



Department of Employee Relations

December 12, 2001

MEMORANDUM

John O. Norquist
Mayor

Jeffrey Hansen
Director

Florence Dukes
Deputy Director

Frank Forbes
Labor Negotiator

Michael Brady
Employee Benefits Manager

TO : Kathleen Marquardt, Staff Assistant
Office of the City Clerk

FROM: Patricia Bock, Program Assistant I *PB*
Department of Employee Relations

RE : 2002 Salary Ordinance Amendments (Management Wage Freeze)

By amendment to the Mayor's Proposed Budget, adopted November 9, 2001, the Common Council implemented a six-month across-the board wage freeze for all management employees whose annual salary is above \$50,000. This amendment delays the 3.0% wage increase for affected employees for six months, until Pay Period 14, 2001, but does allow employees to receive any salary grade step increases due them during that time period. Step increases are also delayed for six months for the Mayor and Common Council members. The following amendments would be needed to reflect these changes in the 2002 Salary Ordinance.

Section 2 of Ordinance File Number 010467 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2002 – December 23, 2001):

Add the following paragraph at the beginning of Section 2 (Management Employees), above the first salary grade:

"All management salary grade pay steps that exceed \$50,000 (\$1,923.08 or more biweekly) as of Pay Period 26, 2001, will remain at 2001 rates for six months (Pay Periods 1-13 of 2002). Effective Pay Period 14, 2002, the 3.0% wage increase for 2002 will be applied to those pay steps. The effective date for the scheduled step increases for the Mayor and Common Council members will also be delayed 13 pay periods from Pay Period 10 to 23, 2002. Specific information is provided in each affected salary grade."

Delete the current rates of pay for Salary Grades 001-020 and substitute the following rates and effective dates.

Salary Grade 001

Official Rate-Biweekly

Effective Pay Periods 1, 2002 – December 23, 2001 (2002 rates for all steps)

1,227.47	1,265.58	1,304.87	1,345.40	1,387.16	1,430.24
1,474.65	1,520.43	1,567.67	1,616.36	1,666.54	1,718.30

Salary Grade 002

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (2002 rates for all steps)

1,307.98	1,348.60	1,390.49	1,433.65	1,478.16	1,524.07
1,571.41	1,620.20	1,670.51	1,722.38	1,775.85	1,830.91

Salary Grade 003

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (2002 rates for all steps)

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

Salary Grade 004

Official Rate-Biweekly

Effective Pay Periods 1, 2002 – December 23, 2001 (*Steps 11-12 frozen at 2001 rates PP 1-13)

1,485.91	1,532.05	1,579.63	1,628.68	1,679.25	1,731.39
1,785.15	1,840.61	1,897.75	1,956.67	1,958.68*	2,019.65*

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

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

Salary Grade 005

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (*Steps 9-12 frozen at 2001 rates PP 1-13)

1,583.93	1,633.12	1,683.81	1,736.11	1,790.02	1,845.60
1,902.94	1,962.01	1,964.00*	2,025.00*	2,087.87*	2,153.03*

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

1,583.93	1,633.12	1,683.81	1,736.11	1,790.02	1,845.60
1,902.94	1,962.01	2,022.92	2,085.75	2,150.51	2,217.62

Salary Grade 006

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (*Steps 7-12 frozen at 2001 rates PP 1-13))

1,688.05	1,740.47	1,794.51	1,850.23	1,907.70	1,966.93
1,968.93*	2,030.07*	2,093.12*	2,158.12*	2,225.11*	2,294.66*

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

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

Salary Grade 007

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (*Steps 5-12 frozen at 2001 rates PP 1-13)

1,799.43	1,855.31	1,912.92	1,972.32	1,974.34*	2,035.64*
2,098.84*	2,164.03*	2,231.23*	2,300.51*	2,371.95*	2,445.69*

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

1,799.43	1,855.31	1,912.92	1,972.32	2,033.57	2,096.71
2,161.81	2,228.95	2,298.17	2,369.53	2,443.11	2,519.06

Salary Grade 008

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (*Steps 3-12 frozen at 2001 rates PP 1-13)

1,917.43	1,976.98	1,979.01*	2,040.47*	2,103.80*	2,169.15*
2,236.49*	2,305.94*	2,377.55*	2,451.39*	2,527.51*	2,606.11*

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

1,917.43	1,976.98	2,038.38	2,101.68	2,166.91	2,234.22
2,303.58	2,375.12	2,448.88	2,524.93	2,603.34	2,684.29

Salary Grade 009

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

1,985.00	2,046.66	2,110.20	2,175.72	2,243.27	2,312.95
2,384.77	2,458.83	2,535.16	2,613.89	2,695.05	2,778.88

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

2,044.55	2,108.06	2,173.51	2,240.99	2,310.57	2,382.34
2,456.31	2,532.59	2,611.21	2,692.31	2,775.90	2,862.25

Salary Grade 010

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

2,115.44	2,181.12	2,248.87	2,318.67	2,390.68	2,464.93
2,541.47	2,620.40	2,701.77	2,785.66	2,872.14	2,961.65

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

2,178.90	2,246.55	2,316.34	2,388.23	2,462.40	2,538.88
2,617.71	2,699.01	2,782.82	2,869.23	2,958.30	3,050.50

Under Salary Grade 010, in footnote "1/", delete the effective date of "Pay Period 10, 2002" and substitute "Pay Period 23, 2002". In the second paragraph, delete the effective date of "Pay Period 10, 2002" and substitute "Pay Period 23, 2002."

Salary Grade 011

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

2,255.31	2,325.35	2,397.55	2,471.98	2,548.77	2,627.90
2,709.52	2,793.63	2,880.38	2,969.82	3,062.04	3,157.31

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

2,322.97	2,395.11	2,469.48	2,546.14	2,625.23	2,706.74
2,790.81	2,877.44	2,966.79	3,058.91	3,153.90	3,252.03

Salary Grade 012

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

2,403.40	2,478.03	2,554.97	2,634.31	2,716.11	2,800.45
2,887.43	2,977.07	3,069.53	3,164.84	3,263.11	3,364.74

Effective Pay Period 14, 2002 – June 23, 2002 (2002 Rates for all steps)

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

Salary Grade 013

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

2,561.45	2,640.98	2,723.02	2,807.57	2,894.74	2,984.64
3,077.30	3,172.86	3,271.37	3,372.98	3,477.71	3,586.29

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

2,638.29	2,720.21	2,804.71	2,891.80	2,981.58	3,074.18
3,169.62	3,268.05	3,369.51	3,474.17	3,582.04	3,693.88

Salary Grade 014

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

2,730.69	2,815.49	2,902.91	2,993.04	3,085.99	3,181.82
3,280.63	3,382.49	3,487.52	3,595.81	3,707.47	3,823.11

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

2,812.61	2,899.95	2,990.00	3,082.83	3,178.57	3,277.27
3,379.05	3,483.96	3,592.15	3,703.68	3,818.69	3,937.80

Salary Grade 015

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

2,910.50	3,000.87	3,094.07	3,190.15	3,289.18	3,391.34
3,496.63	3,605.21	3,717.17	3,832.60	3,951.60	4,074.61

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

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

Salary Grade 016

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

3,102.08	3,198.43	3,297.73	3,400.15	3,505.73	3,614.58
3,726.82	3,842.55	3,961.87	4,084.87	4,211.74	4,343.13

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

3,195.14	3,294.38	3,396.66	3,502.15	3,610.90	3,723.02
3,838.62	3,957.83	4,080.73	4,207.42	4,338.09	4,473.42

Salary Grade 017

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

3,306.55	3,409.25	3,515.11	3,624.26	3,736.78	3,852.84
3,972.46	4,095.82	4,223.02	4,354.14	4,489.35	4,629.29

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

3,405.75	3,511.53	3,620.56	3,732.99	3,848.88	3,968.43
4,091.63	4,218.69	4,349.71	4,484.76	4,624.03	4,768.17

Salary Grade 018

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

3,524.58	3,634.02	3,746.88	3,863.21	3,983.18	4,106.87
4,234.41	4,365.89	4,501.47	4,641.24	4,785.35	4,934.30

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

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

Salary Grade 019

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

3,756.74	3,873.39	3,993.66	4,117.66	4,245.54	4,377.39
4,513.30	4,653.44	4,797.94	4,946.94	5,100.53	5,259.25

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

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

Salary Grade 020

Official Rate-Biweekly

Effective Pay Period 1, 2002 – December 23, 2001 (All steps frozen at 2001 rates PP 1-13)

4,004.10	4,128.43	4,256.63	4,388.82	4,525.09	4,665.61
4,810.49	4,959.86	5,113.88	5,272.67	5,436.42	5,605.98

Effective Pay Period 14, 2002 – June 23, 2002 (2002 rates for all steps)

4,124.22	4,252.28	4,384.33	4,520.48	4,660.84	4,805.58
4,954.80	5,108.66	5,267.30	5,430.85	5,599.51	5,774.16

Under Salary Grade 020, in footnote "1/" delete the effective date of "Pay Period 10, 2002" and substitute "Pay Period 23, 2002."

c: Jeffrey Hansen
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Louise Dumke
Marie Pettigrew
Devon Brown