



Department of Employee Relations

Cavalier Johnson
Mayor

Makda Fessahaye
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

SALARY ORDINANCE AMENDMENTS (Part I, Section 4, Milwaukee Police Supervisors' Organization)

4GN-Pay Range 831

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8)

Effective Pay Period 1, 2022 (December 26, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	40.76	42.30	43.90	45.56	47.29	49.09
Biweekly	3,261.12	3,383.96	3,511.87	3,644.77	3,783.01	3,926.85
Annual	85,022.06	88,224.67	91,559.47	95,024.36	98,628.47	102,378.59

(1) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	41.03	42.57	44.16	45.83	47.55	49.35
Biweekly	3,282.40	3,405.29	3,533.16	3,666.09	3,804.29	3,948.14
Annual	85,576.86	88,780.77	92,114.53	95,580.20	99,183.27	102,933.65

(2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	41.36	42.90	44.50	46.16	47.89	49.68
Biweekly	3,309.02	3,431.92	3,559.77	3,692.71	3,830.94	3,974.78
Annual	86,270.88	89,475.06	92,808.29	96,274.22	99,878.08	103,628.19

(3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	41.50	43.03	44.63	46.29	48.02	49.82
Biweekly	3,319.70	3,442.57	3,570.44	3,703.38	3,841.61	3,985.42
Annual	86,549.32	89,752.72	93,086.47	96,552.41	100,156.26	103,905.59

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:

Hourly	38.72	40.18	41.70	43.27	44.91	46.62
Biweekly	3,097.45	3,214.15	3,335.63	3,461.87	3,593.15	3,729.77
Annual	80,754.94	83,797.48	86,964.64	90,255.89	93,678.55	97,240.43

(4) **Associate's Degree** – (an employee who has attained and maintained)



Hourly	38.97	40.43	41.95	43.53	45.17	46.87
Biweekly	3,117.65	3,234.37	3,355.84	3,482.08	3,613.39	3,749.99
Annual	81,281.59	84,324.64	87,491.54	90,782.80	94,206.24	97,767.59

(5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	39.29	40.75	42.26	43.84	45.48	47.19
Biweekly	3,142.96	3,259.69	3,381.12	3,507.40	3,638.69	3,775.29
Annual	81,941.46	84,984.77	88,150.63	91,442.93	94,865.84	98,427.20

(6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	39.41	40.87	42.39	43.97	45.61	47.32
Biweekly	3,153.12	3,269.79	3,391.23	3,517.51	3,648.78	3,785.41
Annual	82,206.34	85,248.09	88,414.21	91,706.51	95,128.91	98,691.04

(7) Recruitment to be at the 4th step.

(8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

4IN-Pay Range 835

Official Rate Biweekly

POLICE IDENTIFICATION SUPERVISOR (1) (2) (3) (4) (5) (6)
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Effective Pay Period 1, 2022 (December 26, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	43.99	45.69	47.46	49.30	51.21	53.19
Biweekly	3,519.52	3,655.43	3,796.84	3,943.79	4,096.68	4,255.46
Annual	91,758.91	95,302.28	98,989.04	102,820.24	106,806.30	110,945.92

(1) **Associate's Degree** – (an employee has attained and maintained)

Hourly	44.26	45.95	47.72	49.56	51.47	53.46
Biweekly	3,540.50	3,676.37	3,817.77	3,964.74	4,117.66	4,276.44
Annual	92,305.89	95,848.22	99,534.72	103,366.43	107,353.28	111,492.90

(2) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	44.58	46.28	48.05	49.89	51.80	53.78
Biweekly	3,566.69	3,702.56	3,843.96	3,990.94	4,143.81	4,302.62
Annual	92,988.70	96,531.03	100,217.53	104,049.50	108,035.04	112,175.45

(3) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	44.71	46.41	48.18	50.02	51.93	53.91
Biweekly	3,577.14	3,713.00	3,854.43	4,001.38	4,154.31	4,313.06
Annual	93,261.15	96,803.21	100,490.49	104,321.69	108,308.79	112,447.63

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:

Hourly	41.79	43.40	45.08	46.82	48.64	50.52
Biweekly	3,342.89	3,471.98	3,606.30	3,745.86	3,891.07	4,041.90
Annual	87,153.92	90,519.48	94,021.39	97,659.92	101,445.75	105,378.10

(4) **Associate's Degree** – (an employee has attained and maintained)

Hourly	42.04	43.65	45.33	47.07	48.89	50.77
Biweekly	3,362.82	3,491.87	3,626.17	3,765.74	3,911.00	4,061.80
Annual	87,673.52	91,038.04	94,539.43	98,178.22	101,965.35	105,896.93

(5) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	42.35	43.96	45.64	47.38	49.20	51.08
Biweekly	3,387.69	3,516.72	3,651.03	3,790.63	3,935.84	4,086.68
Annual	88,321.92	91,685.91	95,187.57	98,827.14	102,612.97	106,545.58

(6) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	42.47	44.08	45.76	47.51	49.32	51.21
Biweekly	3,397.64	3,526.67	3,660.98	3,800.57	3,945.81	4,096.62
Annual	88,581.33	91,945.32	95,446.98	99,086.29	102,872.90	106,804.73

4LN-Pay Range 836

Official Rate Biweekly

ADMINISTRATIVE LIEUTENANT OF POLICE (1) (2) (3) (4) (5) (6) (7) (8)
POLICE LIEUTENANT (1) (2) (3) (4) (5) (6) (7) (8)

Effective Pay Period 1, 2022 (December 26, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	45.69	47.46	49.30	51.21	53.19	55.26
Biweekly	3,655.43	3,796.84	3,943.79	4,096.68	4,255.46	4,420.81
Annual	95,302.28	98,989.04	102,820.24	106,806.30	110,945.92	115,256.83

(1) **Associate's Degree** – (an employee attained and maintained)

Hourly	45.95	47.72	49.56	51.47	53.46	55.52
Biweekly	3,676.37	3,817.77	3,964.74	4,117.66	4,276.44	4,441.77
Annual	95,848.22	99,534.72	103,366.43	107,353.28	111,492.90	115,803.29

(2) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	46.28	48.05	49.89	51.80	53.78	55.85
Biweekly	3,702.56	3,843.96	3,990.94	4,143.81	4,302.62	4,467.96
Annual	96,531.03	100,217.53	104,049.50	108,035.04	112,175.45	116,486.10

(3) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	46.41	48.18	50.02	51.93	53.91	55.98
Biweekly	3,713.00	3,854.43	4,001.38	4,154.31	4,313.06	4,478.45
Annual	96,803.21	100,490.49	104,321.69	108,308.79	112,447.63	116,759.59

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:

Hourly	43.40	45.08	46.82	48.64	50.52	52.49
Biweekly	3,471.98	3,606.30	3,745.86	3,891.07	4,041.90	4,198.94
Annual	90,519.48	94,021.39	97,659.92	101,445.75	105,378.10	109,472.36

(4) **Associate's Degree** – (an employee attained and maintained)

Hourly	43.65	45.33	47.07	48.89	50.77	52.74
Biweekly	3,491.87	3,626.17	3,765.74	3,911.00	4,061.80	4,218.84
Annual	91,038.04	94,539.43	98,178.22	101,965.35	105,896.93	109,991.18

(5) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	43.96	45.64	47.38	49.20	51.08	53.05
Biweekly	3,516.72	3,651.03	3,790.63	3,935.84	4,086.68	4,243.73
Annual	91,685.91	95,187.57	98,827.14	102,612.97	106,545.58	110,640.10

(6) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	44.08	45.76	47.51	49.32	51.21	53.17
Biweekly	3,526.67	3,660.98	3,800.57	3,945.81	4,096.62	4,253.68
Annual	91,945.32	95,446.98	99,086.29	102,872.90	106,804.73	110,899.51

(7) Recruitment to be at the 4th step.

(8) Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

4NX-Pay Range 839

Official Rate Biweekly

CAPTAIN OF POLICE (1) (2) (3) (4) (5) (6) (7)

Effective Pay Period 1, 2022 (December 26, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	51.21	53.19	55.26	57.41	59.65	61.97
Biweekly	4,096.68	4,255.46	4,420.81	4,592.75	4,771.61	4,957.53
Annual	106,806.30	110,945.92	115,256.83	119,739.55	124,402.69	129,249.89

(1) **Associate's Degree** – (an employee attained and maintained)

Hourly	51.47	53.46	55.52	57.67	59.91	62.23
Biweekly	4,117.66	4,276.44	4,441.77	4,613.66	4,792.58	4,978.47
Annual	107,353.28	111,492.90	115,803.29	120,284.70	124,949.40	129,795.82

(2) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	51.80	53.78	55.85	58.00	60.23	62.56
Biweekly	4,143.81	4,302.62	4,467.96	4,639.85	4,818.74	5,004.66
Annual	108,035.04	112,175.45	116,486.10	120,967.52	125,631.43	130,478.63

(3) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	51.93	53.91	55.98	58.13	60.37	62.69
Biweekly	4,154.31	4,313.06	4,478.45	4,650.30	4,829.21	5,015.14
Annual	108,308.79	112,447.63	116,759.59	121,239.96	125,904.40	130,751.86

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:

Hourly	48.64	50.52	52.49	54.53	56.65	58.86
Biweekly	3,891.07	4,041.90	4,198.94	4,362.26	4,532.15	4,708.73
Annual	101,445.75	105,378.10	109,472.36	113,730.35	118,159.62	122,763.32

(4) **Associate's Degree** – (an employee attained and maintained)

Hourly	48.89	50.77	52.74	54.78	56.90	59.11
Biweekly	3,911.00	4,061.80	4,218.84	4,382.11	4,552.05	4,728.61
Annual	101,965.35	105,896.93	109,991.18	114,247.87	118,678.44	123,281.62

(5) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	49.20	51.08	53.05	55.09	57.21	59.42
Biweekly	3,935.84	4,086.68	4,243.73	4,407.00	4,576.87	4,753.48
Annual	102,612.97	106,545.58	110,640.10	114,896.78	119,325.54	123,930.01

(6) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	49.32	51.21	53.17	55.21	57.34	59.54
Biweekly	3,945.81	4,096.62	4,253.68	4,416.92	4,586.84	4,763.44
Annual	102,872.90	106,804.73	110,899.51	115,155.41	119,585.47	124,189.68

(7) Recruitment to be at the 4th step.

4PX-Pay Range 842

Official Rate Biweekly

DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4) (5) (6) (7)
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Effective Pay Period 1, 2021 (December 26, 2022)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	57.41	59.65	61.97	64.39	66.90	69.52
Biweekly	4,592.75	4,771.61	4,957.53	5,150.97	5,352.11	5,561.31
Annual	119,739.55	124,402.69	129,249.89	134,293.14	139,537.15	144,991.29

(1) **Associate's Degree** – (an employee has attained and maintained)

Hourly	57.67	59.91	62.23	64.65	67.16	69.78
Biweekly	4,613.66	4,792.50	4,978.47	5,171.89	5,373.03	5,582.24
Annual	120,284.70	124,947.32	129,795.82	134,838.56	140,082.56	145,536.97

(2) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	58.00	60.23	62.56	64.98	67.49	70.11
Biweekly	4,639.85	4,818.74	5,004.66	5,198.10	5,399.24	5,608.41
Annual	120,967.52	125,631.43	130,478.63	135,521.89	140,765.90	146,219.26

(3) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	58.13	60.37	62.69	65.11	67.62	70.24
Biweekly	4,650.30	4,829.21	5,015.14	5,208.56	5,409.69	5,618.88
Annual	121,239.96	125,904.40	130,751.86	135,794.60	141,038.34	146,492.23

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:

Hourly	54.53	56.65	58.86	61.16	63.54	66.03
Biweekly	4,362.26	4,532.15	4,708.73	4,892.46	5,083.50	5,282.17
Annual	113,730.35	118,159.62	122,763.32	127,553.42	132,534.10	137,713.71

(4) **Associate's Degree** – (an employee has attained and maintained)

Hourly	54.78	56.90	59.11	61.40	63.79	66.28
Biweekly	4,382.11	4,552.05	4,728.61	4,912.33	5,103.37	5,302.09
Annual	114,247.87	118,678.44	123,281.62	128,071.46	133,052.14	138,233.06

(5) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	55.09	57.21	59.42	61.72	64.10	66.59
Biweekly	4,407.00	4,576.87	4,753.48	4,937.23	5,128.26	5,326.93
Annual	114,896.78	119,325.54	123,930.01	128,720.64	133,701.06	138,880.67

(6) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	55.21	57.34	59.54	61.84	64.23	66.71
Biweekly	4,416.92	4,586.84	4,763.44	4,947.16	5,138.20	5,336.89
Annual	115,155.41	119,585.47	124,189.68	128,979.53	133,960.21	139,140.34

(7) Recruitment to be at the 4th step.

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the Memorandum of Understanding, Common Council File Number 211851.