

CC #191302 – Actual Salary Ordinance Changes

(REVISED 2)

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1EX

Official Rate Biweekly

BUSINESS OPERATIONS MANAGER
CERTIFICATION AND SALARY SYSTEMS ADMINISTRATOR
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (9) (23)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (16) (17)
DOULA PROGRAM MANAGER (9) (23)
DPW INVENTORY AND PURCHASING MANAGER
ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (23)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (14) (28)
FIRE DISPATCH ASSISTANT MANAGER (6) (20)
FIRE EQUIPMENT REPAIRS MANAGER (14) (28)
FIRE FLEET AND EQUIPMENT MANAGER (14) (28)
FLEET OPERATIONS AND TRAINING MANAGER (4) (18)
GREENHOUSE AND NURSERY MANAGER
HEALTH COMMUNICATION OFFICER (3) (17)
HOUSING REHABILITATION MANAGER (12) (26)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY BRANCH MANAGER (13) (27)
MANAGEMENT LIBRARIAN (7) (21)
MEN'S HEALTH MANAGER (9) (23)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (17)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (10) (24)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (27)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (15)
PUBLIC HEALTH NURSE SUPERVISOR (8) (22)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5) (19)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (11) (25)
WATER ACCOUNTING MANAGER
WATER CUSTOMER SERVICE MANAGER

WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9) (23)
WIC PROGRAM MANAGER

Wage Rate:

Hourly	28.11	39.35
Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

(1) Recruitment may be up to the midpoint of the range with the approval of DER.

(2) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

(3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(4) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(5) Recruitment is at:

Biweekly	2,729.50
Annual	70,967.00

(6) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,510.03
Annual	65,260.78

(7) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,608.27
Annual	67,815.02

(8) Recruitment is at:

Biweekly	2,616.19
Annual	68,020.94

(9) Recruitment is at:

Biweekly	2,454.12
Annual	63,807.12

(10) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

(11) Recruitment is at:

Biweekly	2,379.86
Annual	61,876.36

(12) Recruitment is at:

Biweekly	2,646.25
Annual	68,802.50

(13) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(14) Recruitment is at:

Biweekly	2,612.19
Annual	67,916.94

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

(15) Recruitment may be up to the midpoint of the range with the approval of DER.

(16) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

(17) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(18) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(19) Recruitment is at:

Biweekly	2,811.39
Annual	73,096.14

(20) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,585.33
Annual	67,218.58

(21) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,686.52
Annual	69,849.52

(22) Recruitment is at:

Biweekly	2,694.68
Annual	70,061.68

(23) Recruitment is at:

Biweekly	2,527.74
Annual	65,721.24

(24) Recruitment is at:

Biweekly	2,771.28
Annual	72,053.28

(25) Recruitment is at:

Biweekly	2,451.26
Annual	63,732.76

(26) Recruitment is at:

Biweekly	2,725.64
Annual	70,866.64

(27) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(28) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

SECTION 3: TECHNICIANS

Pay Range 3GN

Official Rate Biweekly

INFORMATION TECHNOLOGY SPECIALIST
LEAD RISK ASSESSOR I (2) (5)
PARKING METER TECHNICIAN – LEAD (3) (6)
RADIOLOGIC TECHNOLOGIST (1) (2) (4) (5)

Wage Rate:

Hourly	19.48	23.20
Biweekly	1,558.30	1,855.70
Annual	40,515.80	48,248.20

(1) Recruitment may be up to the following rate with the approval of DER.

Biweekly	1,731.26
Annual	45,012.76

(2) Recruitment is at:

Biweekly	1,636.11
Annual	42,538.86

(3) Recruitment is at:

Biweekly	1,649.23
Annual	42,879.98

Resident Wage Incentive:

Hourly	20.06	23.89
Biweekly	1,605.05	1,911.37
Annual	41,731.30	49,695.62

(4) Recruitment may be up to the following rate with the approval of DER.

Biweekly	1,783.20
Annual	46,363.20

(5) Recruitment is at:

Biweekly	1,685.19
Annual	43,814.94

(6) Recruitment is at:

Biweekly	1,698.71
Annual	44,166.46

SECTION 7: SKILLED CRAFT

Pay Range 7HN

Official Rate Biweekly

ELECTRICAL SERVICES WELDER (4) (13)
FACILITIES MAINTENANCE MECHANIC (3) (8) (9) (12) (17) (18)
FLEET MAINTENANCE TECHNICIAN (2) (11)
FIRE MAINTENANCE TECHNICIAN (1) (10)
URBAN FORESTRY SPECIALIST (5) (6) (7) (14) (15) (16)
WATER PLANT FACILITY MECHANIC (3) (12)

Wage Rate:

Hourly	20.08	25.02
Biweekly	1,606.68	2,001.89
Annual	41,773.68	52,049.14

- (1) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

1,487.87	2,128.72
38,684.62	55,346.72

Employees will receive an additional 3% when performing special assignments. Employees will receive an additional \$.60/hour for Compressed Air Technician or Inventory Control Assistant III assignments.

- (2) Employees to be paid in the following range. Recruitment may be at any rate I the pay range based upon experience and credentials with the approval of DER:

1,487.87	2,128.72
38,684.62	55,346.72

Employees will receive an additional 3% incentive for special assignments and 5% incentive for leadwork.

- (3) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,646.72	2,128.72
Annual	42,814.72	55,346.72

- (4) Recruitment is at:

Biweekly	1,757.10
Annual	45,684.60

- (5) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 in the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. Employee may advance 2% of base pay each for attaining and maintaining up to two

primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 3 in the range when they attain and maintain both of the two primary certifications:

Biweekly	1,730.77	2,001.89	2,041.92
Annual	45,000.02	52,049.14	53,089.92

- (6) The following employees are to be paid a base rate in the following range: Peter Anderson, Ryan Bagley, Dustin Batterman, William Bond, Kevin Boothby, Alistair Boyle, Cassandra Brayton, Michael Brennan, Craig Burnett, Johnny Burnett, Kevin Cerda, Alec Cournia, Mickey Critton Sr., Jonah del Moral, Jeffrey Dollhopf, Thomas Hanson, Tyrone Harper, Jarred Hoover, Matthew Kettner, Mitchell Kulis, Joshua Loeb, Noah Macek, Shawn McPhail, Matthew Nechodomu, Joshua Oettiker, Jerry Parker, Dane Rasmussen, Justin Reineke, Elliot Revels, Jessamyn Rideaux-Crenshaw, Andrew Riese, Elton Rogers, Michael Salinas, Michael Schoeller, Stephen Suminski Jr., Christopher Szymanski, Aaron Taylor, Joshua Tybring, Chad Vance, Bryan Wendelberger, Justin Williamsen, Ryan Zizzo:

Biweekly	1,622.61	2,001.89
Annual	42,187.86	52,049.14

- (7) **Career Ladder Position.** Up to nine assignments in Core Forestry Operations to be paid an additional 3% biweekly.
- (8) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (9) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.

Resident Wage Incentive:

Hourly	20.69	25.77
Biweekly	1,654.88	2,061.95
Annual	43,026.88	53,610.70

- (10) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

1,532.51	2,192.58
39,845.26	57,007.08

Employees will receive an additional 3% when performing special assignments. Employees will receive an additional \$.60/hour for Compressed Air Technician or Inventory Control Assistant III assignments.

- (11) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

1,532.51	2,192.58
39,845.26	57,007.08

Employees will receive an additional 3% incentive for special assignments and 5% incentive for leadwork.

- (12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,696.12	2,192.58
Annual	44,099.12	57,007.08

- (13) Recruitment is at:

Biweekly	1,809.81
Annual	47,055.06

- (14) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 in the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 3 in the range when they attain and maintain both of the two primary certifications:

Biweekly	1,782.69	2,061.95	2,103.18
Annual	46,349.94	53,610.70	54,682.68

- (15) The following employees are to be paid a base rate in the following range: Peter Anderson, Ryan Bagley, Dustin Batterman, William Bond, Kevin Boothby, Alistair Boyle, Cassandra Brayton, Michael Brennan, Craig Burnett, Johnny Burnett, Kevin Cerda, Alec Cournia, Mickey Critton Sr., Jonah del Moral, Jeffrey Dollhopf, Thomas Hanson, Tyrone Harper, Jarred Hoover, Matthew Kettner, Mitchell Kulis, Joshua Loeb, Noah Macek, Shawn McPhail, Matthew Nechodomu, Joshua Oettiker, Jerry Parker, Dane Rasmussen, Justin Reineke, Elliot Revels, Jessamyn Rideaux-Crenshaw, Andrew Riese, Elton Rogers, Michael Salinas, Michael Schoeller, Stephen Suminski Jr., Christopher Szymanski, Aaron Taylor, Joshua Tybring, Chad Vance, Bryan Wendelberger, Justin Williamsen, Ryan Zizzo:

Biweekly	1,671.29	2,061.95
Annual	43,453.54	53,610.70

- (16) **Career Ladder Position.** Up to nine assignments in Core Forestry Operations to be paid an additional 3% biweekly.
- (17) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (18) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.

Pay Range 7RN

Official Rate Biweekly

WATER PLANT STEAMFITTER (1) (2)

Wage Rate:

Hourly	31.89	39.93
Biweekly	2,551.03	3,194.38
Annual	66,326.78	83,053.88

- (1) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

Resident Wage Incentive:

Hourly	32.84	41.13
Biweekly	2,627.56	3,290.21
Annual	68,316.56	85,545.46

- (2) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

PART II – ADMINISTRATION

SECTION 5: PROMOTIONS AND SPECIAL PAY PRACTICES

H. Severe Weather Emergency: In the event that employees are directed by an appropriate authority to not report to work as a result of a severe weather emergency declaration by the Mayor, employees shall be compensated at their base salary rate for their regularly scheduled work day. These hours shall not be considered as time worked for purposes of computing overtime.