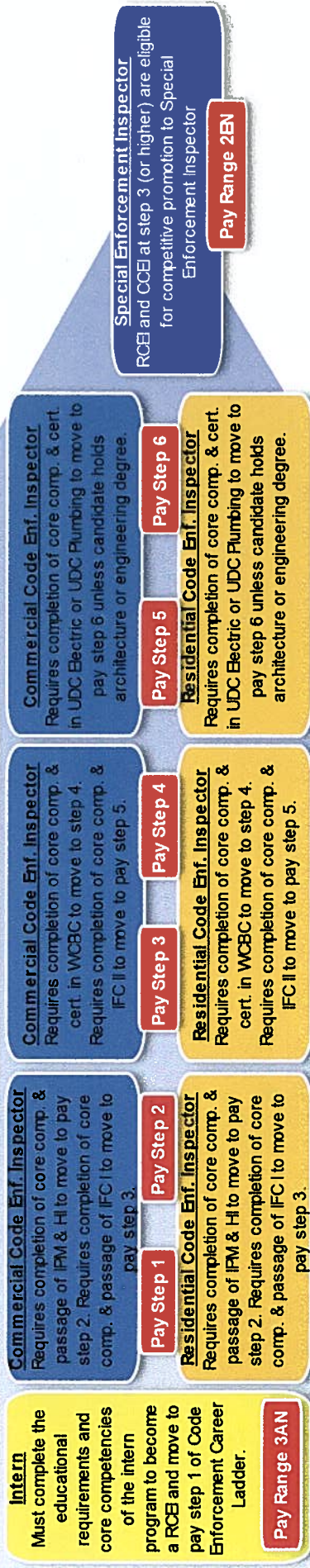


Department of Neighborhood Services Code Enforcement Career Ladder

Revised 3-30-2012



Code Enforcement Promotional Ladder Pay Range 3LN - Includes 6 pay steps

Employees will move through the pay steps within this pay range based on their accomplishments. Expanding ones knowledge of the building and fire codes and obtaining various certifications will enable a motivated employee the opportunity to advance to the higher pay steps. This benefits both the employee and the department.

Intern

Interns are paid at step 1 of the pay range 3AN. Non-competitive promotion to Residential Code Enforcement Inspector or Commercial Code Enforcement Inspector requires completion of intern training requirements, successful completion of core competencies and sign off by Enforcement & Training Supervisor.

Residential Code Enforcement Inspector or Commercial Code Enforcement Inspector - Pay Steps 1 & 2

RCEI and CCEI inspectors are paid at step 1 of pay range 3LN. RCEI and CCEI inspectors will move to pay step 2 upon successful completion of step 1 core competencies and passage of the International Property Maintenance & Housing Inspector examination. Non-competitive promotion to RCEI step 3 or CCEI step 3 requires successful completion of step 2 core competencies and passage of the International Fire Code I examination.

Residential Code Enforcement Inspector or Commercial Code Enforcement Inspector - Pay Steps 3 & 4

RCEI and CCEI inspectors at step 3 will move to pay step 4 upon successful completion of the core competencies and obtaining certification in the Wisconsin Commercial Building Code. Non-competitive promotion to RCEI or CCEI at step 5 requires successful completion of step 4 core competencies and passage of the International Fire Code II examination.

Residential Code Enforcement Inspector or Commercial Code Enforcement Inspector - Pay Step 5

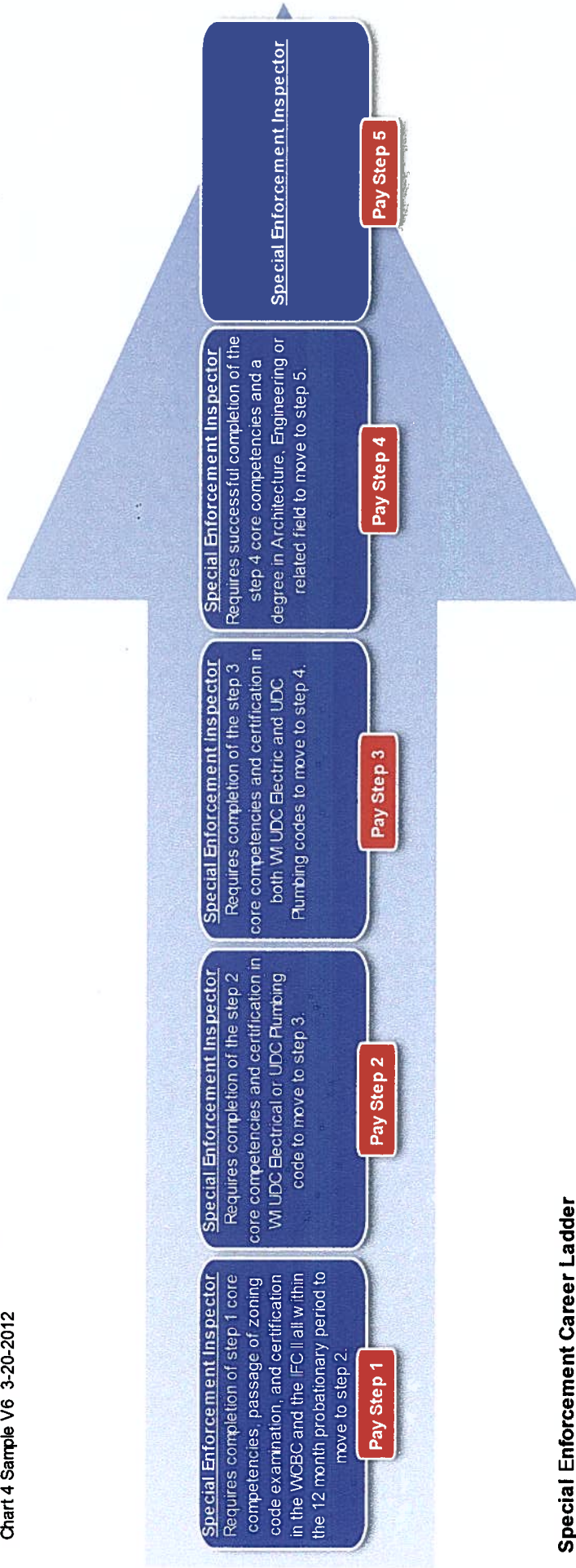
RCEI and CCEI inspectors at step 5 will move to pay step 6 upon successful completion of step 5 core competencies and obtaining certification in the Wisconsin UDC Electrical or UDC Plumbing code. If the inspector holds or obtains a degree in architecture or engineering the UDC Electrical or UDC Plumbing certification requirement will be waived.

Special Enforcement Inspector - Pay Range 2EN

Inspectors in the Code Enforcement Career Ladder become eligible for competitive promotion to Special Enforcement after reaching pay step 3 of Residential Code Enforcement Inspector or Commercial Code Enforcement Inspector or higher. However, if promoted to Special Enforcement, the RCEI or the CCEI will be required to obtain certification in the Wisconsin Commercial Building Code and pass the International Fire Code II examination within the 12 month probationary period.

Department of Neighborhood Services
Special Enforcement Career Ladder

Chart 4 Sample V6 3-20-2012



Special Enforcement Career Ladder
Pay Range 2EN - Includes 5 pay steps

Special Enforcement inspectors will be paid at pay step 1.

Employees promoted to Special Enforcement Inspectors (step 1) will be required to successfully complete the step 1 core competencies, obtain or possess certification in the Wisconsin Commercial Building Code and International Fire Code II and obtain a passing grade on a city of Milwaukee approved zoning code competency examination all within the one year probationary period to advance to step 2.

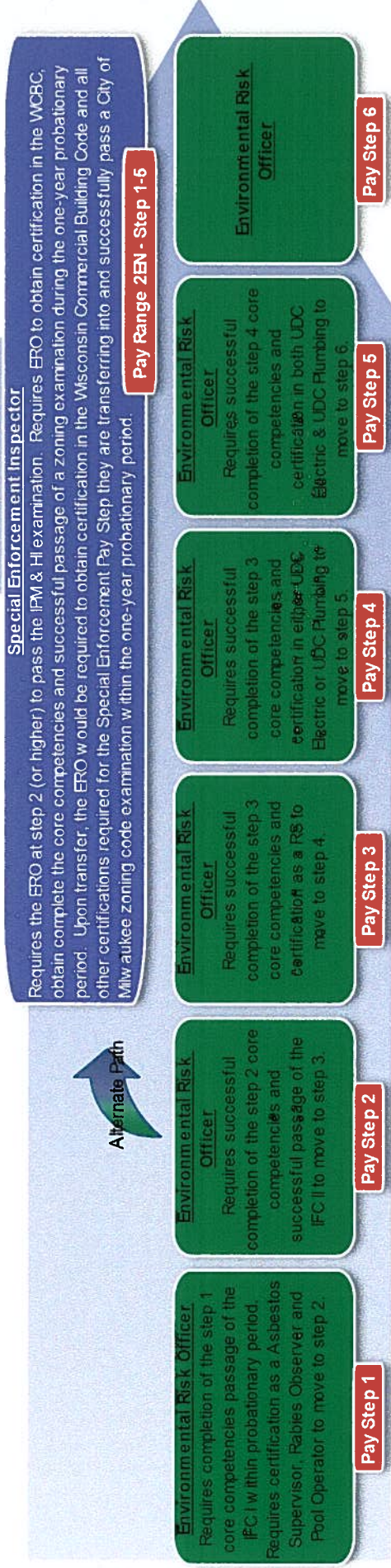
Advancement from step 2 to step 3 will require successful completion of the step 2 core competencies and attainment of the Wisconsin UDC Electrical or UDC Plumbing certification.

Advancement from step 3 to step 4 will require successful completion of the step 3 core competencies and attainment of both Wisconsin UDC Electrical and UDC Plumbing certifications.

An Special Enforcement Inspector at step 4 will advance to pay step 5 upon successful completion of the step 4 core competencies and possession of a degree in Architecture or Engineering or related field from a school accredited and approved by DER.

Department of Neighborhood Services Environmental Career Ladder

Chart 3 Sample V6 3-20-2012



Environmental Career Ladder

Pay Range 2EN - Includes 6 pay steps

Note: Environmental Career Ladder will progress along a career path that provides transfer opportunities into the code enforcement career ladder.

Environmental Risk Officer

ERO inspectors will be paid at step 1. ERO inspectors are required to complete the step 1 core competencies and successfully pass the International Fire Code I examination within the initial 12 month probationary period. ERO at step 1 are not eligible for transfer to the Special Enforcement Career ladder.

ERO inspectors will move to pay step 2 upon successful completion of the step 1 core competencies and certification as an Asbestos Supervisor, Rabies Observer, and Swimming Pool Operator.

ERO inspector at step 2 is eligible for promotion to ERO step 3 upon successful completion of the step 2 core competencies and passage of the International Fire Code II examination.

ERO inspector at step 3 is eligible for promotion to ERO step 4 upon successful completion of the step 3 core competencies and passage of the Registered Sanitarian examination.

ERO inspector at step 4 is eligible for promotion to ERO step 5 upon successful completion of the step 4 core competencies and certification in the UDC Electrical or UDC Plumbing code.

ERO inspector at step 5 is eligible for promotion to ERO step 6 upon successful completion of the step 5 core competencies and certification in both the UDC Electrical and UDC Plumbing codes.

An ERO at step 2 or higher is eligible for competitive transfer to the Code Enforcement Career Ladder into Special Enforcement (steps 1-5). Prior to transfer the employee will be required to obtain certification in the International Property Maintenance & Housing Code. Upon transfer, the ERO would be required to obtain certification in the Wisconsin Commercial Building Code and all other certifications required for the Special Enforcement Pay Step they are transferring into and successfully pass a City of Milwaukee zoning code examination within the one-year probationary period.