

..Number

251524

..Version

PROPOSED SUBSTITUTE A

..Reference

250698, 251281, 251283 251523, 251579

..Sponsor

THE CHAIR

..Title

A substitute ordinance to further amend the 2026 rates of pay of offices and positions in the City Service.

..Analysis

This substitute ordinance changes the rates of pay in the following departments:

All Departments, Comptroller, Department of Employee Relations, Fire Department, Municipal Court, Police Department, Port Milwaukee, Department of Public Works – Infrastructure Services Division (Transportation Infrastructure Decision Unit)

..Body

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

**Part 1.** Ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows to implement the increase of the Residency Incentive from 3% to 4% for eligible non- represented City employees as part of the 2026 City budget. This Residency Incentive increase will not impact employees in the classifications of Election Inspector, Chief Inspector, Municipal Court Commissioner; employees represented by the Milwaukee Police Supervisor’ Organization (MPSO), the Milwaukee Police Association (MPA), and the Milwaukee Professional Firefighters Association, Local 215; members of Boards and Commissions (Part I, Section 10 of the Salary Ordinance); nor Elected Officials (Part I, Section 11 of the Salary Ordinance) (Effective Pay Period 4, 2026 – February 1, 2026):

Amend the recurring footnote of every page to reflect the following:

“Eligible residents receive a 4% Residency Incentive Allowance. Visit [milwaukee.gov/wagerates](http://milwaukee.gov/wagerates) to calculate the Residency Incentive Allowance from the wage rate.”

Under Part II, Section 2, amend paragraph A. to read as follows:

“**A. Official Rates:** Hourly, daily, biweekly and annual rates of pay are listed in sections of this ordinance. Residential incentive rates pursuant to Common Council File # 251579 are also included. The official rate of pay is noted within each respective pay range. Payrolls for positions of officially hourly rates shall be based upon the number of hours employees are actually employed.”

**Part 2.** Part 1, Section 2 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2026 – December 21, 2025):

Under Pay Range 2FN, delete the title of “Fire Dispatcher – Senior (1)”, delete footnote (1) in its entirety, and renumber remaining footnotes accordingly.

**Part 3.** Part 1, Section 2 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 3, 2026 – January 18, 2026):

Under Pay Range 2FN, add the title of “Court Social Worker (6)”.

Under Pay Range 2JX, add the title of “Compensation Analytics Specialist (7)”.

Under Pay Range 2KX, add the title of “City Payroll Specialist – Lead (3)”.

Under Pay Range 2LX, add the title of “Compensation Analytics Specialist – Lead (10)”.

Under Pay Range 2MN, add the title of “Transportation Mobility Coordinator (2) (5)”.

**Part 4.** Part 1, Section 4 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 22, 2025 – October 12, 2025):

Under 4GN-Pay Range 831, delete all contents and replace with the following:

**4GN-Pay Range 831**

Official Rate Biweekly

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

**Effective Pay Period 14, 2024 (June 23, 2024)**

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

Hourly	43.68	45.32	47.03	48.81	50.67	52.59
<b>Biweekly</b>	<b>3,494.07</b>	<b>3,625.69</b>	<b>3,762.74</b>	<b>3,905.13</b>	<b>4,053.24</b>	<b>4,207.36</b>
Annual	91,095.39	94,526.92	98,100.00	101,812.32	105,673.75	109,691.88

(1) **Associate’s Degree or 64 credits** – (an employee who has attained and maintained)

Hourly	43.96	45.61	47.32	49.10	50.95	52.88
<b>Biweekly</b>	<b>3,516.88</b>	<b>3,648.54</b>	<b>3,785.55</b>	<b>3,927.97</b>	<b>4,076.05</b>	<b>4,230.17</b>
Annual	91,690.08	95,122.65	98,694.69	102,407.79	106,268.44	110,286.57

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

Hourly	44.32	45.96	47.68	49.46	51.31	53.23
<b>Biweekly</b>	<b>3,545.40</b>	<b>3,677.08</b>	<b>3,814.06</b>	<b>3,956.50</b>	<b>4,104.60</b>	<b>4,258.72</b>
Annual	92,433.64	95,866.73	99,437.99	103,151.60	107,012.78	111,030.91

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

Hourly	44.46	46.11	47.82	49.60	51.45	53.38
<b>Biweekly</b>	<b>3,556.84</b>	<b>3,688.48</b>	<b>3,825.49</b>	<b>3,967.93</b>	<b>4,116.03</b>	<b>4,270.12</b>
Annual	92,731.90	96,163.94	99,735.99	103,449.60	107,310.78	111,328.13

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	41.48	43.05	44.67	46.36	48.12	49.95
<b>Biweekly</b>	<b>3,318.72</b>	<b>3,443.75</b>	<b>3,573.92</b>	<b>3,709.17</b>	<b>3,849.82</b>	<b>3,996.20</b>
Annual	86,523.77	89,783.48	93,177.20	96,703.36	100,370.30	104,186.64

(4) **Associate's Degree or 64 credits** – (an employee who has attained and maintained)

Hourly	41.75	43.32	44.94	46.64	48.39	50.22
<b>Biweekly</b>	<b>3,340.37</b>	<b>3,465.41</b>	<b>3,595.56</b>	<b>3,730.82</b>	<b>3,871.51</b>	<b>4,017.87</b>
Annual	87,088.22	90,348.19	93,741.38	97,267.81	100,935.79	104,751.61

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

Hourly	42.09	43.66	45.28	46.97	48.73	50.56
<b>Biweekly</b>	<b>3,367.48</b>	<b>3,492.54</b>	<b>3,622.65</b>	<b>3,757.96</b>	<b>3,898.62</b>	<b>4,044.97</b>
Annual	87,795.01	91,055.51	94,447.66	97,975.38	101,642.59	105,458.14

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

Hourly	42.23	43.79	45.42	47.11	48.87	50.70
<b>Biweekly</b>	<b>3,378.36</b>	<b>3,503.36</b>	<b>3,633.48</b>	<b>3,768.78</b>	<b>3,909.42</b>	<b>4,055.82</b>
Annual	88,078.67	91,337.60	94,730.01	98,257.48	101,924.16	105,741.02

(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.

After 4GN-Pay Range 831, add 4GN-Pay Range 831D with the following contents:

**4GN-Pay Range 831D**

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8) (9)

**Effective Pay Period 1, 2026 (December 21, 2025)**

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

Hourly	55.41	57.55	59.77
<b>Biweekly</b>	<b>4,432.73</b>	<b>4,603.89</b>	<b>4,781.99</b>
Annual	115,567.60	120,029.99	124,673.31

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

Hourly	55.74	57.88	60.11
<b>Biweekly</b>	<b>4,459.35</b>	<b>4,630.52</b>	<b>4,808.57</b>
Annual	116,261.62	120,724.27	125,366.29

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

Hourly	56.16	58.30	60.52
<b>Biweekly</b>	<b>4,492.62</b>	<b>4,663.78</b>	<b>4,841.87</b>
Annual	117,129.02	121,591.40	126,234.47

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

Hourly	56.32	58.46	60.69
<b>Biweekly</b>	<b>4,505.97</b>	<b>4,677.07</b>	<b>4,855.17</b>
Annual	117,477.07	121,937.89	126,581.22

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	52.62	54.65	56.77
<b>Biweekly</b>	<b>4,209.88</b>	<b>4,372.39</b>	<b>4,541.58</b>
Annual	109,757.58	113,994.45	118,405.48

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

Hourly	52.94	54.97	57.09
<b>Biweekly</b>	<b>4,235.15</b>	<b>4,397.70</b>	<b>4,566.82</b>
Annual	110,416.41	114,654.32	119,063.52

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

Hourly	53.33	55.37	57.48
<b>Biweekly</b>	<b>4,266.78</b>	<b>4,429.30</b>	<b>4,598.45</b>
Annual	111,241.05	115,478.18	119,888.16

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

Hourly	53.49	55.52	57.64
<b>Biweekly</b>	<b>4,279.41</b>	<b>4,441.93</b>	<b>4,611.08</b>
Annual	111,570.33	115,807.46	120,217.44

(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.

(9) Certain Employees who supervise employees classified in Pay Range 808 shall receive a bi-weekly base salary increase that is 10% above the equivalent step and educational level for the rank supervised, unless the employee is already making 10% or more than those being supervised.

**Part 5.** Part 1, Section 5 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2026 – December 21, 2025):

Under Pay Range 5HN, delete the title of “911 Telecommunicator (4) (5)”, delete footnotes (4) and (5) in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 5LN, delete the title of “911 Dispatcher (1) (4)”, delete footnotes (1) and (4) in their entirety, and renumber remaining footnotes accordingly.

**Part 6.** Part 1, Section 5 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 3, 2026 – January 18, 2026):

Under Pay Range 5CN, add the title of “Court Caseworker (2) (3)”.

**Part 7.** Part 1, Section 7 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2026 – December 21, 2025):

Under Pay Range 7CN, delete the title of “Equipment and Tool Mechanic 2 (2)” and add the title of “Equipment and Tool Mechanic 2 (2)”, delete the title of “Port Operations and Maintenance Technican 2 (5)” and add the title of “Port Operations and Maintenance Technician 2 (5)”.

**Part 8.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 9.** The provisions of Part 4 of this ordinance are deemed to be in force and effect from and after Pay Period 22, 2025 (October 12, 2025).

**Part 10.** The provisions of Parts 2, 5, 7, and 13 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2026 (December 21, 2025).

**Part 11.** The provisions of Parts 3 and 6 of this ordinance are deemed to be in force and effect from and after Pay Period 3, 2026 (January 18, 2026).

**Part 12.** The provisions of Part 1 of this ordinance are deemed to be in force and effect from and after Pay Period 4, 2026 (February 1, 2026).

**Part 13.** Part 1 of Ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows 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, 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) (Effective Pay Period 1, 2026 (December 21, 2025):

See attached “2026 Salary Ordinance (Effective Pay Period 1, 2026)”.

Under Pay Range 2EX, add footnote designation (3) to the title of “Management Trainee (1) (2)” and add new footnote (3) to read:

“(3) Zoe Kinstler assigned to the Mayor’s Office is authorized to be paid the wage at \$2,377.79 biweekly, \$61,822.54 annually.

Under Pay Range 9HN, add footnote designation (6) to the title of “Temporary Librarian III (3) (4)” and add new footnote (6) to read:

“(6) 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.”

Under Pay Range 9MN, add footnote designation (2) to the title of “Temporary City Laborer (1)” and add new footnote (2) to read:

“(2) 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 Laharius 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.”

Under Pay Range 9PN, add footnote designation (4) to the titles of “Engineering Intern (3)” and “Transportation Operations Assistant (3)”, and add new footnote (4) to read:

“(4) Casper Greg Mszal, Fthawi Selamawi Hailu, Parya Payaml, Mary McGinnis, Matthew Reider, and Nay Moo, 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.”

Under Pay Range 9TX, add footnote (4) designation to the title of “Temporary Library Services Manager (2) (3)” and add new footnote (4) to read:

“(4) Jennifer L Webb in the Library to be paid the wage of \$3,485.09 bi-weekly, \$90,612.27 annually.

**Part 14.** This ordinance will take effect and be in force from and after its passage and publication.

..Drafter  
City Clerk's Office  
Chris Lee  
01/13/2026

Administrative Corrections  
Chris Lee

01/14/2026