



Department of Employee Relations

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Mayor

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Director

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June 21, 2016

The Honorable
The Committee on Finance
and Personnel
Common Council
City of Milwaukee

Dear Committee Members:

This file implements changes in the Salary Ordinance with respect to rates of pay provided to sworn employees in the Police Department represented by the Milwaukee Police Association. Some of these changes include revisions necessary in light of the recent decision regarding litigation referenced in the collective bargaining agreement between the City and the Milwaukee Police Association (2013-2017). The court entered a declaratory judgment that the parties' agreement with respect to MPA members' making the member contribution (i.e., the employee share) to the ERS did not violate the provisions of ch. 36 of the Milwaukee City Charter. There are also corrections that are needed in the Salary Ordinance in order to update the hourly and annual rates of pay for pay ranges 801- 813 as the rates do not currently reflect the actual hourly and annual rates based on the official bi-weekly rates of pay. We request your approval of the following amendments to Part I, Section 4 of the Salary Ordinance.

**SALARY ORDINANCE AMENDMENTS
(Part I, Section 4)**

1. EFFECTIVE PAY PERIOD 1, 2016 (December 20, 2015)

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement will receive the following rates of pay:

Pay Range 801

Hourly	28.21	30.86	34.28	35.59	37.61
Biweekly	2,256.94	2,468.50	2,742.27	2,847.28	3,008.93
Annual	58,841.65	64,357.32	71,494.89	74,232.66	78,447.10



Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,256.94, 2, 468.50, 2,742.27, 2,847.28, 3,008.93."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,298.49, 2,510.07, 2,783.81, 2,888.84, 3,050.50."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,307.73, 2,519.30, 2,793.05, 2,898.08, 3,059.75."

Pay Range 804

Hourly	36.57	37.70	38.89
Biweekly	2,925.66	3,016.29	3,110.80
Annual	76,276.13	78,638.99	81,103.00

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,944.12, 3,034.76, 3,129.26."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,967.24, 3,057.83, 3,152.35."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,976.46, 3,067.08, 3,161.57."

Pay Range 808

Hourly	38.46	39.95	41.49
Biweekly	3,076.92	3,195.71	3,319.36
Annual	80,219.70	83,316.72	86,540.46

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,095.39, 3,214.21, 3,337.81."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,118.49, 3,237.28, 3,360.92."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the

following biweekly rates: 3,127.74, 3,246.52, 3,370.15.”

Pay Range 812

Hourly	41.52	42.88	44.24
Biweekly	3,321.46	3,430.46	3,539.51
Annual	86,595.21	89,436.99	92,280.08

Amend footnote designation “1/” which should read as follows: “1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,339.95, 3,448.94, 3,557.97.”

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,363.04, 3,472.03, 3,581.09.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,372.28, 3,481.26, 3,590.32.”

Pay Range 813

Hourly	39.95	41.49	43.10	44.77	46.50	48.31
Biweekly	3,195.71	3,319.36	3,447.87	3,581.50	3,720.35	3,864.88
Annual	83,316.72	86,540.46	89,890.89	93,374.82	96,994.84	100,762.94

Amend footnote designation “1/” which should read as follows: “1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,214.21, 3,337.81, 3,466.34, 3,599.97, 3,738.81, 3,883.36.”

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,237.28, 3,360.92, 3,489.42, 3,623.06, 3,761.90, 3,906.46.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,246.52, 3,370.15, 3,498.67, 3,632.30, 3,771.12, 3,915.68.”

2. EFFECTIVE PAY PERIOD 14, 2016 (JUNE 19, 2016)

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement will receive the following rates of pay:

Pay Range 801

Hourly	28.35	31.01	34.45	35.77	37.80
Biweekly	2,268.22	2,480.84	2,755.98	2,861.52	3,023.97
Annual	59,135.73	64,679.04	71,852.33	74,603.91	78,839.22

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,286.79, 2,499.42, 2,774.53, 2,880.08, 3,042.56."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,309.98, 2,522.62, 2,797.73, 2,903.28, 3,065.75."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,319.27, 2,531.90, 2,807.02, 2,912.57, 3,075.05."

Pay Range 804

Hourly	36.75	37.89	39.08
Biweekly	2,940.29	3,031.37	3,126.35
Annual	76,657.56	79,032.14	81,508.41

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,958.84, 3,049.93, 3,144.91."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,982.08, 3,073.12, 3,168.11."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,991.34, 3,082.42, 3,177.38."

Pay Range 808

Hourly	38.65	40.15	41.70
Biweekly	3,092.30	3,211.69	3,335.96
Annual	80,620.68	83,733.34	86,973.24

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,110.87, 3,230.28, 3,354.50."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,134.08, 3,253.47, 3,377.72."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,143.38, 3,262.75, 3,387.00."

Pay Range 812

Hourly	41.73	43.10	44.47
Biweekly	3,338.07	3,447.61	3,557.21
Annual	87,028.25	89,884.12	92,741.54

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,356.65, 3,466.18, 3,575.76"

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,379.86, 3,489.39, 3,599.00."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,389.14, 3,498.67, 3,608.27."

Pay Range 813

Hourly	40.15	41.70	43.31	44.99	46.74	48.55
Biweekly	3,211.69	3,335.96	3,465.11	3,599.41	3,738.95	3,884.20
Annual	83,733.34	86,973.24	90,340.37	93,841.76	97,479.77	101,266.64

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,246.43, 3,371.27, 3,501.09, 3,636.06, 3,776.29, 3,922.29."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,269.74, 3,394.61, 3,524.40, 3,659.39, 3,799.61, 3,945.62."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,279.06, 3,403.94, 3,533.74, 3,688.71, 3,808.93, 3,954.94."

3. EFFECTIVE PAY PERIOD 25, 2016 (November 20, 2016)

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement will receive the following rates of pay:

Pay Range 801

Hourly	28.49	31.17	34.62	35.95	37.99
Biweekly	2,279.56	2,493.24	2,769.76	2,875.83	3,039.09
Annual	59,431.38	65,002.33	72,211.60	74,976.99	79,233.42

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,298.22, 2,511.92, 2,788.40, 2,894.48, 3,057.77."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,321.53, 2,535.23, 2,811.72, 2,917.80, 3,081.08."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,330.87, 2,544.56, 2,821.06, 2,927.13, 3,090.43."

Pay Range 804

Hourly	36.94	38.08	39.27
Biweekly	2,954.99	3,046.53	3,141.98
Annual	77,040.81	79,427.39	81,915.91

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,937.63, 3,065.18, 3,160.63."

Replace footnote designation "3/" with the following: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,996.99, 3,088.49, 3,183.95."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,006.30, 3,097.83, 3,193.27."

Pay Range 808

Hourly	38.85	40.35	41.91
Biweekly	3,107.76	3,227.75	3,352.64
Annual	81,023.74	84,152.05	87,408.11

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,126.42, 3,246.43, 3,371.27."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,149.75, 3,269.74, 3,394.61."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,159.10, 3,279.06, 3,403.94."

Pay Range 812

Hourly	41.93	43.31	44.69
Biweekly	3,354.76	3,464.85	3,575.00
Annual	87,463.38	90,333.59	93,205.36

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,373.43, 3,483.51, 3,593.64."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,396.76, 3,506.84, 3,617.00."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,406.09, 3,516.16, 3,626.31."

Pay Range 813

Hourly	40.35	41.91	43.53	45.22	46.97	48.80
Biweekly	3,227.75	3,352.64	3,482.44	3,617.41	3,757.64	3,903.62
Annual	84,152.05	87,408.11	90,792.18	94,311.04	97,967.04	101,772.95

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,246.43, 3,371.27, 3,501.09, 3,636.06, 3,776.29, 3,922.29."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,269.74, 3,3394.61, 3,524.40, 3,659.39, 3,799.61, 3,945.62."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the

following biweekly rates: 3,279.06, 3,403.94, 3,533.74, 3,668.71, 3,808.93, 3,954.94.”

4. EFFECTIVE PAY PERIOD 1, 2017 (January 1, 2017)

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement will receive the following rates of pay:

Pay Range 801

Hourly	29.06	31.79	35.31	36.67	38.75
Biweekly	2,325.15	2,543.10	2,825.16	2,933.35	3,099.87
Annual	60,619.98	66,302.25	73,655.96	76,476.62	80,818.04

Amend footnote designation “3/” to read as follows: “3/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,344.18, 2,562.16, 2,844.17, 2,952.37, 3,118.93.”

Amend footnote designation “4/” to read as follows: “4/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,367.96, 2,585.93, 2,867.95, 2,976.16, 3,142.70.”

Amend footnote designation “5/” to read as follows: “5/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,377.49, 2,595.45, 2,877.48, 2,985.67, 3,152.24.”

Pay Range 804

Hourly	37.68	38.84	40.06
Biweekly	3,014.09	3,107.46	3,204.82
Annual	78,581.63	81,015.92	83,554.23

Amend footnote designation “2/” to read as follows: “2/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,033.10, 3,126.48, 3,223.84.”

Replace footnote designation “3/” with the following: “3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,056.93, 3,150.26, 3,247.63.”

Amend footnote designation “4/” to read as follows: “4/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,066.43, 3,159.79, 3,257.14.”

Pay Range 808

Hourly	39.62	41.15	42.75
Biweekly	3,169.92	3,292.31	3,419.69
Annual	82,644.34	85,835.22	89,156.20

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,188.95, 3,311.36, 3,438.70."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,212.75, 3,335.13, 3,462.50."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,222.28, 3,344.64, 3,472.02."

Pay Range 812

Hourly	42.77	44.18	45.58
Biweekly	3,421.86	3,534.15	3,646.50
Annual	89,212.78	92,140.34	95,069.46

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,440.90, 3,553.18, 3,665.51."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,464.70, 3,576.98, 3,689.34."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,474.21, 3,586.48, 3,698.84."

Pay Range 813

Hourly	41.15	42.75	44.40	46.12	47.91	49.77
Biweekly	3,292.31	3,419.69	3,552.09	3,689.76	3,832.79	3,981.69
Annual	85,835.22	89,156.20	92,608.06	96,197.31	99,926.31	103,808.34

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,311.36, 3,438.70, 3,571.11, 3,708.78, 3,851.82, 4,000.74."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,335.13, 3,426.50, 3,594.89, 3,732.58, 3,875.60, 4,024.53."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2017, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,344.64, 3,472.02, 3,604.41, 3,742.08, 3,885.11, 4,034.04."

5. EFFECTIVE PAY PERIOD 1, 2016 (December 20, 2015)

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position will receive the following rates of pay:

Pay Range 801

Hourly	20.10	26.80	29.31	32.56	33.80	35.72
Biweekly	1,607.75	2,143.66	2,344.62	2,604.65	2,704.38	2,857.93
Annual	41,916.34	55,888.28	61,127.59	67,906.94	70,507.05	74,510.32

Pay Range 804

Hourly	34.74	35.81	36.93
Biweekly	2,778.83	2,864.92	2,954.68
Annual	72,448.07	74,692.56	77,032.73

Pay Range 808

Hourly	36.53	37.94	39.41
Biweekly	2,922.50	3,035.32	3,152.77
Annual	76,193.75	79,135.13	82,197.22

Pay Range 812

Hourly	39.43	40.73	42.02
Biweekly	3,154.77	3,258.29	3,361.87
Annual	82,249.36	84,948.27	87,648.75

Pay Range 813

Hourly	37.94	39.41	40.94	42.52	44.17	45.89
Biweekly	3,035.32	3,152.77	3,274.83	3,401.75	3,533.64	3,670.91
Annual	79,135.13	82,197.22	85,379.49	88,688.48	92,127.04	95,705.87

6. EFFECTIVE PAY PERIOD 14, 2016 (JUNE 19, 2016)

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position will receive the following rates of pay:

Pay Range 801

Hourly	20.20	26.93	29.45	32.72	33.97	35.90
Biweekly	1,615.79	2,154.38	2,356.34	2,617.67	2,717.90	2,872.22
Annual	42,125.95	56,167.76	61,433.15	68,246.39	70,859.53	74,882.88

Pay Range 804

Hourly	34.91	35.99	37.12
Biweekly	2,792.72	2,879.24	2,969.45
Annual	72,810.20	75,065.90	77,417.80

Pay Range 808

Hourly	36.71	38.13	39.61
Biweekly	2,937.11	3,050.50	3,168.53
Annual	76,574.65	79,530.89	82,608.10

Pay Range 812

Hourly	39.63	40.93	42.23
Biweekly	3,170.54	3,274.58	3,378.68
Annual	82,660.51	85,372.98	88,087.01

Pay Range 813

Hourly	38.13	39.61	41.14	42.73	44.39	46.12
Biweekly	3,050.50	3,168.53	3,291.20	3,418.76	3,551.31	3,689.26
Annual	79,530.89	82,608.10	85,806.28	89,131.96	92,587.72	96,184.28

7. EFFECTIVE PAY PERIOD 1, 2017 (January 1, 2017)

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position will receive the following rates of pay:

Pay Range 801

Hourly	20.60	27.47	30.04	33.38	34.65	36.62
Biweekly	1,648.10	2,197.47	2,403.47	2,670.02	2,772.26	2,929.66
Annual	42,968.32	57,291.18	62,661.90	69,611.23	72,276.78	76,380.42

Pay Range 804

Hourly	35.61	36.71	37.86
Biweekly	2,848.57	2,936.82	3,028.84
Annual	74,266.29	76,567.09	78,966.18

Pay Range 808

Hourly	37.45	38.89	40.40
Biweekly	2,995.85	3,111.51	3,231.90
Annual	78,106.09	81,121.51	84,260.25

Pay Range 812

Hourly	40.42	41.75	43.08
Biweekly	3,233.95	3,340.07	3,446.25
Annual	84,313.69	87,080.39	89,848.66

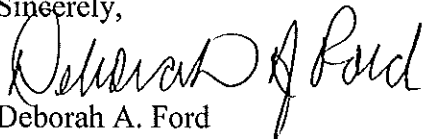
Pay Range 813

Hourly	38.89	40.40	41.96	43.59	45.28	47.04
Biweekly	3,111.51	3,231.90	3,357.02	3,487.14	3,622.34	3,763.05
Annual	81,121.51	84,260.25	87,522.31	90,914.72	94,439.58	98,108.09

A fiscal note that reflects the cost of the proposed amendments was included with file number 101158.

We recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,


Deborah A. Ford
Labor Negotiator

cc: Cynthia Ratliff
Faranda Wragg
Michelle Stein
Renee Keinert