
2,368.22	2,471.49	2,579.28	2,691.74	2,820.99

Civil Engineer IV

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

Rates for Sec. 11 effective Pay Period 1, 2002 (December 23, 2001)

Pay Range 635

Official Rate-Biweekly					
1,194.73	1,220.53	1,249.52	1,280.04	1,312.14	1,370.09

Medical Laboratory Technician

Pay Range 640

Official Rate-Biweekly				
1,275.06	1,311.71	1,353.37	1,398.04	1,444.45

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
1,494.53 1,549.05 1,607.80 1,669.58 1,725.48 1,812.32

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
1,725.48 1,786.21 1,846.81 1,926.91 2,007.18 2,096.66

Chemist III 1/
Laboratory Information Systems Coordinator
Microbiologist III 1/
Virologist III 1/

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

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

Rates for Sec. 12 effective Pay Period 1, 2002 (December 23, 2001) or as noted

Pay Range 665

Official Rate-Biweekly
1,272.46 1,319.51 1,368.24 1,418.91 1,475.64

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 (*Revised pay steps effective PP 17, 2002*)
1,475.64 1,534.68 1,596.07 1,659.91 1,726.31 1,760.99 1,812.06

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.
- 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 th 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.

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

1,793.19	1,863.13	1,935.78	2,011.28	2,089.72	2,171.22
----------	----------	----------	----------	----------	----------

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, 2002 (December 23, 2001)

Pay Range 694

Official Rate-Biweekly
1,434.75 1,478.25 1,524.21 1,574.21 1,628.43

Electrical Services Welder

Pay Range 696

Official Rate-Biweekly
1,575.78 1,629.73 1,688.13 1,747.59 1,808.82

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
1,629.73 1,688.13 1,747.59 1,808.82 1,871.73

Machinist II

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

Rates for Sec. 14 effective Pay Period 1, 2000 (December 26, 1999)

Pay Range 704

Official Rate-Biweekly
1,189.33 1,215.99 1,244.07 1,273.61 1,304.73

Bridge Operator 1/

1/ Bridge Operators assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.30 per hour effective Pay Period 1, 1995 (January 1, 1995).

Pay Range 710

Official Rate-Biweekly
1,237.17 1,263.85 1,291.87 1,321.48 1,361.80

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 \$0.30 per hour effective Pay Period 1, 1995 (January 1, 1995).

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

Rates for Sec. 15 effective Pay Period 1, 2002 (December 23, 2001)

Pay Range 722

Official Rate-Biweekly

1,110.99	1,175.17	1,256.24	1,287.46	1,333.20
----------	----------	----------	----------	----------

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 Rate-Biweekly

1,094.44	1,159.07	1,240.12	1,271.22	1,398.97
----------	----------	----------	----------	----------

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 Rate-Biweekly

1,171.86	1,237.98	1,322.30	1,353.37	1,388.25	1,442.99
----------	----------	----------	----------	----------	----------

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 Rate-Biweekly

1,290.64	1,369.77	1,465.57	1,513.23	1,578.25
----------	----------	----------	----------	----------

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. 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 Rate-Biweekly	1,311.92	1,391.94	1,489.29	1,539.22	1,593.25	1,618.66
------------------------	----------	----------	----------	----------	----------	----------

Fire Building and Equipment Maintenance Specialist
 Fire Equipment Compressed Air Technician
 Fire Equipment Machinist
 Fire Equipment Metal Fabricator
 Fire Equipment Welder

Pay Range 734

Official Rate-Biweekly	1,311.92	1,391.94	1,489.29	1,539.22	1,593.25	1,634.62
------------------------	----------	----------	----------	----------	----------	----------

Fire Equipment Mechanic 1/ 2/

- 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/ Effective the Pay Period following execution of the 2001-2002 agreement with IAMAW, 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.

Sec. 16. Sanitation Workers and Related Classes (Local 61, Laborers' International Union).

Rates for Sec. 16 effective Pay Period 1, 2002 (December 23, 2001)

Pay Range 740

Official Rate-Biweekly	1,191.02	1,217.75	1,244.81	1,274.24	1,305.34
------------------------	----------	----------	----------	----------	----------

Cart Maintenance Technician
 Sanitation Worker 1/
 Sanitation Worker/Shop Clerk
 Scale Operator

1/ Sanitation Workers who work on crews that utilize rear container loaders shall receive a ten cent (10c) per hour premium.

Pay Range 741

Official Rate-Biweekly

1,218.06	1,246.38	1,275.56	1,306.60	1,339.77
----------	----------	----------	----------	----------

Field Headquarters Coordinator
Utility Crew Worker

Pay Range 742

Official Rate-Biweekly

1,229.62	1,256.70	1,286.26	1,317.25	1,376.79
----------	----------	----------	----------	----------

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 1, 2002 (December 23, 2001)

Pay Range 750

Official Rate-Biweekly

986.49	1,191.25	1,217.50	1,247.13	1,292.85
1,337.00	1,385.99	1,437.51	1,490.72	1,549.39

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

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 \$1,408.84 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.

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

Rates for Sec. 17 effective Pay Period 1, 2002 (December 23, 2001) or as noted

Pay Range 785

Official Rate-Biweekly

1,758.23 1,810.98 1,865.31 1,921.28 1,978.91

Plumbing Inspector I

Pay Range 786

Official Rate-Biweekly (*Rate effective Pay Period 13, 2002*)

2,057.60

Landscape and Irrigation Specialist 1/

1/ The Landscape and Irrigation Specialist is compensated at 92% of the outside prevailing hourly rate for journeymen plumbers. (*Effective PP 13, 2002 (6/9/02) the hourly rate is \$25.72 (\$2,057.60 biweekly) - 92% of the outside rate of \$27.96 per hour.*)

Pay Range 788

Official Rate-Biweekly

1,921.28 1,978.91 2,038.29 2,099.43 2,162.41

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 (*Recreated PP 7, 2002*)

Official Rate-Biweekly

1,790.84 1,876.84 1,966.91 2,061.31 2,160.22 2,263.93 2,372.59

Mechanical Plan Examiner II

Pay Range 798 (Added PP 7, 2002)

Official Rate-Biweekly

2,082.95	2,174.60	2,270.28	2,370.18	2,474.47	2,583.34	2,697.00
----------	----------	----------	----------	----------	----------	----------

Mechanical Plan Examiner III

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

Rates for Sec. 18 effective Pay Period 1, 2000 (December 26, 1999)

Pay Range 801

Official Rate-Biweekly

1,361.04	1,494.40	1,666.96	1,733.18	1,835.09
----------	----------	----------	----------	----------

Police Officer 1/ 2/

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

2/ One position of Police Officer, assigned to the Open Records Section, when filled by Charles Alioto, shall be paid an additional \$57.92 biweekly. This amount shall be adjusted each year using the across-the-board multiplier contained in the applicable labor agreement. This payment shall not have any sum deducted for pension benefits, nor shall such payments be included in the determination of pension or other fringe benefits.

Pay Range 804

Official Rate-Biweekly

1,799.39	1,856.52	1,916.10
----------	----------	----------

Court Liaison Officer
Identification Technician
Police Alarm Operator 1/

1/ Positions occupied by Police Alarm Operators to be reclassified to Police Dispatcher upon becoming vacant.

Pay Range 808

Official Rate-Biweekly

1,894.75	1,969.65	2,047.58
----------	----------	----------

Detective
Document Examiner
Latent Print Examiner

Pay Range 810

Official Rate-Biweekly
1,980.25 2,048.91 2,117.63

Police Electronic Technician 1/

1/ Positions to be reclassified to Electronic Technician upon becoming vacant.

Pay Range 812

Official Rate-Biweekly
2,048.91 2,117.63 2,186.36

Chief Document Examiner
Identification Systems Specialist

Pay Range 813

Official Rate-Biweekly
1,969.65 2,047.58 2,128.58 2,212.83 2,300.35 2,391.48

Police Audiovisual Specialist 1/

1/ When vacated by the present incumbent, Robert Hempt, 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, 2000 (December 26, 1999)

Pay Range 831

Official Rate-Biweekly
1,686.89 1,753.47 1,822.74 1,894.75 1,969.65 2,047.58

Police Sergeant 1/ 2/

Police Sergeant (Garage) 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 834

Official Rate-Biweekly
1,822.74 1,894.75 1,969.65 2,047.58 2,128.57 2,212.83

Police Electronic Technician Foreman

Pay Range 835

Official Rate-Biweekly
1,894.75 1,969.65 2,047.58 2,128.57 2,212.83 2,300.35

Police Identification Supervisor

Pay Range 836

Official Rate-Biweekly
1,969.65 2,047.58 2,128.57 2,212.83 2,300.35 2,391.48

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

1/ Recruitment to be at fourth step.

2/ Position to be civilianized and reallocated to Salary Grade 007 when vacated by Samuel Steffan.

Pay Range 839

Official Rate-Biweekly
2,212.83 2,300.35 2,391.48 2,486.20 2,584.79 2,687.26

Captain of Police 1/

1/ Recruitment to be at fourth step.

Pay Range 842

Official Rate-Biweekly
2,486.20 2,584.79 2,687.26 2,793.88 2,904.72 3,019.99

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, 2000 (December 26, 1999)

Pay Range 850

Official Rate-Biweekly
1,087.53 1,132.62 1,259.33 1,386.36 1,526.42 1,680.90 1,835.09

Fire Paramedic
Firefighter 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.
- 2/ Kelvin Balton and Douglas Pierce will be paid \$1,989.95 biweekly, until the top step of Pay Range 850 exceeds \$1,989.95 biweekly.

	Pay Range 851				
Official Rate-Biweekly					
	1,062.68	1,095.65	1,129.60	1,270.58	1,642.11
	1,708.34	1,810.27	1,835.09		

Paramedic 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.

	Pay Range 853				
Official Rate-Biweekly					
	1,371.24	1,401.54	1,731.10	1,799.94	1,943.32

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.
- 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					
	1,753.47	1,822.74	1,894.75	1,969.65	2,047.58

Administrative Fire Lieutenant 1/ 3/
Fire Audiovisual Training Specialist

Fire Lieutenant 1/ 2/ 3plain/
Fire Paramedic Field Lieutenant 1/ 2/ 3/
Paramedic Field Lieutenant 1/ 2/ 3/
Paramedic Lieutenant 1/ 2/ 3/
Vehicle Operations Instructor

- 1/ 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.
- 2/ 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.
- 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.

Pay Range 857

Official Rate-Biweekly

1,969.65	2,047.58	2,128.58	2,212.83	2,300.35	2,391.48
----------	----------	----------	----------	----------	----------

Administrative Fire Captain 1/
Fire Captain 1/ 2/

- 1/ Employees promoted from the Fire Lieutenant or Administrative Fire Lieutenant classification to the Fire Captain or Administrative Fire Captain classification shall be appointed at the fourth step of Pay Range 857.
- 2/ 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.

Sec. 21. Fire Equipment Dispatchers (Local 494, Electrical Workers, Fire Equipment Dispatchers).

Rates for Sec. 21 effective Pay Period 1, 2002 (December 23, 2001)

Pay Range 858

Official Rate-Biweekly

1,213.13	1,243.56	1,298.73	1,357.19	1,418.26
1,498.25	1,558.71	1,618.86		

Fire Equipment Dispatcher

Sec. 22. Fire Department Management.

Rates for Sec. 22 effective Pay Period 1, 2000 (December 26, 1999)

Pay Range 863

Official Rate-Biweekly

2,212.83	2,300.35	2,391.48	2,486.19	2,584.80	2,687.26
----------	----------	----------	----------	----------	----------

Battalion Chief, Assistant EMS Coordinator 1/ 2/

Battalion Chief, Fire 1/

Battalion Chief, Vehicle Operations 1/

Chief Dispatcher of Fire Alarm and Telegraph 1/ 3/

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.

3/ Position to be classified as Fire Dispatch Manager, Salary Grade 007, upon vacation by Anthony Stanford.

Pay Range 865

Official Rate-Biweekly

2,486.19	2,584.80	2,687.26	2,793.88	2,904.72	3,019.99
----------	----------	----------	----------	----------	----------

Deputy Chief, Fire 1/ 2/ 3/

1/ One position assigned to the Bureau of Instruction and Training currently filled by Douglas Holton shall be entitled to receive a special allowance payment equal to 4% of base salary prorated on the basis of time spent assigned to the Bureau of Instruction and Training. This special payment shall not be pensionable as stated in Chapter 350-141-2 of the Milwaukee Code of Ordinances. When Douglas Holton vacates the position, the special allowance shall cease to be paid. No other employees shall be eligible to receive the special allowance payment.

2/ Recruitment at the fourth step.

3/ 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						
	3,394.28	3,529.16	3,669.38	3,815.31	3,967.02	4,124.80

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.)

Pay ranges in Sec. 23 marked with an asterisk (*) include general increases for 2002.

Pay Range 900

Official Rate-Hourly
5.29

Emergency City Laborer

Pay Range 902*

Official Rate-Hourly			
6.33	6.86	7.40	

High School Intern 1/

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			
6.49	6.97	7.44	7.92

Library Circulation Aide 1/

Library Computer Service Aide 2/

1/ Salary advancements to next succeeding step to be after 4 months of service upon recommendation by the department.

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

Pay Range 910*

Fire Cade

Pay Range 926*

Official Rate-Hourly
9.77 11.09

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
10.75 11.72 12.77

Computer Operator Aide 1/
Engineering Inspection Assistant 2/
Traffic Control Assistant 2/

1/ Employees to be advanced to the next higher step in the pay range after completion of 520 hours of work.

2/ 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
10.86 11.47 12.10 12.72 13.49

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
10.06 10.61

School Crossing Guard 1/ 2/ 3/

1/ Receives the second rate specified above after 190 work days or one full year as a School Crossing Guard.

2/ Employees who have worked as auxiliary School Crossing Guard for less than 190 days or one full year shall receive \$12.07 per hour. Employees who have worked as auxiliary School Crossing Guard for more than 190 days or more than one year shall receive \$12.74 per hour.

3/ Any School Crossing Guard assigned to train another School Crossing Guard shall receive fifty (50c) cents per hour in addition to their base rate as a regular or auxiliary School Crossing Guard while performing such training assignment.

Pay Range 930*

Official Rate-Hourly
11.66 12.91 14.67

Accounting Intern 1/
Engineering Intern 2/
Graduate Intern 3/ 4/
Information Technology Intern 1/

- 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: \$10.11 for junior status students and \$10.90 for senior status students (2002).
- 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 931*

Official Rate-Hourly
13.95 14.43 14.94

Microbiologist Project Assistant 1/

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

Pay Range 934*

Official Rate-Biweekly
1,733.34

District Council 48 Contract Administrator-Local 33

Pay Range 936*

Official Rate-Biweekly
1,855.38

District Council 48 Contract Administrator

Pay Range 939* (ALEASP)

Official Rate-Hourly
11.99 12.29

Police Services Specialist

*Active employees who have completed one year of service as a Police Services Specialist may advance to Step 2.

Official Rate-Hourly			Pay Range 940*
15.45	16.01	16.96	

Health Education Assistant

Official Rate-Hourly		Pay Range 943
10.00		

Truck Driver (Winter Relief)

Official Rate-Hourly		Pay Range 944
12.00		

Equipment Operator (Winter Relief)

Official Rate-Hourly		Pay Range 945
13.00		

Equipment Operations Supervisor (Winter Relief)
Sanitation Supervisor (Winter Relief)

Official Rate-Daily		Pay Range 947
DAILY 64.73		

Election Registrar	3002
--------------------	------

Official Rate-Daily		Pay Range 948
DAILY 76.50		

Election Inspector 1/

1/ Election Inspectors to receive an additional \$10.00 for each voting machine meeting and instruction class attended by the Election Inspector prior to each election, provided that the Election Inspector subsequently serves at the election immediately following such voting

machine meeting and instruction class. The Chief Inspector shall receive \$25.00 per day in addition to the rate specified above.

Pay Range 950*

Official Rate-Hourly

39.30

Municipal Court Commissioner

Pay Range 951*

Official Rate-Biweekly

1,335.03 1,379.65 1,436.11

Building Construction Inspector Intern

2510

Pay Range 954*

Official Rate-Hourly

18.64

Asphalt Raker

1509

Pay Range 955*

Official Rate-Biweekly

1,467.01

Snow Driver

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, 2002 (December 23, 2001)

Pay Range 956

Official Rate-Hourly

22.23

Tractor Operator (Under 40 H.P.)

Pay Range 957

Official Rate-Hourly

22.81

Snow Operator-Light

Pay Range 958

Official Rate-Hourly
23.87

Harbor Crane Operator

Pay Range 960

Official Rate-Hourly
23.08

Asphalt Plant Operating Engineer
Directional Boring Machine Operator/Worker, 40 hp 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
23.66

Snow Operator-Heavy

Pay Range 962

Official Rate-Hourly
23.42

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 & Rel. Classes (Local 494, Electrical Workers, Electrical Group).

Rates for Sec. 25 effective Pay Period 12, 2002 (May 26, 2002)

Pay Range 974

Official Rate-Hourly

14.67 15.70 16.98 18.27

Electrical Worker 1/ 2/ 3/

- 1/ Steps one, two and three of this pay range represent, respectively, 57%, 61% and 66% of the outside prevailing hourly rate for Electrical Mechanics (Journeyman Wiremen).
- 2/ Step four of this pay range represents 71% of the outside prevailing hourly wage for Electrical Mechanics (Journeyman Wiremen). Employees in this classification are only eligible for the fourth (4th) step of the pay range upon recommendation of the Electrical Worker Review Committee and approval of the Superintendent of the division 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 hp and over.

Pay Range 975

Official Rate-Hourly

11.97 14.36 17.95 21.54

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

23.93

Electrical Mechanic 1/ 2/ 3/ 4/ 5/ 6/ 7/ 8/

- 1/ The above rate represents 93% of the outside prevailing hourly wage for Electrical Mechanics (Journeymen Wiremen).
- 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/ A Rolm-certified 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 in the Buildings and Fleet Division 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 in the Buildings and Fleet Division shall receive an additional \$1.50 per hour.

Sec. 26 Construction Trades Classes (Milwaukee Building and Construction Trades Council).

Rates for Sec. 25 effective Pay Period 16, 2002 (July 21, 2002)

Pay Range 981

Official Rate-Hourly
21.71

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 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
22.30

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
22.08

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/ 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 984

Official Rate-Hourly
22.40

Painter, Bridge and Iron

Pay Range 985

Official Rate-Hourly
24.15

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
23.02

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
22.58

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
24.84

Painter Supervisor, Ironwork

Pay Range 989

Official Rate-Hourly
26.35

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
24.11

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
25.46

Carpenter Supervisor 1/ 2/

- 1/ Effective Pay Period 16, 1988, an employee in this classification shall be paid at either an hourly rate of 50c 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
25.97

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
24.24

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, 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 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 as provided in Part II, Sec. 12, Sec. 14 or as specified below.

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 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 Scales or Ranges: Where the salary scale for a position is increased in this ordinance over the scale received under a previous ordinance, the incumbent shall receive the increment in the salary scale next above the increment received at the time the employee has completed one year of service at said rate regardless of years of service.

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 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 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 next above the pay rate the employee was receiving at the time of such appointment or promotion 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 (except for those bargaining units that still have a minimum of \$5.00 biweekly) higher than the employee was receiving, the next higher pay rate (step) shall be paid. In those instances where the next higher pay rate (step) is at least \$10.00 biweekly (except for those bargaining units that still have a minimum of \$5.00 biweekly) more, that pay rate (step) shall be paid.

Salary Anniversary Date: All employees, who are not at the maximum of their pay range will retain their salary anniversary date when they are promoted or reallocated to a higher level pay range. Employees promoted into job titles contained in Part I, Sec. 2 of the Salary Ordinance and covered by the Management Pay Plan shall retain their previous salary anniversary date. All nonmanagement employees who are at the maximum of their pay range will receive a new salary anniversary date when promoted or reallocated to a higher level pay range.

Except for those employees being promoted into titles contained in Part I, Sec. 2., an officer or employee compensated at the maximum rate of the employee's pay range at the time of such appointment, promotion, or reallocation shall receive a new salary anniversary date which shall be based upon the effective date of such appointment, promotion, or reallocation.

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 scale established in this ordinance shall be advanced to the minimum step of the scale.

Sec. 3. Recruitment Above the Minimum: 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 in order to recruit qualified persons. Such action shall initiate with the recruitment study made by the Department of Employee Relations or other competent authority. A finding of necessity must be made prior to the holding of an examination for the position or the granting of provisional authority to fill the position. 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 or Sec. 14 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, and has resigned in good standing from the service, may upon recommendation of the appointing authority, be re-employed in such position or in another position of the same classification at a salary level above the minimum rate within the established pay range but no higher than the salary level above the current recruitment step which the individual would be eligible for on the basis of the time previously worked in positions in the same pay range, when, by determination of the Department of Employee Relations, such position is found to lie within a recruitment problem area because of the shortage of qualified personnel and when, in the judgement 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 City Service Commission, who possesses a master's degree, may upon review of the appropriateness of graduate training by the City Service Commission, be initially employed at the third rate of the pay range (or for positions in Salary Grade 001 through 003, the fourth step, upon approval of the City Service Commission. 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 City Service Commission may, upon earning a master's degree from such an approved school and approval of the City Service Commission after a review of the appropriateness of graduate training, be advanced to that step in the pay range or salary grade to which the employee would otherwise have been entitled had initial appointment been at the third or fourth step of the pay range or salary grade. Such employees shall retain their salary step 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 range which does not exceed the rate the employee had been earning.

An employee who elects to take a position in a rate 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 his reduction.

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 in the new range which does not exceed the step 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 increment in the scale 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. 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 month or 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, period of disciplinary suspension or unauthorized absence.

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 or on vacation with pay 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 in the City's Visual Organizational Inventory 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 at the Southwest Shop 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 030 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 030 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:

- Arts Board
- Deferred Assessment Board
- Deferred Compensation Board
- Equal Rights Commission
- Ethics Board
- Food License Review Board
- Fourth of July Commission
- Harbor Commission
- Historic Preservation Commission
- Holiday Commission
- Library Board
- Milwaukee Commission on Domestic Violence and Sexual Assault
- Neighborhood Advisory Councils on Crime Prevention
- Policemen's Annuity and Benefit Fund, Retirement Board of
- Public Debt Commission
- Safety Commission
- Transportation Commission

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 \$90 per meeting for up to 12 meetings per year.

To simplify the payment of compensation for members of the board of assessment and regular and alternate members of the administrative review appeals board, 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 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.

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 Community Housing Operations Division of the Department of City Development assigned to the maintenance function in cases where they report for authorized calls 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 remained a member of the Milwaukee Police Department. In addition, an employee occupying the position of Police Liaison Officer shall receive \$75.00 biweekly as compensation in lieu of overtime pay and all other allowances or pay received by a member of the Milwaukee Police Department; provided that such \$75.00 biweekly amount shall not have any sum deducted for pension benefits nor shall it be included in the determination of pension benefits or other fringe benefits.

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 age, race, color, religion, sex, marital status, sexual preference, handicap, national origin, creed, political affiliation or ancestry 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 step of the grade to which the classification is allocated. In the event it becomes necessary to recruit at a rate above the minimum, the Department of Employee Relations, with the concurrence of the Chair or Vice Chair of the Committee on Finance and Personnel, may authorize appointment up to the seventh step of the salary grade. A listing of appointments made pursuant to this provision shall be communicated to the Committee on Finance and Personnel.

e. Salary Advancement Based Upon Job Performance:

(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 this administration, recognizing that commitments of time and effort will be required to make the plan successful. The Department of Employee Relations is authorized to develop procedures and guidelines necessary to carry out the intent of this section.

(2) Annual salary increments: Except as provided below, management employees, who demonstrate fully satisfactory performance, working in management classifications, shall be eligible for salary increments of one step per year above the initial appointment step up to the maximum step based upon recommendation of the appointing authority after appropriate review of job performance. Such step increases may be made on the manager's salary anniversary date.

Nothing in this section shall be construed as denying the right of a department head to make the effective date of a salary increment later than the employee's anniversary pay period. Deferred increments based on unsatisfactory job performance may change the employee's anniversary pay period.

(3) Documentation: Annual performance reviews shall be conducted in accordance with the guidelines established by the Employee Relations Department.

(4) 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.

(5) The Department of Employee Relations shall establish anniversary dates for each management pay plan employee for 1995 based upon each manager's appointment date to his or her current management title and salary grade.

(6) 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 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.

(7) Comptroller, City Attorney, Municipal Judges, City Treasurer and City Clerk: These individuals shall receive an increment on their salary anniversary pay period. 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.

(8) 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.

The promotional increase, for employees promoted within or into the Management Pay Plan, will be at the pay rate in the new salary grade which is at least 3.00 percent above the pay rate the manager was receiving at the time of such appointment or promotion. In those instances where the next pay rate (step) is less than three percent higher than the employee was receiving, the next higher pay rate (step) shall be paid.

(2) Salary anniversary date: For purposes of salary adjustment under this plan, all managers will be considered to have a salary anniversary date of the pay period in which they were initially appointed to their current management classification and salary grade. After January 1, 1995, 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.

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.

(1) Demotions attributable to the Performance or Behavior of the Manager:

(a) Ineffective Job Performance: When a manager is demoted due to ineffective job performance and returns to a lower level position previously held, that manager will receive the rate of the closest step in that lower level position as was paid prior to promotion. This rate shall include any general across-the-board adjustments granted during the interim. If the current rate is above the maximum of the lower grade, the manager shall be paid at the maximum step. If the demoted manager has not had prior service in the grade into which the demotion is made, that manager shall be placed into the same relative step in the new grade as had been their location in the former grade.

(b) Misconduct: When a management employee is demoted to a lower level position as the result of misconduct, the employee will be paid at a rate equal to the

same relative step in the new management salary grade as had been the location in the prior grade.

(2) Demotions attributable to Factors Outside the Control of the Manager:

(a) Reorganizations, Reclassification, and Policy Level Reassignments: When a management employee's position is reclassified or reallocated due to a reorganization or related action, the employee will continue to be paid the closest rate in the new grade as was received prior to the reorganization, provided the rate falls within the management salary grade for the new position. If the employee's rate is higher than the maximum of the new grade, the employee's rate shall be placed at the maximum.

(b) Demotions Resulting From Reductions in the Work Force: When a management employee is assigned a different lower-level position due to a reduction in work force (or the anticipation of such a reduction), the employee will be paid the closest rate in the new grade as was received prior to this action. If the employee's pay rate is higher than the maximum of the new salary grade, the employee will receive the maximum rate of the new grade.

(c) Demotions related to Career Changes: When a manager accepts a demotion to a position in a lower management pay plan salary grade previously held for the purpose of career enhancement, or any other reason not related to layoff or less than satisfactory job performance as covered in (a) and (b), respectively, that manager will receive the same step in the lower level grade as was paid prior to promotion. This rate shall include any general across-the-board adjustments granted during the interim, as well as any merit adjustments granted to the manager while serving in the higher level position. If that combination of adjustments would place the manager above the maximum of the grade, the manager shall be paid at the maximum. If the demoted manager has not had prior service in the grade into which the demotion is made, that manager shall be placed in the same relative step in the new grade as had been his or her location in the former grade.

(3) Managers, who are demoted for any of the reasons stated above, will retain their last salary anniversary date for pay progression purposes.

h. Flexible Schedule: Employees excluded from the provision of s. 350-5 of the Milwaukee Code of Ordinances (Exclusion from Overtime) in grades 4 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 (grades 4 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 denial of an increment to the City Service Commission. The Commission may hear such cases directly or appoint one or more

persons to serve as hearing examiners whose recommendations would be made to said Commission for review and approval. The Department of Employee Relations shall establish policies and procedures for conducting such appeals.

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 2003 shall be paid in accordance with rates established in the 2002 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 22, 2002 (Pay Period 1, 2003), et al, and shall be interpreted consistent with the applicable rulings thereunder.