

..Number

251054

..Version

PROPOSED SUBSTITUTE A

..Reference

240764, 221201, 250947, 251052, 251200

..Sponsor

THE CHAIR

..Title

A substitute ordinance to further amend the 2025 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, Department of Employee Relations, Fire Department, Department of Neighborhood Services (Development Center Division), Police Department, Department of Public Works – Operations Division (Fleet Services Section, Sanitation Section), Department of Public Works – Water Works

..Body

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

Part 1. Part 1, Section 1 of ordinance File Number 240764 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2025 – December 7, 2025):

Under Pay Range 1DX, add the title of “Business Liaison–Development Center (3)”.

Under Pay Range 1FX, delete the title of “Fleet Acquisition Manager (2) (7)”, delete footnote (7) in its entirety, and renumber remaining footnotes accordingly.

Under Pay Range 1HX, add the title ‘Fleet Acquisition and Disposal Manager’ and apply footnotes (3) and (13).

Part 2. Part 1, Section 2 of ordinance File Number 240764 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2025 – December 7, 2025):

Under Pay Range 2GX, add the title of “Inventory Supply Specialist (2)” and delete the title of “Business Operations Specialist (2)”.

Under Pay Range 2IX, delete the title of “Athletic Trainer (1)”.

Under Pay Range 2KX, add the title of “Business Operations Specialist–Senior (3)”.

Under Pay Range 2LX, add the title of “Performance and Training Physical Therapist (18)” and add new footnote (18) to read:

(18) Recruitment is at:

Biweekly	3,470.38
Annual	90,230.00

Part 3. Part 1, Section 4 of ordinance File Number 240764 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under 4BN-Pay Range 801, replace all contents with the following:

4BN-Pay Range 801

Official Rate Biweekly

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

Effective Pay Period 14, 2025 (June 22, 2025)

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

Hourly	35.79	39.14	43.48	45.15	47.71
Biweekly	2,862.80	3,131.16	3,478.42	3,611.63	3,816.67
Annual	74,637.28	81,633.81	90,687.38	94,160.35	99,506.04

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

Hourly	36.08	39.43	43.77	45.44	48.00
Biweekly	2,886.23	3,154.62	3,501.82	3,635.04	3,840.15
Annual	75,248.14	82,245.45	91,297.45	94,770.68	100,118.19

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

Hourly	36.44	39.80	44.14	45.80	48.37
Biweekly	2,915.51	3,183.87	3,531.12	3,664.34	3,869.40
Annual	76,011.51	83,008.04	92,061.34	95,534.58	100,880.78

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

Hourly	36.59	39.95	44.29	45.95	48.51
Biweekly	2,927.25	3,195.63	3,542.84	3,676.07	3,881.14
Annual	76,317.59	83,314.64	92,366.90	95,840.39	101,186.86

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	25.49	33.99	37.17	41.29	42.88	45.31
Biweekly	2,039.16	2,718.88	2,973.75	3,303.57	3,430.05	3,624.80
Annual	53,163.81	70,885.08	77,529.91	86,128.79	89,426.30	94,503.71

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

Hourly		34.26	37.45	41.57	43.15	45.59
Biweekly		2,741.14	2,996.02	3,325.81	3,452.30	3,647.07
Annual		71,465.43	78,110.52	86,708.62	90,006.39	95,084.32

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

Hourly		34.61	37.80	41.92	43.50	45.94
Biweekly		2,768.96	3,023.84	3,353.62	3,480.10	3,674.90
Annual		72,190.74	78,835.83	87,433.66	90,731.18	95,809.89

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

Hourly		34.75	37.94	42.06	43.64	46.07
Biweekly		2,780.07	3,034.94	3,364.70	3,491.26	3,685.98
Annual		72,480.39	79,125.22	87,722.53	91,022.13	96,098.76

(7) Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

(8) While in the Academy, an employee will be paid 75% of step 1. Upon graduation from the Fire and Police Academy, an employee will move to step 1.

Under 4CN-Pay Range 804, replace all contents with the following:

4CN-Pay Range 804

Official Rate Biweekly

COURT LIAISON OFFICER (1) (2) (3) (4) (5) (6) (7)

POLICE ALARM OPERATOR (1) (2) (3) (4) (5) (6) (7)

Effective Pay Period 14, 2025 (June 22, 2025)

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

Hourly	46.39	47.83	49.32
Biweekly	3,711.05	3,826.00	3,945.89

Annual 96,752.37 99,749.28 102,874.99

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

Hourly	46.68	48.12	49.62
Biweekly	3,734.46	3,849.42	3,969.30
Annual	97,362.71	100,359.88	103,485.32

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

Hourly	47.05	48.48	49.98
Biweekly	3,763.79	3,878.72	3,998.58
Annual	98,127.38	101,123.77	104,248.69

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

Hourly	47.19	48.63	50.13
Biweekly	3,775.50	3,890.44	4,010.29
Annual	98,432.68	101,429.33	104,553.99

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	44.06	45.42	46.84
Biweekly	3,524.46	3,633.68	3,747.49
Annual	91,887.71	94,735.23	97,702.42

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

Hourly	44.33	45.70	47.12
Biweekly	3,546.72	3,655.90	3,769.73
Annual	92,468.06	95,314.53	98,282.24

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

Hourly	44.68	46.05	47.47
Biweekly	3,574.57	3,683.73	3,797.56
Annual	93,194.14	96,040.10	99,007.81

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

Hourly	44.82	46.19	47.61
Biweekly	3,585.68	3,694.83	3,808.68
Annual	93,483.80	96,329.49	99,297.73

- (7) Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.

Under 4FN-Pay Range 808, replace all contents with the following:

4FN-Pay Range 808

Official Rate Biweekly

DETECTIVE (1) (2) (3) (4) (5) (6)

DOCUMENT EXAMINER (1) (2) (3) (4) (5) (6)

LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)

Effective Pay Period 14, 2025 (June 22, 2025)

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

Hourly	48.79	50.67	52.63
Biweekly	3,902.91	4,053.61	4,210.42
Annual	101,754.44	105,683.40	109,771.66

- (1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	49.08	50.96	52.92
Biweekly	3,926.34	4,077.06	4,233.83
Annual	102,365.29	106,294.78	110,381.99

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

Hourly	49.45	51.33	53.29
Biweekly	3,955.64	4,106.34	4,263.15
Annual	103,129.18	107,058.15	111,146.41

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

Hourly	49.59	51.48	53.44
Biweekly	3,967.40	4,118.04	4,274.86
Annual	103,435.78	107,363.18	111,451.70

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	46.33	48.12	49.98
Biweekly	3,706.69	3,849.78	3,998.75
Annual	96,638.70	100,369.26	104,253.12

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

Hourly	46.61	48.40	50.26
Biweekly	3,728.95	3,872.07	4,020.97
Annual	97,219.05	100,950.39	104,832.43

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

Hourly	46.96	48.75	50.61
Biweekly	3,756.79	3,899.89	4,048.82
Annual	97,944.88	101,675.70	105,558.52

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

Hourly	47.10	48.89	50.75
Biweekly	3,767.91	3,911.01	4,059.94
Annual	98,234.79	101,965.62	105,848.43

Under 4G-Pay Range 831D, replace all contents with the following:

4G-Pay Range 831D

Official Rate Biweekly

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

Effective Pay Period 14, 2025 (June 22, 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	53.67	55.74	57.89
Biweekly	4,293.20	4,458.97	4,631.46
Annual	111,929.85	116,251.72	120,748.78

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

Hourly	53.99	56.06	58.22
Biweekly	4,318.97	4,484.77	4,657.21
Annual	112,601.72	116,924.36	121,420.12

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

Hourly	54.39	56.46	58.62
Biweekly	4,351.20	4,516.97	4,689.47
Annual	113,442.00	117,763.86	122,261.18

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

Hourly	54.55	56.62	58.78
Biweekly	4,364.14	4,529.84	4,702.35
Annual	113,779.36	118,099.40	12,596.98

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	50.97	52.93	54.98
Biweekly	4,077.36	4,234.76	4,398.63
Annual	106,302.60	110,406.24	114,678.57

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

Hourly	51.27	53.24	55.29
Biweekly	4,101.85	4,259.28	4,423.07
Annual	106,941.09	111,045.51	115,315.75

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

Hourly	51.66	53.62	55.67
Biweekly	4,132.47	4,289.88	4,453.70
Annual	107,739.39	111,843.30	116,114.32

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

Hourly	51.81	53.78	55.82
Biweekly	4,144.70	4,302.11	4,465.93
Annual	108,058.25	112,162.15	116,433.17

(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.

Under 4HN-Pay Range 812, replace all contents with the following:

4HN-Pay Range 812

Official Rate Biweekly

CHIEF LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)

IDENTIFICATION SYSTEMS SPECIALIST (1) (2) (3) (4) (5) (6)

Effective Pay Period 14, 2025 (June 22, 2025)

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

Hourly	52.66	54.39	56.12
Biweekly	4,213.13	4,351.36	4,489.68
Annual	109,842.32	113,446.17	117,052.37

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

Hourly	52.96	54.68	56.41
Biweekly	4,236.55	4,374.79	4,513.08
Annual	110,452.91	114,057.02	117,662.44

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

Hourly	53.32	55.05	56.78
Biweekly	4,265.85	4,404.11	4,542.43
Annual	111,216.80	114,821.44	118,427.64

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

Hourly	53.47	55.20	56.93
Biweekly	4,277.56	4,415.80	4,554.16
Annual	111,522.10	115,126.21	118,733.45

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	50.02	51.66	53.30
Biweekly	4,001.28	4,132.58	4,263.96
Annual	104,319.08	107,742.26	111,167.53

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

Hourly	50.29	51.94	53.58
Biweekly	4,023.55	4,154.86	4,286.23
Annual	104,899.69	108,323.13	111,748.14

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

Hourly	50.64	52.28	53.93
Biweekly	4,051.37	4,182.65	4,314.07
Annual	105,625.00	109,047.66	112,473.97

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

Hourly	50.78	52.42	54.06
Biweekly	4,062.52	4,193.80	4,325.17
Annual	105,915.70	109,338.35	112,763.36

Under 4KN-Pay Range 806, replace all contents with the following:

4KN-Pay Range 806

Official Rate Biweekly

FORENSIC INVESTIGATOR (1) (2) (3) (4) (5) (6)

Effective Pay Period 14, 2025 (June 22, 2025)

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

Hourly	47.83	49.32	50.94
Biweekly	3,826.00	3,945.89	4,074.93
Annual	99,749.28	102,874.99	106,239.24

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

Hourly	48.12	49.62	51.23
Biweekly	3,849.42	3,969.30	4,098.39
Annual	100,359.88	103,485.32	106,850.88

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

Hourly	48.48	49.98	51.60
Biweekly	3,878.72	3,998.58	4,127.66
Annual	101,123.77	104,248.69	107,613.99

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

Hourly	48.63	50.13	51.74
Biweekly	3,890.44	4,010.29	4,139.39
Annual	101,429.33	104,553.99	107,919.81

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	45.42	46.84	48.38
Biweekly	3,633.68	3,747.49	3,870.07
Annual	94,735.23	97,702.42	100,898.25

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

Hourly	45.70	47.12	48.65
Biweekly	3,655.90	3,769.73	3,892.31
Annual	95,314.53	98,282.24	101,478.08

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

Hourly	46.05	47.47	49.00
Biweekly	3,683.73	3,797.56	3,920.16
Annual	96,040.10	99,007.81	102,204.17

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

Hourly	46.19	47.61	49.14
Biweekly	3,694.83	3,808.68	3,931.27
Annual	96,329.49	99,297.73	102,493.82

Under 4MN-Pay Range 813, replace all contents with the following:

4MN-Pay Range 813

Official Rate Biweekly

Police Liaison Officer (1) (2) (3) (4) (5) (6) (7)

Effective Pay Period 14, 2025 (June 22, 2025)

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

Hourly	50.67	52.63	54.67	56.79	58.99	61.28
Biweekly	4,053.61	4,210.42	4,373.44	4,542.95	4,719.05	4,902.39

Annual	105,683.40	109,771.66	114,021.83	118,441.19	123,032.37	127,812.31
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(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	50.96	52.92	54.96	57.08	59.28	61.57
Biweekly	4,077.06	4,233.83	4,396.85	4,566.38	4,742.50	4,925.84
Annual	106,294.78	110,381.99	114,632.16	119,052.05	123,643.75	128,423.68

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

Hourly	51.33	53.29	55.33	57.45	59.65	61.94
Biweekly	4,106.34	4,263.15	4,426.15	4,595.68	4,771.77	4,955.14
Annual	107,058.15	111,146.41	115,396.05	119,815.94	124,406.86	129,187.58

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

Hourly	51.48	53.44	55.47	57.59	59.79	62.09
Biweekly	4,118.04	4,274.86	4,437.88	4,607.38	4,783.49	4,966.83
Annual	107,363.18	111,451.70	115,701.87	120,120.98	124,712.42	129,492.35

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	48.12	49.98	51.92	53.93	56.02	58.20
Biweekly	3,849.78	3,998.75	4,153.57	4,314.56	4,481.83	4,655.92
Annual	100,369.26	104,253.12	108,289.50	112,486.74	116,847.71	121,386.48

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

Hourly	48.40	50.26	52.20	54.21	56.30	58.48
Biweekly	3,872.07	4,020.97	4,175.82	4,336.81	4,504.07	4,678.19
Annual	100,950.39	104,832.43	108,869.59	113,066.83	117,427.54	121,967.09

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

Hourly	48.75	50.61	52.55	54.56	56.65	58.83
Biweekly	3,899.89	4,048.82	4,203.61	4,364.62	4,531.88	4,706.04
Annual	101,675.70	105,558.52	109,594.12	113,791.88	118,152.58	122,693.18

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

Hourly	48.89	50.75	52.68	54.70	56.79	58.96
Biweekly	3,911.01	4,059.94	4,214.76	4,375.75	4,542.98	4,717.13
Annual	101,965.62	105,848.43	109,884.81	114,082.05	118,441.98	122,982.32

- (7) Employee(s) to be appointed at the fourth step of Pay Range 4MN, including any applicable education. There shall be no annual movement through the range. Negotiated across-the-board increases will be applied.

Part 4. Part 1, Section 5 of ordinance File Number 240764 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2025 – December 7, 2025):

Under Pay Range 5KN, add the title of “Water Collections Specialist (1)”.

Part 5. Part 1, Section 8 of ordinance File Number 240764 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2025 – December 7, 2025):

Under Pay Range 8DN, delete the title of “Yard Attendant (2)” and add the titles of “Drop off Center Attendant” and “Sanitation Yard Attendant (2)”.

Part 6. Part 2, Section 5 of ordinance File Number 240764 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2025 – December 7, 2025):

Under Part II, Section 5: Promotions and Special Pay Practices, amend paragraph E. to read as follows:

E. Transfers: City Departments may request a 3% salary adjustment for employees voluntarily transferring to a position allocated to Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Paraprofessionals (Section 5), Administrative Support (Section 6), Skilled Craft (Section 7), Service and Maintenance (Section 8) subject to the approval of the Department of Employee Relations. Transfers under this section are defined as the appointment to a position within the same pay range with the same rates of pay. Employees receiving a 3% salary adjustment under this provision shall receive a new salary anniversary date. The salary of an employee who voluntarily transfers back to the position originally held will be decreased by 3%. This provision shall only apply to voluntary transfers within a department to a different classification or the same classification with significantly different responsibilities or voluntary transfers between departments into the same or different classification as defined above.

Employees who apply to an open and competitive recruitment to a position that would be considered a voluntary transfer, shall be eligible for recruitment flexibility outlined under Part II, Section 3: Salary at Time of Appointment, Subsections B and C. The salary of an employee who voluntarily transfers back to the position originally held will be decreased to the rate prior to the approved special recruitment rate.

Part 7. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 8. The provisions of Parts 1, 2, 4, 5 and 6 of this ordinance are deemed to be in force and effect from and after Pay Period 26, 2025 (December 7, 2025).

The provisions of this ordinance are deemed to be in force and effect from and after its passage and publication.

Part 9. This ordinance will take effect and be in force from and after its passage and publication.

..Drafter
City Clerk's Office
Chris Lee
11/14/2025