

CC # 221008 – Actual Salary Ordinance Changes

PART I

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. In no case shall the salary of any City official exceed that of the Mayor, except for the following positions:

Administration Director - Department of Administration
Assistant Chief of Police
Assistant Fire Chief
Budget and Management Director
Chief of Police
City Engineer
Chief Information Officer
Chief Investment Officer
Commissioner of Assessments
Commissioner-Building Inspection
Commissioner-City Development
Commissioner-Health
Commissioner-Public Works
Deputy City Attorney
Deputy Chief Investment Officer
Deputy Commissioner-City Development
Deputy Commissioner of Medical Service
Emergency Communications Director
Employee Relations Director
Employees' Retirement System – Deputy Director
Employees' Retirement System – Executive Director
Fire Chief
Fire and Police Commission Executive
Milwaukee Public Library Director
Municipal Port Director
Legislative Liaison Director
Operations Division Director - DPW - Operations
Special Deputy City Attorney
Water Works Superintendent

The Department of Employee Relations shall provide to the Common Council an annual report on or before the first Common Council meeting in September of each year relating to the salary amount of each position exceeding that of the Mayor. The report shall include a review by the Department of Employee Relations and the Office of Equity and Inclusion.

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1DX

Official Rate Biweekly

CITY CHANNEL MANAGER (1) (7) (10) (16)
CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (3) (4) (12) (13)
DOCUMENT SERVICES MANAGER (1) (6) (9) (10) (15) (18)
ELECTRICAL COMMUNICATIONS SUPERVISOR (6) (15)
ELECTRONIC TECHNICIAN SUPERVISOR (1) (10)
FAMILY AND COMMUNITY WELLNESS MANAGER
FLEET REPAIR SUPERVISOR (2) (6) (11) (15)
HEALTH CUSTOMER SERVICE MANAGER (1) (4) (10) (13)
HEALTH PROJECT SUPERVISOR – EMPOWERING FAMILIES OF MILWAUKEE (1) (4) (10) (13)
HEALTH PROJECT SUPERVISOR - DADS (1) (4) (10) (13)
HOUSING POLICY AND COMPLIANCE MANAGER
LIBRARY SECURITY MANAGER (1) (7) (10) (16)
PARKING SERVICES SUPERVISOR (2) (11)
PLANT AND EQUIPMENT REPAIR SUPERVISOR
POLICE FLEET MANAGER
POLICE RECORDS MANAGER (3) (12)
PROPERTY MANAGEMENT PROGRAM COORDINATOR
SANITATION DISTRICT MANAGER (2) (11)
WATER SYSTEMS AND PROJECT MANAGER

Wage Rate:

Hourly	26.90	37.66
Biweekly	2,152.38	3,013.16
Annual	55,961.88	78,342.16

- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (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) Appointment 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) Recruitment is at:

Biweekly	2,432.31
Annual	63,240.06

- (5) Recruitment is at:

Biweekly	2,293.52
Annual	59,631.52

- (6) Recruitment is at:

Biweekly	2,593.88
Annual	67,440.88

(7) Recruitment is at:

Biweekly	2,324.54
Annual	60,438.04

(8) Recruitment is at:

Biweekly	2,783.96
Annual	72,382.96

(9) An employee possessing an ICRM certification to be paid an additional 3%.

Resident Wage Incentive:

Hourly	27.71	38.79
Biweekly	2,216.96	3,103.55
Annual	57,640.96	80,692.30

(10) Appointment may be at any rate in the pay range with the approval of DER.

(11) 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.

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

(13) Recruitment is at:

Biweekly	2,505.28
Annual	65,137.28

(14) Recruitment is at:

Biweekly	2,362.33
Annual	61,420.58

(15) Recruitment is at:

Biweekly	2,671.70
Annual	69,464.20

(16) Recruitment is at:

Biweekly	2,394.28
Annual	62,251.28

(17) Recruitment is at:

Biweekly	2,867.48
Annual	74,554.48

(18) An employee possessing an ICRM certification to be paid an additional 3%.

Pay Range 1IX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER (3) (10) (16) (23)
ARCHITECTURAL PROJECT MANAGER (1) (2) (14) (15)

ASSOCIATE DIRECTOR (3) (10) (16) (23)
BRIDGE MAINTENANCE MANAGER (1) (2) (14) (15)
BUDGET MANAGER – CITY DEVELOPMENT (3) (10) (16) (23)
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (1) (14)
BUSINESS FINANCE MANAGER (3) (10) (16) (23)
CHIEF EQUITY OFFICER (1) (6) (14) (19)
CITY ATTORNEY HUMAN RESOURCES ADMINISTRATOR (3) (10) (16) (23)
CITY PLANNING MANAGER (1) (5) (8) (14) (18) (21)
CONSTRUCTION MANAGEMENT ENGINEER (1) (2) (14) (15)
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (1) (14)
COURT IT MANAGER (3) (16)
DCD HUMAN RESOURCES ADMINISTRATOR (3) (10) (16) (23)
DEPUTY COURT ADMINISTRATOR (3) (16)
DEVELOPMENT PROJECTS MANAGER (1) (14)
DNS HUMAN RESOURCES ADMINISTRATOR (3) (10) (16) (23)
ELECTION COMMISSION – DEPUTY DIRECTOR (1) (9) (14) (22)
ELECTRICAL ENGINEER – SENIOR (1) (2) (14) (15)
EMERGENCY COMMUNICATIONS FINANCE MANAGER (3) (10) (16) (23)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ADMINISTRATOR (3) (10) (16) (23)
EMERGENCY COMMUNICATIONS MANAGER (3) (6) (16) (19)
EMERGENCY COMMUNICATIONS PROJECT MANAGER (3) (6) (16) (19)
ENTERPRISE RESOURCE PLANNING MANAGER (1) (14)
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (3) (16)
ERS APPLICATIONS DEVELOPMENT MANAGER (3) (16)
ERS SYSTEMS MANAGER (3) (16)
FIRE HUMAN RESOURCES ADMINISTRATOR (3) (10) (16) (23)
FIRE INFORMATION TECHNOLOGY MANAGER (1) (14)
HEALTH BUDGET AND ADMINISTRATION MANAGER (3) (10) (16) (23)
HEALTH HUMAN RESOURCES ADMINISTRATOR (3) (10) (16) (23)
HOME ENVIRONMENTAL HEALTH DIRECTOR (1) (14)
HOMELAND SECURITY DIRECTOR (1) (14)
HUMAN RESOURCES COMPLIANCE OFFICER (3) (10) (16) (23)
INFORMATION SERVICES MANAGER (1) (14)
INFORMATION SERVICES MANAGER–MILWAUKEE POLICE DEPARTMENT (1) (14)
INFRASTRUCTURE HUMAN RESOURCES ADMINISTRATOR (3) (10) (11) (16) (23) (24)
ITMD POLICY AND ADMINISTRATION MANAGER (3) (10) (16) (23)
LEGISLATIVE REFERENCE BUREAU MANAGER (3) (10) (16) (23)
LIBRARY BUSINESS MANAGER (3) (10) (16) (23)
LIBRARY HUMAN RESOURCES ADMINISTRATOR (3) (10) (16) (23)
MANAGEMENT CIVIL ENGINEER – SENIOR (1) (2) (14) (15)
MANAGEMENT ENGINEER (1) (2) (14) (15)
MATERNAL AND CHILD HEALTH DIRECTOR (1) (9) (14) (22)
MECHANICAL ENGINEER IV (1) (2) (14) (15)
MPD SAFETY DIVISION MANAGER (3) (10) (16) (23)
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER (1) (14)
OPERATIONS HUMAN RESOURCES ADMINISTRATOR (3) (10) (11) (16) (23) (24)
PERMIT AND DEVELOPMENT CENTER MANAGER (1) (13) (14) (26)
POLICE FORENSIC SERVICES DIRECTOR (1) (14)
POLICE HUMAN RESOURCES ADMINISTRATOR (3) (10) (16) (23)

PORT FINANCE AND ADMINISTRATION OFFICER (3) (10) (16) (23)
PORT OPERATIONS MANAGER (1) (14)
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING DIRECTOR (1) (14)
PUBLIC HEALTH NURSING DIRECTOR (1) (14)
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (1) (4) (14) (17)
RETIREMENT PLAN MANAGER (3) (10) (16) (23)
SAFETY MANAGER (3) (10) (16) (23)
SEWER SERVICES MANAGER (1) (2) (14) (15)
SPECIAL ENFORCEMENT MANAGER (1) (14)
STREETCAR SYSTEM MANAGER (1) (2) (14) (15)
STRUCTURAL DESIGN MANAGER (1) (2) (14) (15)
SURVEY GEOSPATIAL MANAGER (1) (2) (14) (15)
SYSTEMS INTEGRATION MANAGER (1) (14)
TAX BILLING AND COLLECTIONS MANAGER (3) (10) (16) (23)
TRAFFIC CONTROL ENGINEER IV (1) (14)
TRAFFIC ENGINEER – SENIOR (1) (2) (14) (15)
TRANSPORTATION ENGINEERING PLANNER (1) (2) (14) (15)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (1) (12) (14) (25)
WATER ACCOUNTING MANAGER (3) (10) (16) (23)
WATER BUSINESS OPERATIONS MANAGER (3) (10) (16) (23)
WATER DISTRIBUTION MANAGER (1) (14)
WATER INFORMATION TECHNOLOGY MANAGER (1) (14)
WATER PLANTS OPERATIONS MANAGER (2) (3) (7) (15) (16) (20)
WATER WORKS HUMAN RESOURCES ADMINISTRATOR (3) (10) (16) (23)

Wage Rate:

Hourly	37.01	51.82
Biweekly	2,961.07	4,145.48
Annual	76,987.82	107,782.48

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

(2) Recruitment is at:

Biweekly	3,546.42
Annual	92,206.92

(3) Appointment may be at any rate in the pay range with the approval of DER.

(4) Recruitment is at:

Biweekly	3,400.81
Annual	88,421.06

(5) Recruitment is at:

Biweekly	3,544.07
Annual	92,145.82

(6) Recruitment is at:

Biweekly	3,588.33
Annual	93,296.58

(7) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(8) An employee possessing an AICP certification to be paid an additional 3%.

(9) Recruitment is at:

Biweekly	3,273.57
Annual	85,112.82

(10) Recruitment is at:

Biweekly	3,632.92
Annual	94,455.92

(11) The incumbents of the 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.

(12) Recruitment is at:

Biweekly	3,032.65
Annual	78,848.90

(13) Recruitment is at:

Biweekly	3,684.42
Annual	95,794.92

Resident Wage Incentive:

Hourly	38.12	53.37
Biweekly	3,049.90	4,269.85
Annual	79,297.40	111,016.10

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

(15) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

(16) Appointment may be at any rate in the pay range with the approval of DER.

(17) Recruitment is at:

Biweekly	3,502.83
Annual	91,073.58

(18) Recruitment is at:

Biweekly	3,650.40
Annual	94,910.40

(19) Recruitment is at:

Biweekly	3,695.98
Annual	96,095.48

(20) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(21) An employee possessing an AICP certification to be paid an additional 3%.

(22) Recruitment is at:

Biweekly	3,371.77
Annual	87,666.02

(23) Recruitment is at:

Biweekly	3,741.91
Annual	97,289.66

(24) The incumbents of the 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.

(25) Recruitment is at:

Biweekly	3,123.63
Annual	81,214.38

(26) Recruitment is at:

Biweekly	3,794.95
Annual	98,668.70

Pay Range 1JX

Official Rate Biweekly

ACCOUNTING MANAGER (3) (7) (10) (14)
ASSESSMENT APPEALS DIRECTOR (1) (2) (8) (9)
ASSESSMENT OPERATIONS DIRECTOR (1) (2) (8) (9)
ASSOCIATE LIBRARY DIRECTOR (2) (6) (9) (13)
AUDIT MANAGER (3) (7) (10) (14)
CHIEF OF STAFF HEALTH (2) (9)
CHIEF OF STAFF POLICE (2) (9)
CITY PAYROLL MANAGER (3) (7) (10) (14)
CIVIL ENGINEER V (2) (4) (9) (11)
DEPUTY CITY CLERK (2) (9)
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2) (9)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2) (9)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2) (6) (9) (13)
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT (2) (9)
DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR (2) (9)
ELECTRICAL SERVICES OPERATIONS MANAGER (3) (4) (5) (10) (11) (12)
ERS – DISABILITY DEPUTY DIRECTOR (2) (9)
FINANCE AND ADMINISTRATION MANAGER (3) (7) (10) (14)
FIRE AND POLICE COMMISSION AUDIT MANAGER (3) (7) (10) (14)
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (3) (7) (10) (14)
FLEET SERVICES MANAGER (2) (9)
FORESTRY SERVICES MANAGER (2) (4) (9) (11)
FUNCTIONAL APPLICATIONS MANAGER (7) (14)
GRANTS FISCAL MANAGER (3) (7) (10) (14)
HUMAN RESOURCES MANAGER (3) (7) (10) (14)
PARKING SERVICES MANAGER (2) (9)
POLICE BUDGET AND ADMINISTRATION MANAGER (3) (7) (10) (14)

POLICE PLANNING AND POLICY DIRECTOR (2) (9)
PUBLIC HEALTH ASSISTANT LABORATORIES DIRECTOR (2) (6) (9) (13)
REVENUE AND FINANCIAL SERVICES MANAGER (3) (7) (10) (14)
SANITATION SERVICES MANAGER (2) (9)
STREET SERVICES MANAGER (2) (4) (9) (11)
WATER FINANCIAL MANAGER (3) (7) (10) (14)
WORKER'S COMPENSATION AND SAFETY MANAGER (3) (7) (10) (14)

Wage Rate:

Hourly	39.45	55.23
Biweekly	3,155.80	4,418.44
Annual	82,050.80	114,879.44

(1) Recruitment is at:

Biweekly	3,758.31
Annual	97,716.06

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

(3) Appointment may be at any rate in the pay range with the approval of DER.

(4) Recruitment is at:

Biweekly	3,546.42
Annual	92,206.92

(5) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(6) Recruitment is at:

Biweekly	3,558.19
Annual	92,512.94

(7) Recruitment is at:

Biweekly	3,881.54
Annual	100,920.04

Resident Wage Incentive:

Hourly	40.63	56.89
Biweekly	3,250.47	4,550.99
Annual	84,512.22	118,325.74

(8) Recruitment is at:

Biweekly	3,871.06
Annual	100,647.56

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

(10) Appointment may be at any rate in the pay range with the approval of DER.

(11) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

(12) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(13) Recruitment is at:

Biweekly	3,664.93
Annual	95,288.18

(14) Recruitment is at:

Biweekly	3,997.99
Annual	103,947.74

SECTION 2: PROFESSIONALS

Pay Range 2CN

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST
ARTS PROJECT COORDINATOR (4) (12)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
DOCUMENT SERVICES SUPERVISOR (7) (8) (15) (16)
EXECUTIVE ADMINISTRATIVE ASSISTANT II
GRAPHIC DESIGNER – LEAD (4) (12)
LEGISLATIVE ASSISTANT (2) (10)
LIBRARIAN ASSOCIATE (7) (8) (15) (16)
LIBRARY COPY CATALOGING SPECIALIST (7) (8) (15) (16)
LIBRARY NOW PROGRAM SPECIALIST (4) (12)
LIBRARY REFERENCE ASSISTANT (7) (8) (15) (16)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (6) (8) (14) (16)
MEDIA SPECIALIST (5) (13)
MUNICIPAL RESEARCH LIBRARY SERVICES ASSISTANT (6) (8) (14) (16)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (4) (12)
RECORDS SERVICES SUPERVISOR (7) (8) (15) (16)
RENT ASSISTANCE INSPECTOR (5) (13)
RENT ASSISTANCE SPECIALIST II (5) (13)

Wage Rate:

Hourly	19.56	27.38
Biweekly	1,564.55	2,190.05
Annual	40,678.30	56,941.30

(1) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,618.08	2,264.98
Annual	42,070.08	58,889.48

(2) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(3) Recruitment is at:

Biweekly	1,818.24
Annual	47,274.24

(4) Recruitment is at:

Biweekly	1,783.94
Annual	46,382.44

(5) Recruitment is at:

Biweekly	1,765.89
Annual	45,913.14

(6) Recruitment is at:

Biweekly	1,689.64
Annual	43,930.64

(7) Recruitment is at:

Biweekly	1,902.69
Annual	49,469.94

(8) Appointment may be at any rate in the pay range with the approval of DER

Resident Wage Incentive:

Hourly	20.14	28.20
Biweekly	1,611.49	2,255.75
Annual	41,898.74	58,649.50

(9) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,666.62	2,332.93
Annual	43,332.12	60,656.18

(10) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(11) Recruitment is at:

Biweekly	1,872.79
Annual	48,692.54

(12) Recruitment is at:

Biweekly	1,837.46
Annual	47,773.96

(13) Recruitment is at:

Biweekly	1,818.87
Annual	47,290.62

(14) Recruitment is at:

Biweekly	1,740.33
Annual	45,248.58

(15) Recruitment is at:

Biweekly	1,959.77
Annual	50,954.02

(16) Appointment may be at any rate in the pay range with the approval of DER

Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (12) (15) (23) (31) (34)
BENEFITS SERVICE COORDINATOR (15) (18) (34) (37)
CIVIL ENGINEER II (4) (5) (15) (23) (24) (34)
CRIME ANALYST (1) (11) (20) (30)
DISEASE INTERVENTION SPECIALIST COORDINATOR (14) (15) (33) (34)
DOULA PROGRAM COORDINATOR (15) (16) (34) (35)
ELECTRICAL ENGINEER II (4) (5) (15) (23) (24) (34)
FIRE PROTECTION ENGINEER II (17) (36)
GIS ANALYST (3) (22)
HOUSING REHABILITATION SPECIALIST (6) (15) (25) (34)
HRIS AUDIT COORDINATOR (14) (18) (19) (34) (37) (38)
INTELLIGENCE ANALYST (1) (11) (20) (30)
IT SUPPORT SPECIALIST – SENIOR (3) (11) (22) (30)
LEAD PROGRAM INFORMATION SPECIALIST (15) (34)
LIBRARIAN III (13) (15) (32) (34)
MECHANICAL ENGINEER II (4) (5) (15) (23) (24) (34)
MECHANICAL PLAN EXAMINER II (17) (34)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (25)
PLAN EXAMINER II (17) (34)
PROGRAMMER ANALYST (3) (11) (22) (30)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (21) (27)
SENIOR WATER TREATMENT PLANT OPERATOR (10) (15) (29) (34)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (25) (26)
TEST ADMINISTRATION COORDINATOR (15) (18) (34) (37)

Wage Rate:

Hourly	25.24	35.34
Biweekly	2,019.16	2,827.08
Annual	52,498.16	73,504.08

(1) Recruitment is at:

Biweekly	2,128.31
Annual	55,336.06

(2) Recruitment is at the minimum of the following range:

Biweekly	2,206.11	2,827.08
Annual	57,358.86	73,504.08

(3) Recruitment is at:

Biweekly	2,227.01
Annual	57,902.26

(4) Recruitment is at:

Biweekly	2,543.69
Annual	66,135.94

- (5) An employee possessing a Professional Engineer License to be paid an additional 3%.
- (6) Recruitment is at the minimum of the following range:

Biweekly	2,438.27	2,900.33
Annual	63,395.02	75,408.58

- (7) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.
- (8) An employee will receive a special attainment rate of \$30 biweekly for a related master’s degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.
- (9) Recruitment is at:

Biweekly	2,391.65
Annual	62,182.90

- (10) Recruitment is at:

Biweekly	2,246.74
Annual	58,415.24

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as ‘Operator in Charge’ by a manager to be paid an addition 7% while performing that function. An employee assigned as ‘Operator in Charge’ and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

- (11) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (12) An employee possessing a Registered Architect License to be paid an additional 3%.
- (13) Recruitment is at:

Biweekly	2,568.48
Annual	66,780.48

- (14) Recruitment is at:

Biweekly	2,455.22
Annual	63,835.72

- (15) Appointment may be at any rate in the pay range with the approval of DER.
- (16) Recruitment is at:

Biweekly	2,175.15
Annual	56,553.90

- (17) Recruitment is at:

Biweekly	2,827.08
Annual	73,504.08

- (18) Recruitment is at:

Biweekly	2,451.12
Annual	63,729.12

- (19) To be paid rates consistent with a promotion to a HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.

Resident Wage Incentive:

Hourly	26.00	36.40
Biweekly	2,079.73	2,911.89
Annual	54,072.98	75,709.14

(20) Recruitment is at:

Biweekly	2,192.16
Annual	56,996.16

(21) Recruitment is at the minimum of the following range:

Biweekly	2,272.29	2,911.89
Annual	59,079.54	75,709.14

(22) Recruitment is at:

Biweekly	2,293.82
Annual	59,639.32

(23) Recruitment is at:

Biweekly	2,619.99
Annual	68,119.74

(24) An employee possessing a Professional Engineer License to be paid an additional 3%.

(25) Recruitment is at the minimum of the following range:

Biweekly	2,511.42	2,987.34
Annual	65,296.92	77,670.84

(26) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(27) An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(28) Recruitment is at:

Biweekly	2,463.40
Annual	64,048.40

(29) Recruitment is at:

Biweekly	2,314.14
Annual	60,167.64

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

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

(31) An employee possessing a Registered Architect License to be paid an additional 3%.

(32) Recruitment is at:

Biweekly	2,645.53
Annual	68,783.78

(33) Recruitment is at:

Biweekly	2,528.88
Annual	65,750.88

(34) Appointment may be at any rate in the pay range with the approval of DER.

(35) Recruitment is at:

Biweekly	2,240.40
Annual	58,250.40

(36) Recruitment is at:

Biweekly	2,911.89
----------	----------

Annual	75,709.14
--------	-----------

(37) Recruitment is at:

Biweekly	2,524.65
Annual	65,640.90

(38) To be paid rates consistent with a promotion to a HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.

Pay Range 2GX

Official Rate Biweekly

BUDGET AND MANAGEMENT ANALYST – LEAD
BUSINESS OPERATIONS SPECIALIST (7) (10) (17) (20)
COMMUNITY VIOLENCE PREVENTION PROGRAM COORDINATOR (7) (17)
DATABASE ASSOCIATE (7) (17)
ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (6) (7) (8) (9) (16) (17) (18) (19)
FAMILY VIOLENCE PREVENTION PROGRAM COORDINATOR (7) (17)
GIS DEVELOPER
INTERNET SERVICES COORDINATOR
IT PROJECT COORDINATOR (4) (14)
LEGISLATIVE FISCAL ANALYST – SENIOR
NETWORK COORDINATOR – SENIOR (1) (3) (11) (13)
PARALEGAL – LEAD (7) (10) (17) (20)
PARKING CITATION REVIEW MANAGER
PROGRAM MANAGER
REAL ESTATE SPECIALIST (5) (7) (8) (9) (15) (17) (18) (19)
RECAST PROGRAM COORDINATOR (7) (17)
STAFF ASSISTANT
STAFF ASSISTANT TO THE MAYOR
SYSTEMS ANALYST – ASSOCIATE
TELECOMMUNICATIONS ANALYST – ASSOCIATE

Wage Rate:

Hourly	25.24	35.34
Biweekly	2,019.16	2,827.08
Annual	52,498.16	73,504.08

(1) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,293.52	3,210.82
Annual	59,631.52	83,481.32

(2) Recruitment is at:

Biweekly	2,360.62
Annual	61,376.12

(3) Appointment 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) Recruitment is at:

Biweekly	2,227.02
Annual	57,902.52

(5) Benjamin Timm is authorized at the following rate:

Biweekly	2,848.07
Annual	74,049.82

(6) Tory Kress is authorized at the following rate:

Biweekly	2,856.82
Annual	74,277.32

(7) Appointment may be at any rate in the pay range with the approval of DER.

(8) Recruitment is at:

Biweekly	2,612.58
Annual	67,927.08

(9) An employee possessing an AICP certification to be paid an additional 3%.

(10) Recruitment is at:

Biweekly	2,451.12
Annual	63,729.12

Resident Wage Incentive:

Hourly	26.00	36.40
Biweekly	2,079.73	2,911.89
Annual	54,072.98	75,709.14

(11) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,362.33	3,307.14
Annual	61,420.58	85,985.64

(12) Recruitment is at:

Biweekly	2,431.44
Annual	63,217.44

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

(14) Recruitment is at:

Biweekly	2,293.83
Annual	59,639.58

(15) Benjamin Timm is authorized at the following rate:

Biweekly	2,933.51
Annual	76,271.26

(16) Tory Kress is authorized at the following rate:

Biweekly	2,942.52
Annual	76,505.52

(17) Appointment may be at any rate in the pay range with the approval of DER.

(18) Recruitment is at:

Biweekly	2,690.96
----------	----------

Annual	69,964.96
--------	-----------

(19) An employee possessing an AICP certification to be paid an additional 3%.

(20) Recruitment is at:

Biweekly	2,524.65
Annual	65,640.90

Pay Range 2HX

Official Rate Biweekly

BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR (1) (8)
DATA AND EVALUATION COORDINATOR (1) (6) (8) (13)
DATA COMMUNICATIONS SPECIALIST
GRANT COMPLIANCE COORDINATOR (1) (8)
LABOR RELATIONS REPRESENTATIVE
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR (1) (8)
RESEARCH AND POLICY COORDINATOR (1) (6) (8) (13)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
TECHNICAL WRITER (1) (3) (8) (10)
WATER SECURITY MANAGER (1) (8)
WATER WORKS PERSONNEL OFFICER

Wage Rate:

Hourly	26.90	37.66
Biweekly	2,152.38	3,013.16
Annual	55,961.88	78,342.16

(1) Appointment may be at any rate in the pay range with the approval of DER.

(2) 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.

(3) Recruitment is at:

Biweekly	2,407.05
Annual	62,583.30

(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 result 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	2,522.85
Annual	65,594.10

(6) Recruitment is at:

Biweekly	2,259.12
Annual	58,737.12

(7) Recruitment is at:

Biweekly	2,783.96
Annual	72,382.96

Resident Wage Incentive:

Hourly	27.71	38.79
Biweekly	2,216.95	3,103.55
Annual	57,640.70	80,692.30

(8) Appointment may be at any rate in the pay range with the approval of DER.

(9) 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

(10) Recruitment is at:

Biweekly	2,479.26
Annual	64,460.76

(11) 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.

(12) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

(13) Recruitment is at:

Biweekly	2,326.89
Annual	60,499.14

(14) Recruitment is at:

Biweekly	2,867.48
Annual	74,554.48

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (13)
ASSOCIATE AUDITOR (1) (4) (12) (15)
ATHLETIC TRAINER (1) (4) (12) (15)
BENEFITS SYSTEMS ANALYST (4) (10) (15) (21)
BUDGET AND FISCAL POLICY ANALYST I (1) (4) (12) (15)

BUSINESS ANALYST (1) (4) (12) (15)
BUSINESS FINANCE OFFICER (1) (4) (12) (15)
BUSINESS SYSTEMS COORDINATOR
COMMUNITY VIOLENCE PREVENTION MANAGER (4) (11) (15) (22)
DISABILITY SPECIALIST (1) (4) (12) (15)
EMERGENCY COMMUNICATIONS BUSINESS INTELLIGENCE ANALYST (1) (4) (12) (15)
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FAMILY VIOLENCE PREVENTION MANAGER (4) (11) (15) (22)
FINANCE SPECIALIST (1) (4) (12) (15)
GIS DEVELOPER – SENIOR
HRIS ANALYST (4) (10) (15) (21)
HUMAN RESOURCES ANALYST (1) (4) (12) (15)
INSPECTOR GENERAL (5) (16)
INVESTIGATOR / ADJUSTER (1) (4) (12) (15)
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (1) (4) (12) (15)
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (15)
LEGISLATIVE ANALYST – ASSOCIATE (1) (4) (12) (15)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (14)
MANAGEMENT SERVICES ANALYST (1) (4) (12) (15)
NETWORK ADMINISTRATOR
PENSION SPECIALIST (1) (4) (12) (15)
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST (4) (9) (15) (20)
PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (5) (16)
PURCHASING AGENT (1) (4) (12) (15)
RECAST PROGRAM MANAGER (4) (11) (15) (22)
SAFETY SPECIALIST (1) (4) (12) (15)
SENIOR PLANNER (4) (6) (7) (8) (15) (17) (18) (19)
SENIOR PLANNER – URBAN DESIGN (4) (6) (7) (15) (17) (18)
STAFF ASSISTANT – SENIOR
SUICIDE PREVENTION MANAGER (4) (11) (15) (22)
SYSTEMS ANALYST – SENIOR (4) (15)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TEST ADMINISTRATION SPECIALIST (4) (10) (15) (21)
TRADE DEVELOPMENT REPRESENTATIVE (4) (15)
WATER CLAIMS SPECIALIST (1) (4) (12) (15)
WATER SYSTEMS ANALYST – SENIOR
WORKFORCE GRANT SPECIALIST (1) (4) (12) (15)
WORKFORCE OUTREACH SPECIALIST (1) (4) (12) (15)
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

Hourly	28.67	40.14
Biweekly	2,293.52	3,210.82
Annual	59,631.52	83,481.32

(1) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

(2) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(3) Recruitment is at:

Biweekly	2,503.31
Annual	65,086.06

(4) Appointment may be at any rate in the pay range with the approval of DER.

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

(6) Recruitment is at:

Biweekly	2,798.05
Annual	72,749.30

(7) An employee possessing an AICP certification to be paid an additional 3%.

(8) An employee who is an APT Recognized Professional shall be paid an additional 3%.

(9) Recruitment is at:

Biweekly	2,434.69
Annual	63,301.94

(10) Recruitment is at:

Biweekly	2,612.62
Annual	67,928.12

(11) Recruitment is at:

Biweekly	2,735.92
Annual	71,133.92

Resident Wage Incentive:

Hourly	29.53	41.34
Biweekly	2,362.33	3,307.14
Annual	61,420.58	85,985.64

(12) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

(13) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(14) Recruitment is at:

Biweekly	2,578.41
Annual	67,038.66

(15) Appointment may be at any rate in the pay range with the approval of DER.

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

(17) Recruitment is at:

Biweekly	2,881.99
Annual	74,931.74

(18) An employee possessing an AICP certification to be paid an additional 3%.

(19) An employee who is an APT Recognized Professional shall be paid an additional 3%.

(20) Recruitment is at:

Biweekly	2,507.73
----------	----------

(21)	Recruitment is at:	Annual	65,200.98
		Biweekly	2,691.00
(22)	Recruitment is at:	Annual	69,966.00
		Biweekly	2,818.00
		Annual	73,268.00

Pay Range 2JX

Official Rate Biweekly

ACCOUNTANT III (4) (5) (13) (14)
ACCOUNTING SPECIALIST (4) (5) (13) (14)
ASSOCIATE IT AUDITOR (4) (5) (13) (14)
AUDITOR (4) (5) (13) (14)
BUDGET AND FISCAL POLICY ANALYST II (4) (5) (13) (14)
BUSINESS ANALYST – SENIOR (4) (5) (13) (14)
BUSINESS INCLUSION PROGRAM COORDINATOR (4) (5) (13) (14)
BUSINESS SYSTEMS ADMINISTRATOR (2) (11)
CERTIFICATION AND COMMUNICATIONS COORDINATOR (4) (5) (13) (14)
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER (4) (5) (13) (14)
COMMUNITY RELATIONS AND ENGAGEMENT MANAGER (4) (5) (13) (14)
COMPTROLLER NETWORK ADMINISTRATOR (5) (14)
CONTRACT COMPLIANCE OFFICER (4) (5) (13) (14)
DATABASE ANALYST (2) (11)
DEFERRED COMPENSATION PLAN COORDINATOR (4) (5) (13) (14)
DISABILITY SPECIALIST – SENIOR (4) (5) (13) (14)
DIVERSITY RECRUITER (4) (5) (13) (14)
DPW OPERATIONS BUSINESS ANALYST (4) (5) (13) (14)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (11)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (3) (12)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ANALYST – SENIOR (4) (5) (13) (14)
EPIDEMIOLOGIST (4) (8) (13) (17)
FINANCIAL ANALYST (4) (5) (13) (14)
FINANCIAL SYSTEMS ANALYST (5) (14)
FIRE AND POLICE COMMISSION AUDITOR (4) (5) (13) (14)
FUNCTIONAL APPLICATIONS ANALYST (5) (14)
GRANT MONITOR (4) (5) (13) (14)
HEALTH AND SAFETY SPECIALIST (4) (5) (13) (14)
HUMAN RESOURCES ANALYST – SENIOR (4) (5) (13) (14)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR (4) (5) (13) (14)
LABOR RELATIONS OFFICER
MANAGEMENT ACCOUNTANT – SENIOR (4) (5) (13) (14)
MANAGEMENT AND ACCOUNTING OFFICER (4) (5) (13) (14)
MARKETING AND COMMUNICATIONS OFFICER (4) (5) (13) (14)
MAYOR'S LIAISON OFFICER

PENSION ACCOUNTING SPECIALIST (4) (5) (13) (14)
PENSION SPECIALIST – SENIOR (4) (5) (13) (14)
PRINCIPAL PLANNER (4) (6) (7) (13) (15) (16)
PUBLIC HEALTH COMPLIANCE OFFICER (4) (13)
PURCHASING AGENT – SENIOR (4) (5) (13) (14)
REAL ESTATE MODELER (4) (13)
RECRUITER (4) (5) (13) (14)
RESOURCE RECOVERY PROGRAM MANAGER (1) (10)
SAFETY SPECIALIST – SENIOR (1) (4) (5) (9) (10) (13) (14) (18)
STAFF ASSISTANT MANAGER
SYSTEMS ANALYST – LEAD
TRANSPORTATION FINANCIAL ANALYST (1) (4) (5) (10) (13) (14)
URBAN DESIGN COORDINATOR (4) (6) (7) (13) (15) (16)
WORKER’S COMPENSATION ANALYST (4) (5) (13) (14)
WORKFORCE DEVELOPMENT COORDINATOR (4) (5) (13) (14)

Wage Rate:

Hourly	30.57	42.80
Biweekly	2,445.58	3,423.68
Annual	63,585.08	89,015.68

- (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) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Dan Casanova is authorized at the following rate:

Biweekly	3,446.93
Annual	89,620.18

- (4) Appointment may be at any rate in the pay range with the approval of DER.
- (5) Recruitment is at:

Biweekly	2,690.10
Annual	69,942.60

- (6) Recruitment is at:

Biweekly	2,935.20
Annual	76,315.20

- (7) An employee possessing an AICP certification to be paid an additional 3%.
- (8) Recruitment is at:

Biweekly	2,572.77
Annual	66,892.02

- (9) Additional 5% when assigned lead or supervisory assignments.

Resident Wage Incentive:

Hourly	31.49	44.08
Biweekly	2,518.95	3,526.39

Annual	65,492.70	91,686.14
--------	-----------	-----------

(10) 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.

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

(12) Dan Casanova is authorized at the following rate:

Biweekly	3,550.34
Annual	92,308.84

(13) Appointment may be at any rate in the pay range with the approval of DER.

(14) Recruitment is at:

Biweekly	2,770.80
Annual	72,040.80

(15) Recruitment is at:

Biweekly	3,023.26
Annual	78,604.76

(16) An employee possessing an AICP certification to be paid an additional 3%.

(17) Recruitment is at:

Biweekly	2,649.95
Annual	68,898.70

(18) Additional 5% when assigned lead or supervisory assignments.

Pay Range 2KX

Official Rate Biweekly

ACCOUNTANT – LEAD (4) (5) (9) (10)
ACCOUNTING AND GRANT SPECIALIST (4) (5) (9) (10)
ACCOUNTING SUPERVISOR (4) (5) (9) (10)
ASSISTANT CITY ATTORNEY II (3) (8)
AUDITOR – LEAD (4) (5) (9) (10)
BUDGET AND FISCAL POLICY ANALYST III (4) (5) (9) (10)
CIVIL ENGINEER IV (1) (4) (6) (9)
DCD ACCOUNTANT LEAD (4) (5) (9) (10)
FIRE AND POLICE COMMISSION INVESTIGATOR (4) (5) (9) (10)
FIRE COMPLIANCE OFFICER (4) (5) (9) (10)
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (5) (10)
GRANT BUDGET SPECIALIST (4) (5) (9) (10)
GRANT COMPLIANCE MANAGER (4) (5) (9) (10)
HUMAN RESOURCES REPRESENTATIVE (4) (5) (9) (10)
LEGISLATIVE FISCAL ANALYST – LEAD (4) (5) (9) (10)
INTERGOVERNMENTAL POLICY MANAGER
IT AUDITOR (4) (5) (9) (10)
SENIOR AUDITOR (4) (5) (9) (10)
SENIOR FINANCIAL ANALYST (4) (5) (9) (10)

SPECIAL ASSISTANT TO MAYOR
TELECOMMUNICATIONS ENGINEER

Wage Rate:

Hourly	32.58	45.61
Biweekly	2,606.28	3,648.85
Annual	67,763.28	94,870.10

(1) Recruitment is at:

Biweekly	3,077.85
Annual	80,024.10

(2) Appointment may be at any rate in the pay range upon approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.

(3) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(4) Appointment may be at any rate in the pay range with the approval of DER.

(5) Recruitment is at:

Biweekly	2,866.90
Annual	74,539.40

Resident Wage Incentive:

Hourly	33.56	46.98
Biweekly	2,684.47	3,758.32
Annual	69,796.22	97,716.32

(6) Recruitment is at:

Biweekly	3,170.19
Annual	82,424.94

(7) Appointment may be at any rate in the pay range upon approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.

(8) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(9) Appointment may be at any rate in the pay range with the approval of DER.

(10) Recruitment is at:

Biweekly	2,952.91
Annual	76,775.66

Pay Range 2LX

Official Rate Biweekly

BUDGET AND FISCAL POLICY ANALYST IV (1) (4) (5) (8)
DEVELOPMENT PROJECTS COORDINATOR (3) (7)
EMERGENCY COMMUNICATIONS SYSTEM ADMINISTRATOR (1) (4) (5) (8)
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (1) (4) (5) (8)
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER (3) (7)
ERS DATABASE ADMINISTRATOR (1) (5)
ERS SERVER ADMINISTRATOR (1) (5)
ERS SOFTWARE DEVELOPER (1) (5)
FISCAL PLANNING SPECIALIST (1) (4) (5) (8)

LEGISLATIVE FISCAL MANAGER (3) (7)
PUBLIC SAFETY SYSTEMS ADMINISTRATOR (3) (7)
RISK MANAGEMENT AND SAFETY OFFICER (1) (4) (5) (8)
SENIOR IT AUDITOR (1) (4) (5) (8)
SYSTEMS ANALYST – PROJECT LEADER (3) (7)
TELECOMMUNICATIONS ANALYST - PROJECT LEADER (1) (5)

Wage Rate:

Hourly	34.73	48.62
Biweekly	2,778.60	3,889.90
Annual	72,243.60	101,137.40

- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is at:

Biweekly	2,998.33
Annual	77,956.58

- (3) Appointment 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) Recruitment is at:

Biweekly	3,056.42
Annual	79,466.92

Resident Wage Incentive:

Hourly	35.77	50.08
Biweekly	2,861.96	4,006.60
Annual	74,410.96	104,171.60

- (5) Appointment may be at any rate in the pay range with the approval of DER.
- (6) Recruitment is at:

Biweekly	3,088.28
Annual	80,295.28

- (7) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (8) Recruitment is at:

Biweekly	3,148.11
Annual	81,850.86

Pay Range 2MX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY III (1) (7)
BUDGET AND FISCAL POLICY MANAGER (4) (6) (10) (12)
ERS NETWORK SECURITY ADMINISTRATOR (4) (5) (10) (11)
FIRE AND POLICE COMMISSION COMPLIANCE AUDITOR (4) (10)
FIRE AND POLICE COMMISSION RISK MONITOR (3) (9)
FIRE HEALTH AND SAFETY MANAGER (4) (6) (10) (12)
FMIS PROJECT MANAGER (6) (12)

INTERGOVERNMENTAL POLICY MANAGER – SENIOR (3) (9)
LEGISLATIVE FISCAL MANAGER – SENIOR (3) (9)
MARKET DEVELOPMENT MANAGER (4) (10)
NURSE PRACTITIONER (4) (10)
POLICE OPEN RECORDS LEGAL ADVISOR (4) (10)
RISK MANAGER (3) (9)

Wage Rate:

Hourly	37.01	51.82
Biweekly	2,961.07	4,145.48
Annual	76,987.82	107,782.48

- (1) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
- (2) Appointment may be at any rate in the pay range upon approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
- (3) Appointment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Appointment may be at any rate in the pay range with the approval of DER.
- (5) Recruitment is at:

Biweekly	3,257.18
Annual	84,686.68

- (6) Recruitment is at:

Biweekly	3,632.92
Annual	94,455.92

Resident Wage Incentive:

Hourly	38.12	53.37
Biweekly	3,049.90	4,269.84
Annual	79,297.40	111,015.84

- (7) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
- (8) Appointment may be at any rate in the pay range upon approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
- (9) Appointment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (10) Appointment may be at any rate in the pay range with the approval of DER.
- (11) Recruitment is at:

Biweekly	3,354.90
Annual	87,227.40

- (12) Recruitment is at:

Biweekly	3,741.91
Annual	97,289.66

Pay Range 20X

Official Rate Biweekly

ARPA DIRECTOR (4) (5) (9) (10)
ASSISTANT CITY ATTORNEY IV (2) (7)
CAPITAL FINANCE MANAGER (4) (5) (9) (10)

Wage Rate:

Hourly	42.05	58.88
Biweekly	3,364.32	4,710.20
Annual	87,472.32	122,465.20

- (1) Appointment may be at any rate in the pay range upon approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.
- (2) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
- (3) Appointment 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) Recruitment is at:

Biweekly	3,768.08
Annual	97,970.08

- (5) Appointment may be at any rate in the pay range with the approval of DER.

Resident Wage Incentive:

Hourly	43.32	60.64
Biweekly	3,465.25	4,851.51
Annual	90,096.50	126,139.26

- (6) Appointment may be at any rate in the pay range upon approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.
- (7) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
- (8) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (9) Recruitment is at:

Biweekly	3,881.12
Annual	100,909.12

- (10) Appointment may be at any rate in the pay range with the approval of DER.

Pay Range 2PX

Official Rate Biweekly

ERS PENSION INVESTMENT ANALYST I (1) (2) (3) (4)
--

Wage Rate:

Hourly	44.82	62.75
Biweekly	3,585.85	5,020.04
Annual	93,232.10	130,521.04

- (1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Resident Wage Incentive:

Hourly	46.16	64.63
Biweekly	3,693.43	5,170.64
Annual	96,029.18	134,436.64

- (3) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (4) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Pay Range 2QX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY V (1) (5)
ERS PENSION INVESTMENT ANALYST II (3) (4) (7) (8)
POLICE RISK MANAGER (2) (6)
REAL ESTATE COMPLIANCE LIAISON OFFICER (2) (6)

Wage Rate:

Hourly	47.77	66.89
Biweekly	3,821.88	5,350.89
Annual	99,368.88	139,123.14

- (1) Appointment may be at any rate in the pay range up to the following rate at the discretion of the City Attorney:

Biweekly	5,140.19
Annual	133,644.94

- (2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (4) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Resident Wage Incentive:

Hourly	49.21	68.89
Biweekly	3,936.54	5,511.42
Annual	102,350.04	143,296.92

- (5) Appointment may be at any rate in the pay range up to the following rate at the discretion of the City Attorney:

Biweekly	5,294.40
Annual	137,654.40

- (6) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (7) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (8) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Pay Range 2RX

Official Rate Biweekly

ERS PENSION INVESTMENT ANALYST III (1) (2) (3) (4)

Wage Rate:

Hourly	50.92	71.29
Biweekly	4,073.77	5,703.42
Annual	105,918.02	148,288.92

- (1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Resident Wage Incentive:

Hourly	52.44	73.43
Biweekly	4,195.98	5,874.52
Annual	109,095.48	152,737.52

- (3) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (4) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Pay Range 2SX

Official Rate Biweekly

ERS PENSION INVESTMENT ANALYST IV (1) (2) (3) (4)

Wage Rate:

Hourly	54.28	75.99
Biweekly	4,342.42	6,079.23
Annual	112,902.92	158,059.98

- (1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.

- (2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Resident Wage Incentive:

Hourly	59.59	78.27
Biweekly	4,472.69	6,261.61
Annual	116,289.94	162,801.86

- (3) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (4) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Pay Range 2TX

Official Rate Biweekly

ERS PENSION INVESTMENT ANALYST V (1) (2) (3) (4)

Wage Rate:

Hourly	57.85	80.99
Biweekly	4,628.42	6,479.58
Annual	120,338.92	168,469.08

- (1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Resident Wage Incentive:

Hourly	59.59	83.42
Biweekly	4,767.27	6,673.97
Annual	123,949.02	173,523.22

- (3) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (4) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

SECTION 3: TECHNICIANS

Pay Range 3CN

Official Rate Biweekly

PRODUCTION TECHNICIAN

Wage Rate:

Hourly	18.37	20.77
Biweekly	1,469.44	1,661.43
Annual	38,205.44	43,197.18

Resident Wage Incentive:

Hourly	18.92	21.39
Biweekly	1,513.53	1,711.27
Annual	39,351.78	44,493.02

Pay Range 3EN

Official Rate Biweekly

DOCUMENT TECHNICIAN I
PROGRAMMER I
RECORDS TECHNICIAN I

Wage Rate:

Hourly	18.21	22.26
Biweekly	1,456.50	1,780.71
Annual	37,869.00	46,298.46

Resident Wage Incentive:

Hourly	18.75	22.93
Biweekly	1,500.20	1,834.12
Annual	39,005.20	47,687.12

Pay Range 3FN

Official Rate Biweekly

DOCUMENT TECHNICIAN II
ENGINEERING DRAFTING TECHNICIAN II (2) (5)
ENGINEERING TECHNICIAN II (2) (5)
GEOGRAPHIC INFORMATION TECHNICIAN II
HELPDESK SPECIALIST I (1) (4)
PROPERTY ASSESSMENT TECHNICIAN I
RECORDS TECHNICIAN II
WATER LABORATORY TECHNICIAN (3) (6)

Wage Rate:

Hourly	18.88	23.13
Biweekly	1,510.70	1,850.54
Annual	39,278.20	48,114.04

(1) Recruitment is at:

Biweekly	1,627.56
Annual	42,316.56

(2) Recruitment is at:

Biweekly	1,648.87
Annual	42,870.62

(3) Recruitment is at:

Biweekly	1,627.12
Annual	42,305.12

Resident Wage Incentive:

Hourly	19.45	23.83
Biweekly	1,556.02	1,906.05
Annual	40,456.52	49,557.30

(4) Recruitment is at:

Biweekly	1,676.39
Annual	43,586.14

(5) Recruitment is at:

Biweekly	1,698.34
Annual	44,156.84

(6) Recruitment is at:

Biweekly	1,675.93
Annual	43,574.18

Pay Range 3GN

Official Rate Biweekly

DOCUMENT TECHNICIAN III
INFORMATION TECHNOLOGY SPECIALIST
PARKING METER TECHNICIAN – LEAD (2) (4)
PROPERTY ASSESSMENT TECHNICIAN II
RADIOLOGIC TECHNOLOGIST (1) (3)

Wage Rate:

Hourly	19.87	23.66
Biweekly	1,589.47	1,892.81
Annual	41,326.22	49,213.06

(1) Recruitment is at:

Biweekly	1,668.83
Annual	43,389.58

(2) Recruitment is at:

Biweekly	1,682.21
Annual	43,737.46

Resident Wage Incentive:

Hourly	20.46	24.37
Biweekly	1,637.15	1,949.60
Annual	42,565.90	50,689.60

(3) Recruitment is at:

Biweekly	1,718.89
Annual	44,691.14

(4) Recruitment is at:

Biweekly	1,732.68
Annual	45,049.68

SECTION 6: ADMINISTRATIVE SUPPORT

Pay Range 6CN

Official Rate Biweekly

COURT SERVICES ASSISTANT I
OFFICE ASSISTANT I

Wage Rate:

Hourly	15.30	16.14
Biweekly	1,224.00	1,291.10
Annual	31,824.00	33,568.60

Resident Wage Incentive:

Hourly	15.76	16.62
Biweekly	1,260.72	1,329.83
Annual	32,778.72	34,575.58

Pay Range 6EN

Official Rate Biweekly

COURT SERVICES ASSISTANT II
HEALTH SERVICES ASSISTANT I
OFFICE ASSISTANT II
OFFICE CLERK II

Wage Rate:

Hourly	15.30	17.62
Biweekly	1,224.00	1,409.26
Annual	31,824.00	36,640.76

Resident Wage Incentive:

Hourly	15.76	18.14
Biweekly	1,260.72	1,451.54
Annual	32,778.72	37,740.04