

CC # 220184 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1AX

Official Rate Biweekly

BUILDING SERVICES SUPERVISOR II (1) (4)
CALL CENTER SUPERVISOR
FLEET OPERATIONS SUPERVISOR (1) (2) (4) (5)
FLEET TRAINING SUPERVISOR (1) (2) (4) (5)
FORENSIC PROCESSOR SUPERVISOR
INVENTORY MANAGER
LOCATOR TECHNICIAN SUPERVISOR
PARKING ENFORCEMENT SUPERVISOR (1) (4)
PERMIT DESK SUPERVISOR
POLICE OFFICE SUPERVISOR
POLICE RECORDS SUPERVISOR (3) (6)
SANITATION SUPERVISOR (1) (2) (4) (5)
SELF-HELP YARD SUPERVISOR (1) (2) (4) (5)
STREET REPAIR SUPERVISOR (1) (4)
TOW LOT SUPERVISOR

Wage Rate:

Hourly	23.87	31.10
Biweekly	1,909.36	2,488.27
Annual	49,643.36	64,695.02

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (2) To be appointed at:

Biweekly	2,226.20
Annual	57,881.20

This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46-hour work week.

- (3) Recruitment is at:

Biweekly	1,933.53
Annual	50,271.78

Resident Wage Incentive:

Hourly	24.58	32.04
Biweekly	1,966.64	2,562.91

Annual	51,132.64	66,635.66
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- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (5) To be appointed at:

Biweekly	2,292.99
Annual	59,617.74

This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46-hour work week.

- (6) Recruitment is at:

Biweekly	1,991.54
Annual	51,780.04

Pay Range 1DX

Official Rate Biweekly

CITY CHANNEL MANAGER (1) (7) (9) (15)
CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (3) (4) (11) (12)
COURT BUSINESS MANAGER
CUSTOMER SERVICES MANAGER
DNS PERSONNEL OFFICER
DOCUMENT SERVICES MANAGER
ELECTRICAL COMMUNICATIONS SUPERVISOR (6) (14)
ELECTRONIC TECHNICIAN SUPERVISOR (1) (9)
FAMILY AND COMMUNITY WELLNESS MANAGER
FIRE PERSONNEL OFFICER
FLEET REPAIR SUPERVISOR (2) (6) (10) (14)
HEALTH PROJECT SUPERVISOR – EMPOWERING FAMILIES OF MILWAUKEE (1) (4) (9) (12)
HEALTH PROJECT SUPERVISOR - DADS (1) (4) (9) (12)
HOUSING POLICY AND COMPLIANCE MANAGER
LIBRARY SECURITY MANAGER (1) (7) (9) (15)
PARKING SERVICES SUPERVISOR (2) (10)
PERSONNEL OFFICER
PLANT AND EQUIPMENT REPAIR SUPERVISOR
POLICE FLEET MANAGER
POLICE PAYROLL SUPERVISOR (1) (8) (9) (16)
POLICE RECORDS MANAGER (3) (11)
PROPERTY MANAGEMENT PROGRAM COORDINATOR
REVENUE COLLECTION MANAGER
SAFETY SUPERVISOR (2) (5) (10) (13)
SANITATION DISTRICT MANAGER (2) (10)
VITAL STATISTICS AND FIMR MANAGER
WATER COLLECTIONS SUPERVISOR
WATER SYSTEMS AND PROJECT MANAGER

Wage Rate:

Hourly	26.90	37.66
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Biweekly	2,152.38	3,013.16
Annual	55,961.88	78,342.16

- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (3) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Recruitment is at:

Biweekly	2,432.31
Annual	63,240.06

- (5) Recruitment is at:

Biweekly	2,293.52
Annual	59,631.52

- (6) Recruitment is at:

Biweekly	2,593.88
Annual	67,440.88

- (7) Recruitment is at:

Biweekly	2,324.54
Annual	60,438.04

- (8) Recruitment is at:

Biweekly	2,783.96
Annual	72,382.96

Resident Wage Incentive:

Hourly	27.71	38.79
Biweekly	2,216.96	3,103.55
Annual	57,640.96	80,692.30

- (9) Appointment may be at any rate in the pay range with the approval of DER.
- (10) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (11) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (12) Recruitment is at:

Biweekly	2,505.28
Annual	65,137.28

- (13) Recruitment is at:

Biweekly	2,362.33
Annual	61,420.58

- (14) Recruitment is at:

Biweekly	2,671.70
Annual	69,464.20

- (15) Recruitment is at:

Biweekly	2,394.28
Annual	62,251.28

(16) Recruitment is at:

Biweekly	2,867.48
Annual	74,554.48

Pay Range 1FX

Official Rate Biweekly

BUSINESS FINANCE MANAGER (10) (12) (22) (24)
BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES
COMMUNICATIONS SYSTEMS MANAGER (2) (4) (14) (16)
COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (1) (2) (13) (14)
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME AND INTELLIGENCE MANAGER
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9) (10) (21) (22)
FLEET REPAIR SUPERVISOR - SENIOR (4) (7) (16) (19)
FORESTRY SHOP AND MAINTENANCE MANAGER (4) (10) (11) (16) (22) (23)
HOME ENVIRONMENTAL HEALTH MANAGER (2) (14)
HUMAN RESOURCES OFFICER (2) (14)
IN REM PROPERTY DISPOSITION MANAGER
LIBRARY BUSINESS MANAGER (1) (10) (13) (22)
LICENSE DIVISION ASSISTANT MANAGER
OPERATIONS SERVICES MANAGER (4) (16)
PROPERTY CONTROL MANAGER (3) (15)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER (4) (10) (11) (16) (22) (23)
PUBLIC INFORMATION MANAGER (1) (2) (13) (14)
SEWER SERVICES DISTRICT MANAGER
SPECIAL ENFORCEMENT SUPERVISOR (2) (14)
STREET REPAIR DISTRICT MANAGER (4) (16)
TOW LOT MANAGER
UCC OPERATIONS MANAGER
URBAN FORESTRY MANAGER (4) (10) (11) (16) (22) (23)
WATER BILLING AND COLLECTIONS MANAGER
WATER DISTRIBUTION SCHEDULING MANAGER
WATER INFORMATION TECHNOLOGY SUPERVISOR
WATER PLANT AUTOMATION SUPERVISOR (5) (17)
WATER PLANT OPERATIONS SUPERVISOR (6) (18)
WATER PLANTS MAINTENANCE SUPERVISOR (8) ()

Wage Rate:

Hourly	30.57	42.80
Biweekly	2,445.58	3,423.68
Annual	63,585.08	89,015.68

(1) Recruitment is at:

Biweekly	2,690.10
Annual	69,942.60

(2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(3) Recruitment is at:

Biweekly	3,113.03
Annual	80,938.78

(4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(5) Recruitment is at:

Biweekly	2,601.94
Annual	67,650.44

(6) Recruitment is at:

Biweekly	2,827.08
Annual	73,504.08

(7) Recruitment is at:

Biweekly	2,749.51
Annual	71,487.26

(8) Recruitment is at:

Biweekly	2,743.11
Annual	71,320.86

(9) Recruitment is at:

Biweekly	2,872.72
Annual	74,690.72

(10) Appointment may be at any rate in the pay range with the approval of DER.

(11) Recruitment is at:

Biweekly	2,935.23
Annual	76,315.98

(12) Recruitment is at:

Biweekly	2,653.85
Annual	69,000.10

Resident Wage Incentive:

Hourly	31.49	44.08
Biweekly	2,518.95	3,526.40
Annual	65,492.70	91,686.40

(13) Recruitment is at:

Biweekly	2,770.80
Annual	72,040.80

(14) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(15) Recruitment is at:

Biweekly	3,206.42
Annual	83,366.92

(16) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(17) Recruitment is at:

Biweekly	2,680.00
Annual	69,680.00

(18) Recruitment is at:

Biweekly	2,911.90
Annual	75,709.40

(19) Recruitment is at:

Biweekly	2,832.00
Annual	73,632.00

(20) Recruitment is at:

Biweekly	2,825.40
Annual	73,460.40

(21) Recruitment is at:

Biweekly	2,958.90
Annual	76,931.40

(22) Appointment may be at any rate in the pay range with the approval of DER.

(23) Recruitment is at:

Biweekly	3,023.29
Annual	78,605.46

(24) Recruitment is at:

Biweekly	2,733.47
Annual	71,070.22

Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER (1) (10)
ASSOCIATE DIRECTOR (1) (10)
BUDGET AND MANAGEMENT REPORTING MANAGER (1) (10)
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (10)
BUSINESS SYSTEMS MANAGER (1) (2) (10) (11)
DATABASE ADMINISTRATOR (1) (10)
ELECTION COMMISSION - DEPUTY DIRECTOR (1) (10)
ELECTRICAL SERVICES MANAGER – SENIOR (4) (6) (8) (13) (15) (17)
EMERGENCY COMMUNICATIONS FINANCE MANAGER (8) (9) (17) (18)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ADMINISTRATOR (8) (9) (17) (18)
FACILITIES MANAGER (1) (10)
FIRE AND POLICE COMMISSION CHIEF OF STAFF (1) (10)
FIRE INFORMATION SYSTEMS MANAGER (1) (10)
FLEET OPERATIONS MANAGER (1) (10)
FLEET REPAIRS MANAGER (1) (10)
GIS DEVELOPER – PROJECT LEADER (1) (10)
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (10)
HUMAN RESOURCES ADMINISTRATOR (1) (10)

IT PROJECT MANAGER (1) (10)
LEGISLATIVE REFERENCE BUREAU MANAGER (1) (5) (10) (14)
LIBRARY FACILITIES MANAGER (4) (6) (8) (13) (15) (17)
LIBRARY PUBLIC SERVICES AREA MANAGER (1) (7) (10) (16)
LICENSE DIVISION MANAGER (1) (10)
POLICE BUDGET AND ADMINISTRATION MANAGER (1) (10)
REAL ESTATE DEVELOPMENT SERVICES MANAGER (1) (10)
SANITATION AREA MANAGER (1) (10)
TAX BILLING AND COLLECTION MANAGER (1) (10)
URBAN FORESTRY DISTRICT MANAGER (3) (8) (12) (17)
WATER PLANT AUTOMATION MANAGER (1) (3) (10) (12)

Wage Rate:

Hourly	34.73	48.62
Biweekly	2,778.60	3,889.90
Annual	72,243.60	101,137.40

(1) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(2) Recruitment is at:

Biweekly	3,381.26
Annual	87,912.76

(3) Recruitment is at:

Biweekly	3,275.03
Annual	85,150.78

(4) Recruitment is at:

Biweekly	3,546.42
Annual	92,206.92

(5) Recruitment is at:

Biweekly	3,295.39
Annual	85,680.14

(6) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(7) Recruitment is at:

Biweekly	3,234.74
Annual	84,103.24

(8) Appointment may be at any rate in the pay range with the approval of DER.

(9) Recruitment is at:

Biweekly	3,056.42
Annual	79,466.92

Resident Wage Incentive:

Hourly	35.77	50.08
Biweekly	2,861.96	4,006.60
Annual	74,401.96	104,171.60

(10) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(11) Recruitment is at:

Biweekly	3,482.70
Annual	90,550.20

(12) Recruitment is at:

Biweekly	3,373.27
Annual	87,705.02

(13) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

(14) Recruitment is at:

Biweekly	3,394.24
Annual	88,250.24

(15) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(16) Recruitment is at:

Biweekly	3,331.78
Annual	86,626.28

(17) Appointment may be at any rate in the pay range with the approval of DER.

(18) Recruitment is at:

Biweekly	3,148.11
Annual	81,850.86

Pay Range 1IX

Official Rate Biweekly

ACCOUNTING MANAGER (1) (10)
ARCHITECTURAL PROJECT MANAGER (1) (2) (10) (11)
AUDIT MANAGER (3) (12)
BRIDGE MAINTENANCE MANAGER (1) (2) (10) (11)
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (1) (10)
CHIEF EQUITY OFFICER (1) (6) (10) (15)
CITY PAYROLL MANAGER (3) (12)
CITY PLANNING MANAGER (1) (5) (8) (10) (14) (17)
CLINIC OPERATIONS DIRECTOR (1) (10)
CONSTRUCTION MANAGEMENT ENGINEER (1) (2) (10) (11)
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (1) (10)
COURT IT MANAGER (3) (12)
DEPUTY COURT ADMINISTRATOR (3) (12)
DEVELOPMENT PROJECTS MANAGER (1) (10)
ELECTRICAL ENGINEER – SENIOR (1) (2) (10) (11)
EMERGENCY COMMUNICATIONS MANAGER (3) (6) (12) (15)
EMERGENCY COMMUNICATIONS PROJECT MANAGER (3) (6) (12) (15)
ENTERPRISE RESOURCE PLANNING MANAGER (1) (10)
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (3) (12)
ERS APPLICATIONS DEVELOPMENT MANAGER (3) (12)
ERS CHIEF FINANCIAL OFFICER (1) (10)
ERS SYSTEMS MANAGER (3) (12)
FINANCE AND ADMINISTRATION MANAGER (1) (10)

FIRE AND POLICE COMMISSION AUDIT MANAGER (1) (10)
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (1) (10)
FIRE INFORMATION TECHNOLOGY MANAGER (1) (10)
FUNCTIONAL APPLICATIONS MANAGER (3) (12)
GRANTS FISCAL MANAGER (1) (10)
HOME ENVIRONMENTAL HEALTH DIRECTOR (1) (10)
HOMELAND SECURITY DIRECTOR (1) (10)
HUMAN RESOURCES MANAGER (1) (10)
INFORMATION SERVICES MANAGER (1) (10)
INFORMATION SERVICES MANAGER–MILWAUKEE POLICE DEPARTMENT (1) (10)
MANAGEMENT CIVIL ENGINEER – SENIOR (1) (2) (10) (11)
MANAGEMENT ENGINEER (1) (2) (10) (11)
MATERNAL AND CHILD HEALTH DIRECTOR (1) (9) (10) (18)
MECHANICAL ENGINEER IV (1) (2) (10) (11)
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER (1) (10)
PERMIT AND DEVELOPMENT CENTER MANAGER (1) (10)
POLICE FORENSIC SERVICES DIRECTOR (1) (10)
PORT OPERATIONS MANAGER (1) (10)
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING DIRECTOR (1) (10)
PUBLIC HEALTH NURSING DIRECTOR (1) (10)
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (1) (4) (10) (13)
REVENUE AND FINANCIAL SERVICES MANAGER (1) (10)
SEWER SERVICES MANAGER (1) (2) (10) (11)
SPECIAL ENFORCEMENT MANAGER (1) (10)
STREETCAR SYSTEM MANAGER (1) (2) (10) (11)
STRUCTURAL DESIGN MANAGER (1) (2) (10) (11)
SYSTEMS INTEGRATION MANAGER (1) (10)
TRAFFIC CONTROL ENGINEER IV (1) (10)
TRAFFIC ENGINEER – SENIOR (1) (2) (10) (11)
TRANSPORTATION ENGINEERING PLANNER (1) (2) (10) (11)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (1) (10)
WATER DISTRIBUTION MANAGER (1) (10)
WATER FINANCIAL MANAGER (1) (10)
WATER INFORMATION TECHNOLOGY MANAGER (1) (10)
WATER PLANTS OPERATIONS MANAGER (2) (3) (7) (11) (12) (16)
WORKER’S COMPENSATION AND SAFETY MANAGER (1) (10)

Wage Rate:

Hourly	37.01	51.82
Biweekly	2,961.07	4,145.48
Annual	76,987.82	107,782.48

- (1) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (2) Recruitment is at:

Biweekly	3,546.42
Annual	92,206.92

- (3) Appointment may be at any rate in the pay range with the approval of DER.

(4) Recruitment is at:

Biweekly	3,400.81
Annual	88,421.06

(5) Recruitment is at:

Biweekly	3,544.07
Annual	92,145.82

(6) Recruitment is at:

Biweekly	3,588.33
Annual	93,296.58

(7) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(8) An employee possessing an AICP certification to be paid an additional 3%.

(9) Recruitment is at:

Biweekly	3,273.57
Annual	85,112.82

Resident Wage Incentive:

Hourly	38.12	53.37
Biweekly	3,049.90	4,269.85
Annual	79,297.40	111,016.10

(10) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(11) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

(12) Appointment may be at any rate in the pay range with the approval of DER.

(13) Recruitment is at:

Biweekly	3,502.83
Annual	91,073.58

(14) Recruitment is at:

Biweekly	3,650.40
Annual	94,910.40

(15) Recruitment is at:

Biweekly	3,695.98
Annual	96,095.48

(16) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(17) An employee possessing an AICP certification to be paid an additional 3%.

(18) Recruitment is at:

Biweekly	3,371.77
Annual	87,666.02

Pay Range 1JX

Official Rate Biweekly

ASSESSMENT APPEALS DIRECTOR (1) (2) (7) (8)
ASSESSMENT OPERATIONS DIRECTOR (1) (2) (7) (8)
ASSOCIATE LIBRARY DIRECTOR (2) (6) (8) (12)
CHIEF OF STAFF HEALTH (2) (8)
CHIEF OF STAFF POLICE (2) (8)
CIVIL ENGINEER V (2) (4) (8) (10)
DEPUTY CITY CLERK (2) (8)
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2) (8)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2) (8)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2) (6) (8) (12)
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT (2) (8)
DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR (2) (8)
ELECTRICAL SERVICES OPERATIONS MANAGER (3) (4) (5) (9) (10) (11)
ERS – DISABILITY DEPUTY DIRECTOR (2) (8)
FLEET SERVICES MANAGER (2) (8)
FORESTRY SERVICES MANAGER (2) (4) (8) (10)
PARKING SERVICES MANAGER (2) (8)
POLICE PLANNING AND POLICY DIRECTOR (2) (8)
PUBLIC HEALTH ASSISTANT LABORATORIES DIRECTOR (2) (8)
SANITATION SERVICES MANAGER (2) (8)
STREET SERVICES MANAGER (2) (4) (8) (10)

Wage Rate:

Hourly	39.45	55.23
Biweekly	3,155.80	4,418.44
Annual	82,050.80	114,879.44

(1) Recruitment is at:

Biweekly	3,758.31
Annual	97,716.06

(2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(3) Appointment may be at any rate in the pay range with the approval of DER.

(4) Recruitment is at:

Biweekly	3,546.42
Annual	92,206.92

(5) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(6) Recruitment is at:

Biweekly	3,558.19
Annual	92,512.94

Resident Wage Incentive:

Hourly	40.63	56.89
Biweekly	3,250.47	4,550.99
Annual	84,512.22	118,325.74

(7) Recruitment is at:

Biweekly	3,871.06
Annual	100,647.56

(8) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(9) Appointment may be at any rate in the pay range with the approval of DER.

(10) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

(11) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(12) Recruitment is at:

Biweekly	3,664.93
Annual	95,288.18

Pay Range 1KX

Official Rate Biweekly

ACCOUNTS DIRECTOR (1) (6)
CHIEF COURT ADMINISTRATOR (1) (6)
ELECTION COMMISSION – EXECUTIVE DIRECTOR (1) (6)
EMPLOYEE BENEFITS DIRECTOR (1) (6)
ENGINEER IN CHARGE (1) (3) (6) (8)
FINANCIAL SERVICES DIRECTOR (1) (6)
INVESTMENTS AND FINANCIAL SERVICES DIRECTOR (1) (6)
LABOR NEGOTIATOR (1) (6)
PUBLIC WORKS COORDINATION MANAGER (1) (3) (6) (8)
WATER PLANTS MANAGER (2) (3) (4) (7) (8) (9)
WATER QUALITY MANAGER (1) (5) (6) (10)

Wage Rate:

Hourly	42.05	58.88
Biweekly	3,364.32	4,710.20
Annual	87,472.32	122,465.20

(1) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(2) Appointment may be at any rate in the pay range with the approval of DER.

(3) Recruitment is at:

Biweekly	3,546.42
Annual	92,206.92

(4) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(5) Recruitment is at:

Biweekly	3,752.08
Annual	97,554.08

Resident Wage Incentive:

Hourly	43.32	60.64
Biweekly	3,465.25	4,851.51
Annual	90,096.50	126,139.26

(6) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(7) Appointment may be at any rate in the pay range with the approval of DER.

(8) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

(9) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(10) Recruitment is at:

Biweekly	3,864.64
Annual	100,480.64

Pay Range 1LX

Official Rate Biweekly

ASSISTANT DIRECTOR – REDEVELOPMENT AUTHORITY (3) (6)
BLOCK GRANT DIRECTOR (3) (6)
BUDGET AND FISCAL POLICY OPERATIONS MANAGER (1) (3) (4) (6)
CHIEF ASSESSOR (3) (6)
CITY PURCHASING DIRECTOR (3) (6)
DEPUTY CHIEF INVESTMENT OFFICER (3) (6)
DEPUTY CITY TREASURER (3) (6)
DEPUTY COMPTROLLER (3) (6)
DEPUTY LIBRARY DIRECTOR (2) (3) (5) (6)
EMERGENCY COMMUNICATIONS DEPUTY DIRECTOR (1) (3) (4) (6)
EMPLOYEE RETIREMENT SYSTEM – DEPUTY DIRECTOR (3) (6)
NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR (3) (6)
PUBLIC HEALTH LABORATORIES DIRECTOR (3) (6)

Wage Rate:

Hourly	44.82	62.75
Biweekly	3,585.84	5,020.04
Annual	93,231.84	130,521.04

(1) Recruitment is at:

Biweekly	3,944.38
Annual	102,553.88

(2) Recruitment is at:

Biweekly	3,914.02
Annual	101,764.52

- (3) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

Hourly	46.17	64.63
Biweekly	3,693.42	5,170.65
Annual	96,028.92	134,436.90

- (4) Recruitment is at:

Biweekly	4,062.71
Annual	105,630.46

- (5) Recruitment is at:

Biweekly	4,031.44
Annual	104,817.44

- (6) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 1MX

Official Rate Biweekly

ADMINISTRATIVE SERVICES DIRECTOR (2) (6)
CHIEF OF STAFF (2) (6)
CITY CLERK (2) (4) (6) (8)
EMPLOYES' RETIREMENT SYSTEM – CHIEF TECHNOLOGY OFFICER (2) (6)
EMPLOYES' RETIREMENT SYSTEM – EXECUTIVE DIRECTOR (1) (3) (5) (7)
ERS OPERATIONS DIRECTOR (2) (6)
INFRASTRUCTURE ADMINISTRATION MANAGER (2) (6)
POLICE INFORMATION SYSTEMS DIRECTOR (2) (6)
POLICE RECORDS DIRECTOR (2) (6)
WATER WORKS ADMINISTRATION MANAGER (2) (6)

Wage Rate:

Hourly	47.77	66.89
Biweekly	3,821.88	5,350.89
Annual	99,368.88	139,123.14

- (1) Appointment may be at any rate in the pay range upon approval of the Annuity and Pension Board.
 (2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
 (3) Position to be paid rates consistent with Pay Range 10X while occupied by Bernard Allen:

Biweekly	4,342.41	6,079.23
Annual	112,902.66	158,059.98

- (4) Recruitment is at:

Biweekly	4,280.58
Annual	111,295.08

Resident Wage Incentive:

Hourly	49.21	68.89
Biweekly	3,936.54	5,511.42
Annual	102,350.04	143,296.92

- (5) Appointment may be at any rate in the pay range upon approval of the Annuity and Pension Board.
- (6) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (7) Position to be paid rates consistent with Pay Range 10X while occupied by Bernard Allen:

Biweekly	4,472.68	6,261.61
Annual	116,289.68	162,801.86

- (8) Recruitment is at:

Biweekly	4,409.00
Annual	114,634.00

Pay Range 1NX

Official Rate Biweekly

BUDGET AND MANAGEMENT DIRECTOR (2) (3) (6) (7)
CHIEF INFORMATION OFFICER (2) (6)
CHIEF INVESTMENT OFFICER (1) (5)
DEPUTY COMMISSIONER – CITY DEVELOPMENT (2) (6)
EMERGENCY COMMUNICATIONS DIRECTOR (2) (3) (6) (7)
FIRE AND POLICE COMMISSION EXECUTIVE DIRECTOR (2) (6)
LEGISLATIVE LIAISON DIRECTOR (2) (6)
MILWAUKEE PUBLIC LIBRARY DIRECTOR (2) (4) (6) (8)
MUNICIPAL PORT DIRECTOR (2) (6)
SPECIAL DEPUTY CITY ATTORNEY (2) (6)

Wage Rate:

Hourly	50.92	71.29
Biweekly	4,073.77	5,703.43
Annual	105,918.02	148,289.18

- (1) Appointment may be at any rate in the pay range with the approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.
- (2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is at:

Biweekly	4,481.18
Annual	116,510.68

- (4) Recruitment is at:

Biweekly	4,469.41
Annual	116,204.66

Resident Wage Incentive:

Hourly	52.45	73.43
Biweekly	4,195.98	5,874.54
Annual	109,095.48	152,738.04

- (5) Appointment may be at any rate in the pay range with the approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.
- (6) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (7) Recruitment is at:

Biweekly	4,615.61
Annual	120,005.86

- (8) Recruitment is at:

Biweekly	4,603.48
Annual	119,690.48

Pay Range 10X

Official Rate Biweekly

ADMINISTRATION DIRECTOR (1) (2)
CITY ENGINEER (1) (2)
COMMISSIONER OF ASSESSMENTS (1) (2)
COMMISSIONER – BUILDING INSPECTION (1) (2)
COMMISSIONER – CITY DEVELOPMENT (1) (2)
DEPUTY CITY ATTORNEY (1) (2)
DEPUTY COMMISSIONER OF MEDICAL SERVICE (1) (2)
EMPLOYEE RELATIONS DIRECTOR (1) (2)
OPERATIONS DIVISION DIRECTOR (1) (2)
WATER WORKS SUPERINTENDENT (1) (2)

Wage Rate:

Hourly	54.28	75.99
Biweekly	4,342.41	6,079.23
Annual	112,902.66	158,059.98

- (1) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

Hourly	55.91	78.27
Biweekly	4,472.68	6,261.61
Annual	116,289.68	162,801.86

- (2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 1PX

Official Rate Biweekly

COMMISSIONER – HEALTH (1) (2)
COMMISSIONER – PUBLIC WORKS (1) (2)

Wage Rate:

Hourly	57.86	80.99
Biweekly	4,628.43	6,479.57
Annual	120,339.18	168,468.82

(1) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Finance and Personnel Committee.

Resident Wage Incentive:

Hourly	59.59	83.42
Biweekly	4,767.29	6,673.96
Annual	123,949.54	173,522.96

(2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Finance and Personnel Committee.

SECTION 2: PROFESSIONALS

Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (25)
ADMINISTRATIVE SUPPORT SPECIALIST (15) (34)
ANTI-GRAFFITI PROGRAM COORDINATOR
BENEFIT SERVICES COORDINATOR (15) (18) (34) (37)
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (27)
CITY PAYROLL SPECIALIST (6) (15) (25) (34)
DISEASE INTERVENTION SPECIALIST 1 (1) (15) (20) (34)
EMERGENCY COMMUNICATIONS ADMINISTRATIVE SUPPORT SPECIALIST (15) (17) (34) (36)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (15) (24) (34)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (1) (15) (20) (34)
GEOGRAPHIC INFORMATION SPECIALIST (7) (26)
HEALTH AND SAFETY SPECIALIST
HRIS COMPENSATION AUDIT SPECIALIST (15) (18) (19) (34) (37) (38)
HUMAN RESOURCES ANALYST (15) (18) (34) (37)
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD RISK ASSESSOR III (7) (26)
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (15) (16) (34) (35)

PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER 1 (9) (13) (28) (32)
PROPERTY APPRAISER 2 (10) (13) (29) (32)
PROPERTY APPRAISER 3 (11) (13) (30) (32)
PROPERTY APPRAISER 4 (12) (13) (31) (32)
PROPERTY MANAGER (8) (27)
PUBLIC HEALTH NURSE 1 (3) (4) (15) (22) (23) (34)
PUBLIC HEALTH SOCIAL WORKER 1 (1) (15) (20) (34)
PURCHASING AGENT (15) (34)
REAL ESTATE COORDINATOR II (8) (27)
RENT ASSISTANCE SPECIALIST III (2) (8) (21) (27)
SAFETY SPECIALIST (14) (33)
TEST ADMINISTRATION COORDINATOR (15) (18) (34) (37)

Wage Rate:

Hourly	20.84	29.18
Biweekly	1,667.31	2,334.15
Annual	43,350.06	60,687.90

(1) Recruitment is at:

Biweekly	2,081.27
Annual	54,113.02

(2) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,227.19
Annual	57,906.94

shall advance to:

Biweekly	2,249.46
Annual	58,485.96

(3) Recruitment is at:

Biweekly	2,080.96
Annual	54,104.96

(4) An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(5) Recruitment is at:

Biweekly	1,866.74
Annual	48,535.24

(6) Recruitment is at:

Biweekly	1,847.57
Annual	48,036.82

(7) Recruitment is at:

Biweekly	1,874.42
Annual	48,734.92

(8) Recruitment is at:

Biweekly	1,818.24
Annual	47,274.24

(9) Recruitment is at the minimum of the following range:

Biweekly	1,944.59	2,063.61
Annual	50,559.34	53,653.86

(10) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,066.62	2,193.11
Annual	53,732.12	57,020.86

(11) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,196.32	2,330.75
Annual	57,104.32	60,599.50

(12) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,334.15	2,477.02
Annual	60,687.90	64,402.52

(13) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% when performing those duties.

(14) Recruitment is at:

Biweekly	1,777.38
Annual	46,211.88

(15) Appointment may be at any rate in the pay range with the approval of DER.

(16) Recruitment is at:

Biweekly	1,998.85
Annual	51,970.10

(17) Recruitment is at:

Biweekly	2,032.85
Annual	52,854.10

(18) Recruitment is at:

Biweekly	2,218.88
Annual	57,690.88

(19) To be paid rates consistent with a promotion to HRIS Analyst in Pay Range 2GX when assigned to perform the work of a HRIS Analyst.

Resident Wage Incentive:

Hourly	21.47	30.05
Biweekly	1,717.33	2,404.17
Annual	44,650.58	62,508.42

(20) Recruitment is at:

Biweekly	2,143.71
Annual	55,736.46

- (21) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,294.01
Annual	59,644.26

shall advance to:

Biweekly	2,316.94
Annual	60,240.44

- (22) Recruitment is at:

Biweekly	2,143.39
Annual	55,728.14

- (23) An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (24) Recruitment is at:

Biweekly	1,922.74
Annual	49,991.24

- (25) Recruitment is at:

Biweekly	1,903.00
Annual	49,478.00

- (26) Recruitment is at:

Biweekly	1,930.65
Annual	50,196.90

- (27) Recruitment is at:

Biweekly	1,872.79
Annual	48,692.54

- (28) Recruitment is at the minimum of the following range:

Biweekly	2,002.93	2,125.52
Annual	52,076.18	55,263.52

- (29) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,128.62	2,258.90
Annual	55,344.12	58,731.40

- (30) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,262.21	2,400.67
Annual	58,817.46	62,417.42

- (31) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,404.17	2,551.33
Annual	62,508.42	66,334.58

- (32) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% when performing those duties.

(33) Recruitment is at:

Biweekly	1,830.70
Annual	47,598.20

(34) Appointment may be at any rate in the pay range with the approval of DER.

(35) Recruitment is at:

Biweekly	2,058.82
Annual	53,529.32

(36) Recruitment is at:

Biweekly	2,093.84
Annual	54,439.84

(37) Recruitment is at:

Biweekly	2,285.45
Annual	59,421.70

(38) To be paid rates consistent with a promotion to HRIS Analyst in Pay Range 2GX when assigned to perform the work of a HRIS Analyst.

Pay Range 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (3) (4) (5) (9) (10) (11)
ASSOCIATE TRANSPORTATION PLANNER (2) (3) (5) (8) (9) (11)
BUSINESS ANALYST – SENIOR
CLAIMS ADJUSTER – SENIOR
COMMUNITY OUTREACH LIAISON
CONTINUUM OF CARE SPECIALIST
DEFERRED COMPENSATION PLAN COORDINATOR
DISABILITY SPECIALIST – SENIOR
ENVIRONMENTAL PROJECT COORDINATOR
EQUAL RIGHTS SPECIALIST
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1) (6) (7) (12)
NETWORK COORDINATOR ASSOCIATE
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3) (9)
TELECOMMUNICATIONS ANALYST – ASSISTANT
VOTER OUTREACH AND EDUCATION COORDINATOR (3) (4) (9) (10)

Wage Rate:

Hourly	23.87	31.10
Biweekly	1,909.36	2,488.27
Annual	49,643.36	64,695.02

(1) Incumbents are limited to the minimum recruitment rate.

(2) Recruitment is at:

Biweekly	2,014.81
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Annual	52,385.06
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(3) Appointment may be at any rate in the pay range with the approval of DER.

(4) Recruitment is at:

Biweekly	2,216.31
Annual	57,624.06

(5) An employee possessing an AICP certification to be paid an additional 3%.

(6) Recruitment is at:

Biweekly	2,218.88
Annual	57,690.88

Resident Wage Incentive:

Hourly	24.58	32.04
Biweekly	1,966.64	2,562.92
Annual	51,132.64	66,635.92

(7) Incumbents are limited to the minimum recruitment rate.

(8) Recruitment is at:

Biweekly	2,075.25
Annual	53,956.50

(9) Appointment may be at any rate in the pay range with the approval of DER.

(10) Recruitment is at:

Biweekly	2,282.80
Annual	59,352.80

(11) An employee possessing an AICP certification to be paid an additional 3%.

(12) Recruitment is at:

Biweekly	2,285.45
Annual	59,421.70

Pay Range 2FX

Official Rate Biweekly

ASSOCIATE AUDITOR (4) (9)
BUDGET AND MANAGEMENT ANALYST – SENIOR
BUSINESS OPERATIONS ASSOCIATE (4) (5) (9) (10)
CERTIFICATION AND COMMUNICATIONS COORDINATOR
COMMUNITY OUTREACH PROJECT LIAISON
COMPLIANCE PROGRAMS COORDINATOR
CREATIVE DESIGN AND BRAND SPECIALIST
DIVERSITY RECRUITER (4) (5) (9) (10)
DPW OPERATIONS BUSINESS ANALYST
EVENTS AND OUTREACH COORDINATOR
FINANCE SPECIALIST
FIRE AND POLICE COMMISSION AUDITOR
HUMAN RESOURCES ANALYST – SENIOR (4) (5) (9) (10)
INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR
LABOR RELATIONS ANALYST – SENIOR
LEAD PROJECT COORDINATOR (CDBG)

MARKETING AND COMMUNICATIONS COORDINATOR (4) (9)
PERMITS AND COMMUNICATIONS SPECIALIST
PERSONNEL ANALYST – SENIOR
PURCHASING AGENT - SENIOR (4) (9)
RESEARCH AND POLICY ANALYST
RECRUITER (4) (5) (9) (10)
SAFETY SPECIALIST – SENIOR (1) (2) (3) (6) (7) (8)
SANITATION PROJECT ANALYST (1) (6)
WATER CLAIMS SPECIALIST
WORKER’S COMPENSATION ANALYST (4) (5) (9) (10)
WORKFORCE GRANT SPECIALIST (4) (9)
WORKFORCE OUTREACH SPECIALIST

Wage Rate:

Hourly	23.87	33.16
Biweekly	1,909.36	2,652.61
Annual	49,643.36	68,967.86

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (2) Recruitment is at:

Biweekly	2,019.16
Annual	52,498.16

- (3) Additional 5% when assigned lead or supervisory assignments.
- (4) Appointment may be at any rate in the pay range with the approval of DER.
- (5) Recruitment is at:

Biweekly	2,451.12
Annual	63,729.12

Resident Wage Incentive:

Hourly	24.58	34.15
Biweekly	1,966.64	2,732.19
Annual	51,132.64	71,036.94

- (6) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (7) Recruitment is at:

Biweekly	2,079.73
Annual	54,072.98

- (8) Additional 5% when assigned lead or supervisory assignments.
- (9) Appointment may be at any rate in the pay range with the approval of DER.
- (10) Recruitment is at:

Biweekly	2,524.65
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Annual	65,640.90
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Pay Range 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (8)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BUSINESS FINANCE OFFICER (1) (5) (8) (12)
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR
DATA AND EVALUATION COORDINATOR (1) (6) (8) (13)
DATA COMMUNICATIONS SPECIALIST
FAMILY INJURY AND VIOLENCE PREVENTION MANAGER
FIRE AND POLICE COMMISSION COMPLIANCE AUDITOR
FIRE AND POLICE COMMISSION INVESTIGATOR
FIRE COMPLIANCE OFFICER (1) (8)
FUNCTIONAL APPLICATIONS ANALYST (1) (8)
HUMAN RESOURCES REPRESENTATIVE (1) (7) (8) (14)
INFRASTRUCTURE SERVICES PERSONNEL OFFICER (4) (11)
IT AUDITOR (1) (8)
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (1) (7) (8) (14)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
OPERATIONS PERSONNEL OFFICER (1) (8)
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR (1) (8)
RECAST PROGRAM MANAGER (2) (9)
RESEARCH AND POLICY COORDINATOR (1) (6) (8) (13)
SENIOR AUDITOR (1) (8)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
TECHNICAL WRITER (1) (3) (8) (10)
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (8)
WATER WORKS PERSONNEL OFFICER
WORKER’S COMPENSATION SPECIALIST (1) (7) (8) (14)

Wage Rate:

Hourly	26.90	37.66
Biweekly	2,152.38	3,013.16
Annual	55,961.88	78,342.16

- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is at:

Biweekly	2,407.05
Annual	62,583.30

- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (5) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

- (6) Recruitment is at:

Biweekly	2,259.12
Annual	58,737.12

- (7) Recruitment is at:

Biweekly	2,783.96
Annual	72,382.96

Resident Wage Incentive:

Hourly	27.71	38.79
Biweekly	2,216.95	3,103.55
Annual	57,640.70	80,692.30

- (8) Appointment may be at any rate in the pay range with the approval of DER.
- (9) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel
- (10) Recruitment is at:

Biweekly	2,479.26
Annual	64,460.76

- (11) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (12) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

- (13) Recruitment is at:

Biweekly	2,326.89
Annual	60,499.14

- (14) Recruitment is at:

Biweekly	2,867.48
Annual	74,554.48

Pay Range 2JX
Official Rate Biweekly

BUDGET AND FISCAL POLICY ANALYST II (4) (5) (13) (14)
BUSINESS SYSTEMS ADMINISTRATOR (2) (11)
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER (4) (5) (13) (14)
COMMUNITY RELATIONS AND ENGAGEMENT MANAGER (4) (5) (13) (14)
DATABASE ANALYST (2) (11)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (11)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (3) (12)
EPIDEMIOLOGIST (4) (8) (13) (17)
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (4) (13)
GRANT COMPLIANCE MANAGER
HUMAN RESOURCES COMPLIANCE OFFICER
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (4) (5) (13) (14)
MAYOR'S LIAISON OFFICER
PRINCIPAL PLANNER (4) (6) (7) (13) (15) (16)
PUBLIC HEALTH COMPLIANCE OFFICER (4) (13)
REAL ESTATE MODELER (4) (13)
RESOURCE RECOVERY PROGRAM MANAGER (1) (10)
RISK MANAGEMENT AND SAFETY OFFICER (4) (9) (13) (18)
SENIOR FINANCIAL ANALYST (4) (13)
STAFF ASSISTANT MANAGER
URBAN DESIGN COORDINATOR (4) (6) (7) (13) (15) (16)
SYSTEMS ANALYST – LEAD
TRANSPORTATION FINANCIAL ANALYST (1) (5) (10) (14)
VIOLENCE PREVENTION RESEARCH COORDINATOR

Wage Rate:

Hourly	30.57	42.80
Biweekly	2,445.58	3,423.68
Annual	63,585.08	89,015.68

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Dan Casanova is authorized at the following rate:

Biweekly	3,446.93
Annual	89,620.18

- (4) Appointment may be at any rate in the pay range with the approval of DER.
- (5) Recruitment is at:

Biweekly	2,690.10
Annual	69,942.60

- (6) Recruitment is at:

Biweekly	2,935.20
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Annual	76,315.20
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(7) An employee possessing an AICP certification to be paid an additional 3%.

(8) Recruitment is at:

Biweekly	2,572.77
Annual	66,892.02

(9) Recruitment is at:

Biweekly	2,968.54
Annual	77,182.04

Resident Wage Incentive:

Hourly	31.49	44.08
Biweekly	2,518.95	3,526.39
Annual	65,492.70	91,686.14

(10) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(11) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(12) Dan Casanova is authorized at the following rate:

Biweekly	3,550.34
Annual	92,308.84

(13) Appointment may be at any rate in the pay range with the approval of DER.

(14) Recruitment is at:

Biweekly	2,770.80
Annual	72,040.80

(15) Recruitment is at:

Biweekly	3,023.26
Annual	78,604.76

(16) An employee possessing an AICP certification to be paid an additional 3%.

(17) Recruitment is at:

Biweekly	2,649.95
Annual	68,898.70

(18) Recruitment is at:

Biweekly	3,057.60
Annual	79,497.60

Pay Range 2LX

Official Rate Biweekly

BUDGET AND FISCAL POLICY ANALYST IV (1) (4) (5) (8)
DEVELOPMENT PROJECTS COORDINATOR (3) (7)
EMERGENCY COMMUNICATIONS SYSTEM ADMINISTRATOR (1) (4) (5) (8)
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER (3) (7)
ERS DATABASE ADMINISTRATOR (1) (5)

ERS SERVER ADMINISTRATOR (1) (5)
ERS SOFTWARE DEVELOPER (1) (5)
FMIS PROJECT MANAGER (3) (7)
LEGISLATIVE FISCAL MANAGER (3) (7)
POLICY AND ADMINISTRATION MANAGER (3) (7)
PUBLIC SAFETY SYSTEMS ADMINISTRATOR (3) (7)
PORT FINANCE AND ADMINISTRATION OFFICER (2) (3) (6) (7)
SYSTEMS ANALYST – PROJECT LEADER (3) (7)
TELECOMMUNICATIONS ANALYST - PROJECT LEADER (1) (5)

Wage Rate:

Hourly	34.73	48.62
Biweekly	2,778.60	3,889.90
Annual	72,243.60	101,137.40

- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is at:

Biweekly	2,998.33
Annual	77,956.58

- (3) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Recruitment is at:

Biweekly	3,056.43
Annual	79,467.18

Resident Wage Incentive:

Hourly	35.77	50.08
Biweekly	2,861.96	4,006.60
Annual	74,410.96	104,171.60

- (5) Appointment may be at any rate in the pay range with the approval of DER.
- (6) Recruitment is at:

Biweekly	3,088.28
Annual	80,295.28

- (7) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (8) Recruitment is at:

Biweekly	3,148.12
Annual	81,851.12

Pay Range 2MX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY III (1) (6)
BUDGET AND FISCAL POLICY MANAGER (4) (5) (9) (10)
ERS NETWORK SECURITY ADMINISTRATOR (4) (5) (9) (10)
FIRE AND POLICE COMMISSION RISK MONITOR (3) (8)

INTERGOVERNMENTAL POLICY MANAGER – SENIOR (3) (8)
LEGISLATIVE FISCAL MANAGER – SENIOR (3) (8)
MARKET DEVELOPMENT MANAGER (4) (9)
NURSE PRACTITIONER (4) (9)
PENSION INVESTMENT ANALYST (2) (7)
RISK MANAGER (3) (8)

Wage Rate:

Hourly	37.01	51.82
Biweekly	2,961.07	4,145.48
Annual	76,987.82	107,782.48

- (1) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
- (2) Appointment may be at any rate in the pay range upon approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
- (3) Appointment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Appointment may be at any rate in the pay range with the approval of DER.
- (5) Recruitment is at:

Biweekly	3,257.18
Annual	84,686.68

Resident Wage Incentive:

Hourly	38.12	53.37
Biweekly	3,049.90	4,269.84
Annual	79,297.40	111,015.84

- (6) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
- (7) Appointment may be at any rate in the pay range upon approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
- (8) Appointment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (9) Appointment may be at any rate in the pay range with the approval of DER.
- (10) Recruitment is at:

Biweekly	3,354.90
Annual	87,227.40

SECTION 4: PROTECTIVE SERVICES

4EN-Pay Ranges 856 & 856P*

Official Rate Biweekly

ADMINISTRATIVE FIRE LIEUTENANT (1) (2)
FIRE LIEUTENANT (1) (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM OPERATIONS COORDINATOR
MOBILE INTEGRATED HEALTHCARE PROGRAM SUPERVISOR
VEHICLE OPERATIONS INSTRUCTOR (2)

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/Lo. 215 labor agreement:

Pay Range 856

Biweekly	3,281.44	3,407.32	3,538.20	3,674.24	3,815.87
Monthly	7,129.32	7,402.81	7,687.16	7,982.72	8,290.43
Annual	85,551.83	88,833.70	92,245.93	95,792.68	99,485.18

Pay Range 856P*

Biweekly	3,314.27	3,441.39	3,573.56	3,711.02	3,854.04
Monthly	7,200.65	7,476.83	7,763.98	8,062.63	8,373.36
Annual	86,407.75	89,721.95	93,167.81	96,751.59	100,480.33

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

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:

Pay Range 856

Biweekly	3,152.49	3,273.41	3,399.12	3,529.86	3,665.90
Monthly	6,849.16	7,111.87	7,384.99	7,669.04	7,964.60
Annual	82,189.92	85,342.47	88,619.91	92,028.49	95,575.25

Pay Range 856P*

Biweekly	3,184.04	3,306.14	3,433.15	3,565.16	3,702.59
Monthly	6,917.71	7,182.98	7,458.93	7,745.73	8,044.32
Annual	83,012.47	86,195.79	89,507.12	92,948.81	96,531.81

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-IIs in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

4JN-Pay Range 857

Official Rate Biweekly

ADMINISTRATIVE FIRE CAPTAIN (1) (3)
EMS EDUCATION COORDINATOR
EMS INSTRUCTOR COORDINATOR
EMS SUPERVISOR
EMS TECHNICAL RESOURCE SPECIALIST
FIRE CAPTAIN (1) (2) (3)
FIRE CAPTAIN-INCIDENT SAFETY OFFICER (1) (3)
MILWAUKEE OVERDOSE RESPONSE INITIATIVE SUPERVISOR
MOBILE INTEGRATED HEALTHCARE PROGRAM MANAGER
RECRUITMENT DIRECTOR
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

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/Lo. 215 labor agreement:

Pay Range 857

Biweekly	3,615.90	3,757.52	3,904.76	4,057.78	4,216.85	4,382.44
Monthly	7,855.97	8,163.66	8,483.56	8,816.01	9,161.61	9,521.37
Annual	94,271.68	97,963.91	101,802.67	105,792.12	109,939.30	114,256.47

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:

Pay Range 857

Biweekly	3,473.79	3,609.85	3,751.32	3,898.32	4,051.12	4,210.21
Monthly	7,547.22	7,842.83	8,150.19	8,469.56	8,801.54	9,147.18
Annual	90,566.67	94,113.94	97,802.27	101,634.77	105,618.48	109,766.19

- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis.

Pay Range 40X

Official Rate Biweekly

DEPUTY CHIEF, FIRE (1) (2) (3) (4) (5) (6)
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Wage Rate:

Hourly	59.13	60.31	61.52	62.75
Biweekly	4,730.48	4,825.08	4,921.58	5,020.01
Annual	122,992.48	125,452.08	127,961.08	130,520.26

- (1) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (2) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (3) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay. An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

Resident Wage Incentive:

Hourly	60.90	62.12	63.37	64.63
Biweekly	4,872.39	4,969.83	5,069.23	5,170.61
Annual	126,682.14	129,215.58	131,799.98	134,435.86

- (4) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT- II) license shall receive a 5% biweekly non-base building, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (5) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (6) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay. An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

Pay Range 4QX

Official Rate Biweekly

INSPECTOR OF POLICE (1) (2)

Wage Rate:

Hourly	47.77	66.89
Biweekly	3,821.88	5,350.89
Annual	99,368.88	139,123.14

- (1) Recruitment may be at any point in the range with the approval of the Department of Employee Relations and the Chair of Finance and Personnel.

Resident Wage Incentive:

Hourly	49.21	68.89
Biweekly	3,936.54	5,511.42
Annual	102,350.04	143,296.92

- (2) Recruitment may be at any point in the range with the approval of the Department of Employee Relations and the Chair of Finance and Personnel.

Pay Range 4RX

Official Rate Biweekly

ASSISTANT FIRE CHIEF (1) (2) (3) (5) (6) (7) (8) (10)
ASSISTANT CHIEF OF POLICE (4) (9)

Wage Rate:

Hourly	50.92	71.29
Biweekly	4,073.77	5,703.41
Annual	105,918.02	148,288.66

- (1) An employee appointed to this title will be paid at the step that is higher than the employee's previous rate of pay. An Assistant Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance:

Biweekly	5,121.00	5,274.62	5,431.29	5,591.58	5,703.41
Annual	133,146.00	137,140.12	141,213.54	145,381.08	148,288.66

- (2) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, non-pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. The first \$1,500 of this amount shall be included in an employee's final average salary solely for the purposes of computing pension benefits.
- (3) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (4) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.
- (5) An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee

Resident Wage Incentive:

Hourly	52.45	73.43
Biweekly	4,195.98	5,874.51
Annual	109,095.48	152,737.26

- (6) An employee appointed to this title will be paid at the step that is higher than the employee's previous rate of pay. An Assistant Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance:

Biweekly	5,274.63	5,432.86	5,594.23	5,759.33	5,874.51
Annual	137,140.38	141,254.36	145,449.98	149,742.58	152,737.26

- (7) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, non-pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. The first \$1,500 of this amount shall be included in an employee's final average salary solely for the purposes of computing pension benefits.
- (8) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (9) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.
- (10) An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

SECTION 5: PARAPROFESSIONALS

Pay Range 5JN

Official Rate Biweekly

ABSENTEE SERVICES COORDINATOR
ADMINISTRATIVE SERVICES COORDINATOR (1) (2)
ELECTION SERVICES FIELD COORDINATOR
PARALEGAL

Wage Rate:

Hourly	23.09	28.02
Biweekly	1,847.57	2,241.80
Annual	48,036.82	58,286.80

- (1) Recruitment is at:

Biweekly	1,935.79
Annual	50,330.54

Resident Wage Incentive:

Hourly	23.79	28.86
Biweekly	1,902.99	2,309.06
Annual	49,477.74	60,035.56

- (2) Recruitment is at:

Biweekly	1,993.86
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Annual	51,840.36
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SECTION 7: SKILLED CRAFT

Pay Range 7NN

Official Rate Biweekly

FIRE HVAC MAINTENANCE TECHNICIAN (1) (4) (5) (8)
HVAC MAINTENANCE TECHNICIAN (1) (2) (3) (5) (6) (7)

Wage Rate:

Hourly	21.96	30.99
Biweekly	1,757.00	2,479.46
Annual	45,682.00	64,465.96

- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (2) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (3) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24-hour day plowing snow or salting.
- (4) Employees will receive an additional 5% when performing special assignments.

Resident Wage Incentive:

Hourly	22.62	31.92
Biweekly	1,809.71	2,553.84
Annual	47,052.46	66,399.84

- (5) Appointment may be at any rate in the pay range with the approval of DER.
- (6) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (7) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24-hour day plowing snow or salting.
- (8) Employees will receive an additional 5% when performing special assignments.