



**Department of Employee Relations**

**Cavalier Johnson**  
Mayor

**Jackie Q. Carter**  
Director

**Molly King**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

January 13, 2026

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

Dear Committee Members:

Attached you will find the 2026 Salary Ordinance for the City of Milwaukee for your review and approval. Part I of the Salary Ordinance is amended to change the rates of pay to reflect a general wage increase of 3.0% for eligible non-represented City employees as part of the 2026 City budget, effective Pay Period 1, 2026 (December 21, 2025), per approval of Common Council File Number 251283.

This wage increase implementation will increase only each pay range maximum wage rate by 3%. Where there is a pay range with a single wage rate, a footnote where the recruitment rate is above the maximum of the pay range or a pay range where incumbents are limited to the footnoted recruitment rate footnotes shall be added so as to include eligible incumbent non-represented City employees in this wage increase.

This wage increase will not impact employees in the classifications of Election Inspector, Chief Inspector, Municipal Court Commissioner or certain temporary positions in the Health Department; employees represented by the Milwaukee Police Supervisor' Organization (MPSO), the Milwaukee Police Association (MPA), and the Milwaukee Professional Firefighters Association, Local 215; nor members of Boards and Commissions (Part I, Section 10 of the Salary Ordinance).

**Action Required**

The following Salary Ordinance changes are recommended effective Pay Period 1, 2026 (December 21, 2025):

Under Pay Range 2EX:

- Create footnote (3) to read: Zoe Kinstler assigned to the Mayor's Office is authorized to be paid the wage at \$2,377.79 biweekly, \$61,822.54 annually; until such time as the pay range increases to include their wage rate.
- Apply footnote (3) to the title 'Management Trainee'.

(Reason: Incumbents are limited to the footnoted recruitment rate.)

Under Pay Range 9GN:

- Create footnote (3) to read: Kennita Hickman, Taryn R Webb, Tammy A Bockhorst, Kalaya Tatum, and Traci L Singleton, in the Common Council-City Clerk's Office are authorized to be paid a wage at \$1,311.65 bi-weekly, \$34,102.99 annually; until such time as the pay range increases to include their wage rate.

CCFN 251524

- Apply footnote (3) to the title 'Legislative Services Aide'

(Reason: Single wage rate.)

Under Pay Range 9HN:

- Create footnote (6) to read: Patricia M DeFrain and Kathleen M Vandenboom Hurley, in the Library are authorized to be paid a wage at \$2,880.24 bi-weekly, \$74,886.25 annually; until such time as the pay range increases to include their wage rate.
- Apply footnote (6) to the title 'Temporary Librarian III'

(Reason: Recruitment rate above the maximum of the range.)

Under Pay Range 9MN:

- Create footnote (2) to read: Jameca Bishop, Sincere Nequon Nicole Blake, Jackie Verdell Bledsoe, Jr., Auntrae E Boyd, Isaiah Ahmad Burton, Avonte Keshawn Carter, Adrian S Everett, Marvin Marvelle Frazier III, Thaddeus Jermaine Goodlow, Jerry Jaquane Gray, Christopher Lashon Ivory, Keshawn Lamar Johnson, Ivory T Jones, Jaquell Lazel Jones, Kavion Jacquese Kelly, Damonick T Kemp, Harold S Patterson, Ronald Payne, James Andrew Phillips Jr., Cornelius Rainey Jr., Demetri Randolph, Dalron J Robinson, Tavion EE Von Lytrell Sandifer, Demara Treveon Stringer, Samone Thomas, Kenyatta Laharrius B williams, Martell James Lee Wilson Jackson, and Aquavion Quinn Wilson, in the Department of Public Works are authorized to be paid a wage at \$1,548.87 bi-weekly, \$40,270.69 annually; until such time as the pay range increases to include their wage rate. (Reason: Recruitment rate above the maximum of the range.)
- Apply footnote (2) to the title 'Temporary City Laborer'

(Reason: Recruitment rate above the maximum of the range.)

Under Pay Range 9PN:

- Create footnote (4) to read: Casper Greg Mszal, Fthawi Selamawi Hailu, and Parya Payaml, in the Department of Public Works are authorized to be paid a wage at \$1,692.60 biweekly, \$44,007.57 annually; until such time as the pay range increases to include their wage rate.
- Apply footnote (4) to the title 'Engineering Intern'.

(Reason: Recruitment rate above the maximum of the range.)

Under Pay Range 9RX:

- Create footnote (1) to read: Samuel H Idarraga, in the Fire Department to be paid the wage at \$4,213.91 bi-weekly, \$109,561.53 annually; until such time as the pay range increases to include their wage rate.
- Apply footnote (1) to the title 'Fire Medical Officer'.

(Reason: Single wage rate.)

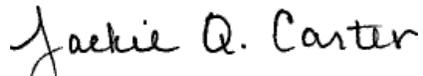
Under Pay Range 9TX:

CCFN 251524

- Create footnote (4) to read: Jennifer L Webb in the Library to be paid the wage of \$3,485.09 bi-weekly, \$90,612.27 annually, until such time as the pay range increases to include their wage rate.
- Apply footnote (4) to the title 'Temporary Library Services Manager'.

(Reason: Incumbents are limited to the footnoted recruitment rate.)

Sincerely,



Jackie Q. Carter

Jackie Q. Carter  
Employee Relations Director

JQC/afh

Attachments: Salary Ordinance, Fiscal Note