



Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy Hamblin
Labor Negotiator

December 12, 2011

To The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Dear Committee Members;

Attached you will find the 2012 Salary Ordinance for the City of Milwaukee for your review and approval. The Salary Ordinance authorizes the rates of pay for offices and positions under the control of the Common Council. The 2012 Salary Ordinance includes a complete re-structuring of pay ranges given the implementation of Wisconsin Act 10 and the expiration of most of the City's collective bargaining agreements at the end of 2011.

The majority of the pay rates and pay progression provisions and practices in the current Salary Ordinance have been established in the context of collective bargaining. As a result, many of the non-management pay ranges and pay practices have been negotiated with represented groups to address specific needs of their members. In some cases this has resulted in different pay rates and pay practices for employees holding the same or comparable titles. In other cases there are different pay ranges that do not differ significantly in terms of minimum or maximum rates of pay. Furthermore, there little consistency between pay ranges as to the number of steps, the spread between the steps, or the spread between the minimum and maximum rates of pay.

The expiration of collective bargaining agreements provides the City with an opportunity to consolidate and streamline pay ranges and create uniform pay administration practices. The Department of Employee Relations (DER) is recommending the aforementioned re-structuring and reorganization of the 2012 Salary Ordinance and new pay administration practices to:

- streamline pay ranges and pay provisions that will facilitate data gathering, recordkeeping, and analysis for decision making purposes;
- establish pay structures and pay administration practices that support the City's compensation philosophy and the need to comply with applicable federal and state laws;
- create uniform pay administration provisions based on best practices instead of employee representation status;
- create greater flexibility in recruitment rates for critical, difficult to recruit for, positions;

- establish salary adjustment provisions that will address internal equity and retention problems given the lack of pay progression in the last several years; and,
- establish the foundation to recommend pay practices that consider labor market data when appropriate. *Note: In 2012 the Department of Employee Relations will recommend salary advancement and other pay administration practices to the Common Council for 2013 and beyond contingent upon funding availability.*

Note: *Labor Agreements with the Milwaukee Building and Construction Trades Council and the Local 494 IBEW, DPW, Electrical Group do not expire until 7/31/12 and 5/31/12 respectively. Changes for those groups (except pay range re-numbering and range restructuring) will be effective after the expiration of those agreements).*

In general, the 2012 Salary Ordinance is organized by Sections representing Equal Employment Opportunity (EEO) Job Categories. EEO Job Categories are used to generate reports to comply with federal reporting requirements under Title VII of the Civil Rights Act of 1964. Within the applicable Sections, pay ranges designate whether the positions are exempt or non-exempt under the Fair Labor Standards Act (FLSA). Non-exempt positions are subject to the recordkeeping and overtime provisions of the FLSA. Using FLSA designations to organize the Salary Ordinance will be critical as the City transitions to FLSA based overtime practices effective January 8, 2012, after the expiration of most collective bargaining agreements.

New pay ranges within each Section have been created. Pay steps within the new pay ranges are not specified. Since wages for 2012 have been frozen, there is no salary advancement provisions included in the 2012 Ordinance. **Employees will be placed in new “open” pay ranges at their current rates of pay. No employee’s current pay rate will be increased or decreased by placement into a new pay range. Placement into a new pay range is not considered a transfer, promotion, reclassification or reallocation.** Hourly, biweekly and annual amounts are included for each pay range for reference purposes. However the **official rate of pay** is designated within all pay ranges.

A detailed listing of the most significant changes, assumptions made in re-structuring pay ranges, and new or changed pay practices is presented below. Examples have been included with some of the items to illustrate the change. *Note: the changes in pay provisions and pay administration practices do not apply to employees represented by the Milwaukee Police Association (MPA), the Milwaukee Police Supervisors Organization (MPSO), and the Milwaukee Professional Fire Fighters Association, Local 215.*

1. A total of eleven (11) Sections are created for offices and positions in the City. Eight (8) of the sections are organized by the EEO Categories as listed below:

SECTION	DESCRIPTION	PAY RANGES	FLSA STATUS
Section I:	Officials and Administrators	1A – 1P	Exempt
Section II:	Professionals	2AN – 2JN	Non-exempt
	Professionals	2EX-2NX	Exempt
Section III:	Technicians	3A – 3S	Non-exempt

SECTION	DESCRIPTION	PAY RANGES	FLSA STATUS
Section IV:	Protective Service Workers	4A – 4S	Exempt/Non-exempt
Section V:	Paraprofessionals	5A – 5K	Non-exempt
Section VI:	Administrative Support	6A – 6O	Non-exempt
Section VII:	Skilled Craft Workers	7A – 7Q	Non-exempt
Section VIII:	Service Maintenance	8A – 8Q	Non-exempt
Section IX	Hourly, Part-time, Intermittent	9A - 9R	Non-exempt
Section X	Boards and Commissions	BC1 – BC2	not covered
Section XI	Elected Officials	EO	not covered

2. SECTION I, OFFICIALS AND ADMINISTRATORS

Positions under Section I, Officials and Administrators, generally include classifications and pay ranges in Salary Grades 004 through 019 of the Management Pay Plan (Section 2 of the 2011 Salary Ordinance) that have significant supervisory or management responsibilities. All of these positions are exempt from the overtime provisions of the FLSA. Positions allocated to Salary Grades 001 through 003 of the Management Pay Plan have been reassigned to other Sections of the Ordinance, as they did not meet the definition of Officials and Administrators.

3. SECTION II, PROFESSIONALS

Positions under Section II, Professionals, include former Management Pay Plan positions that were not “supervisory” or “managerial” in nature and most professional positions that were represented by labor union. Examples include: attorneys, scientific personnel, public health nurses, engineers, librarians, accountants and financial professionals.

4. STRUCTURE OF PAY RANGES WITHIN SECTION II

Section II is further organized by FLSA status, with the pay range number designating whether the position is exempt (X) or non-exempt (N). All pay ranges within Section II correspond to a former “Management Pay Plan” salary range. As a result, pay range minimums and maximums have also shifted to fit a former Management Pay Plan salary grade. Placement of positions within a pay range was primarily determined by the proximity of the current pay range maximum to the maximum of an existing Management Pay Plan salary grade. Employees being paid the maximum of an existing pay range as of pay period 2 of 2012 whose position is placed into a pay range with a lower maximum will be red circled. For the most part, positions placed into a new pay range that has a lower minimum will have a footnote indicating recruitment will begin at the minimum of the former pay range.

EXAMPLES:

<i>Classification/PR</i>	<i>Employee Group</i>	<i>New PR/Footnote</i>	<i>FLSA Status</i>
<i>Plan Examiner II/625</i> <i>\$55,624 - \$73,694</i>	<i>TEAM</i>	<i>2HN (\$53,519 - \$74,922)*</i> <i>*Recruitment is at \$55,624</i>	<i>Non-exempt</i>
<i>Lead Microbiologist/646</i>	<i>Scient Pers</i>	<i>2HN (\$53,519 - \$74,922)*</i> <i>*Recruitment at \$59,851</i>	<i>Non-exempt</i>

<u>Classification/PR</u>	<u>Employee Group</u>	<u>New PR/Footnote</u>	<u>FLSA Status</u>
Public Health Nurse/666 \$46,019 - \$56,468	SEIU	2DN (\$41,458 - \$58,037) Recruitment up to \$51,742 based on criteria established by the City	Non-exempt
Auditor Lead/578 \$54,189 - \$75,860	DC48	2HX (\$53,519 - \$74,922)* * Employees paid at \$75,860 as of 01/08/12 will be red-circled.	Exempt

5. RECRUITMENT FLEXIBILITY - OFFICIALS/ ADMINISTRATORS & PROFESSIONALS
The current provision that allows recruitment at 60% of a Management Pay Plan salary grade with the approval of the DER Director and the Chair of the Finance and Personnel Committee is retained for positions in Section I, Officials and Administrators. This provision is also recommended for positions under Section II, Professionals. This will create greater recruitment flexibility for all "professional" positions included those that were not previously in the Management Pay Plan.

While this provision requires formal approval, positions placed in a new pay range with a lower minimum have been footnoted and granted recruitment flexibility requiring no approval.

EXAMPLES:

<u>Classification/PR</u>	<u>Current PR</u>	<u>New PR</u>
Senior Planner/576	\$54,591 - \$64,598	2FN \$47,109 - \$65,957 Recruitment at \$54,591. Recruitment up to \$58,418 with DER and F&PC Chair approval.
Landscape Architect/606	\$51,595 - \$66,379	2GN \$50,206 - \$70,295 Recruitment at \$51,595 Recruitment up to \$62,260 with DER and F&PC Chair approval.
Mechanical Plan Examiner II/796	\$55,624 - \$73,694	2HN \$53,519 - \$74,922 Recruitment at \$55,624. Recruitment up to \$66,361 with DER and F&PC Chair approval.
Facilities Project Coordinator/607	\$64,697 - \$77,134	2IN \$57,028 - \$79,836 Recruitment at \$64,697. Recruitment up to \$70,713 with DER and F&P Chair approval.

In addition, existing footnotes that allowed greater discretion in recruitment flexibility beyond the minimum of the pay range have been retained with the new requirement to have DER approval for appointment beyond the minimum. This is recommended to

ensure that appropriate and consistent standards are used when appointing individuals at rates higher than the minimum.

EXAMPLE:

<i>Classification/PR</i>	<i>Current PR/Footnote</i>	<i>New PR/Footnote</i>
<i>Librarian III/557</i>	<i>\$ 49,214 - \$57,139*</i>	<i>2DN \$41,458 – \$58,037</i>
	<i>Recruitment up to \$54,023</i>	<i>Recruitment authorized up to \$54,023 with DER approval.</i>

6. TRANSFERS – OFFICIALS/ ADMINISTRATORS AND PROFESSIONALS

The current provision that allows employees in the Management Pay Plan to receive a 3% salary adjustment for certain transfers upon the approval of the DER Director and the Chair of the Finance and Personnel Committee is retained for Section I, Officials and Administrators, and recommended for Section II, Professionals. This provision only applies 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.

7. RETENTION ADJUSTMENTS – OFFICIALS/ ADMINISTRATORS AND PROFESSIONALS

A new provision authorizing appointing authorities to request retention adjustments for employees in Section I, Officials and Administrators, and Section II, Professionals is created. Retention adjustments are capped at 10% of the employee’s rate of pay and may be recommended when an eligible non-probationary employee has a verifiable job offer from another employer (not an agency of the City) that will result in separation and significant loss to the department. The adjustment shall not exceed the maximum of the pay range. The decision to request and grant the retention adjustment should take into consideration total compensation received and offered, not just base salary. Retention adjustments shall not create pay compression problems within the work unit or be used as a justification for a request for an equity adjustment. Approval from the DER Director and Chair of Finance and Personnel Committee is required. When approved, such adjustments shall be funded via the wage supplement fund, subject to availability.

8. EQUITY ADJUSTMENTS – OFFICIALS/ ADMINISTRATORS AND PROFESSIONALS

A new provision authorizing appointing authorities to request equity adjustments for employees in Section I, Officials and Administrators and Section II, Professionals, is created. Internal equity adjustments are capped at 10% of the employee’s salary and can be requested by the appointing authority when an eligible non-probationary employee is being compensated at a rate of pay that is below the rate approved for a new employee with less or similar experience in the same classification or performing similar work. The adjustment shall not exceed the rate of pay of the new employee, must be approved prospectively, and must not exceed the maximum of the range. Approval from DER Director and Chair of Finance and Personnel Committee is required. The adjustment shall not create pay compression problems within the work unit. Equity adjustments, when approved, shall be funded via departmental budgets.

9. PROFESSIONAL DEVELOPMENT AWARDS – OFFICIALS/ ADMINISTRATORS AND PROFESSIONALS

The current provision that allows employees in the Management Pay Plan to receive a \$700 non-pensionable, non-base building award for attaining a professional degree, designation or certification that is not a requirement of the job but is related to the mission, goals, and objectives of the department is retained for Section I, Officials and Administrators and recommended for Section II, Professionals. However, this provision does not apply to employees receiving additional compensation for a degree, designation or certification otherwise authorized in Part I of the Salary Ordinance. Professional Development Awards must be requested and justified by the appointing authority and approved by the Department of Employee Relations.

10. PAY RANGE STRUCTURE – SECTIONS III, V, VI, VII, VIII

Pay ranges with comparable maximums (roughly within \$1500) within the Technicians, Paraprofessionals, Administrative Support, Skilled Craft Workers, and Service Maintenance Sections have been combined and consolidated. Generally classifications allocated within each new pay range are comparable in terms of skill, effort, responsibility, and working conditions.

Recruitment footnotes have been added for titles allocated to a pay range with a lower minimum (no approval necessary). In addition, recruitment footnotes currently authorized in the 2011 Salary Ordinance for positions within these Sections have been retained. However, a requirement to have DER review and approve all appointments above the minimum per aforementioned footnotes is recommended.

EXAMPLES:

<u>Classification/PR</u>	<u>Current PR/Footnote</u>	<u>New PR/Footnote</u>
<i>Bldg Const Insp I/549</i>	<i>\$51,455 - \$60,432 Recruitment up to \$58,671</i>	<i>3O \$51,455 - \$61,466 Recruitment authorized up to \$58,671 with DER approval.</i>
<i>Radiologic Tech/530</i>	<i>\$41,495 - \$46,975 Recruitment up to \$43,908</i>	<i>3G \$39,521 - \$47,064 Recruitment authorized up to \$43,909 with DER approval.</i>
<i>Legal Office Asst II/437</i>	<i>\$36,028 - \$41,690 Recruitment up to \$37,681.</i>	<i>6I \$36,028 - 42,272 Recruitment authorized up to \$37,681 with DER approval.</i>
<i>Programmer II/556</i>	<i>\$48,133 - \$58,690 Recruitment up to \$51,455 with approval of DER and FPC Chair.</i>	<i>3L (\$43,845 - \$59,792) Recruitment authorized up to \$51,455 with approval of DER and FPC Chair.</i>
<i>Const Coord/604</i>	<i>\$43,846 - \$58,711</i>	<i>3L (\$43,846 - \$59,792)</i>

<i>Classification/PR</i>	<i>Current PR/Footnote</i>	<i>New PR/Footnote</i>
<i>Adm Svcs Coord/555</i>	<i>\$48,133 - \$54,958</i>	<i>5J \$45,939 - \$55,742 Recruitment at \$48,133.</i>
<i>Paralegal/594</i>	<i>\$45,940 - \$55,742</i>	<i>5J \$45,940 - \$55,742</i>
<i>Tow Lot Asst I/415</i>	<i>\$31,289 - \$36,538</i>	<i>6F \$29,781 - \$37,463 Recruitment at \$31,289</i>

11. SALARY ANNIVERSARY DATES

A new provision requiring all employees to receive a new salary anniversary date after promotion is recommended. Current provisions for determining salary anniversary dates for represented employees are based on whether the employee is at the maximum of the pay range or not (if an employee is not at the maximum, he/she retains the salary anniversary date after the promotion).

12. SALARY ADJUSTMENTS AFTER PROMOTION

New provisions for salary adjustments after promotion are recommended. Current provisions allow represented employees to receive a step in the pay range that is at least \$10 more on a biweekly basis. Given the step structure of the pay ranges, the actual salary adjustments after promotion for represented positions vary significantly. Current provisions, for employees in the Management Pay Plan allow a 3%, 5%, or 7% salary adjustment based on the designation (level of responsibility) of the position to which the employee is being promoted.

Under the proposed recommendation, all salary adjustments after promotion, except as otherwise authorized for promotions into positions designated as "Leadership", shall be the greater of: 5% above the rate received prior to the promotion, the minimum of the new pay range, or the footnoted recruitment/appointment rate, when applicable.

Footnotes have been created for positions that are part of an official promotional program. These footnotes will ensure that the individuals currently under-filling are eligible to receive the adjustments they were eligible for at the time of the appointment, when such adjustments result in an increase that is higher than 5% or the minimum of the new range.

This salary adjustment provision after a promotion will not apply to employees in the Department of Public Works who receive emergency appointments to a higher classification during leaf collection season, flood control and snow and ice operations, or to assist during staffing shortages. The rate of pay for those emergency appointments shall be at the footnoted rate that is at least \$10 more biweekly.

Note: The following existing provision is retained. A promotion into a classification designated as Leadership (limited to Department Heads and Deputies, Public Officials appointed pursuant to section 62.51 of the Wisconsin State Statutes, and Department of

Public Works Division Directors) shall be at 7% above the rate currently received or the minimum of the new pay range, whichever is greater.

13. SALARY ADJUSTMENTS AFTER DEMOTION

The proposed language represents a combination of current practices in place for represented employees and employees in the Management Pay Plan.

Demotions in anticipation of or as a result of layoff: The salary will be the current rate of pay if it falls within the range of the position demoted to or the maximum of the new pay range, whichever is lower. In no event shall the employee be paid in excess of the rate he/she was receiving prior to the demotion.

Voluntary Demotions (Career Change): The salary will be the current rate of pay if it falls within the range of the position demoted to or the maximum of the new pay range, whichever is less. In no event shall the employee be paid in excess of the rate he/she was receiving prior to the voluntary demotion. When the demotion is to a position previously held within 12 months, the employee shall revert back to the rate of pay in effect prior to the promotion.

Disciplinary Demotions:

A decrease in pay of 5% or a decrease in pay of 7% if the demotion is from a position designated as Leadership, or the maximum of the new pay range whichever is lower. Under no circumstance should the rate after the demotion exceed the maximum of the range. When the demotion is to a position held within the prior 12 months, the employee shall revert to the rate of pay that represents the rate of pay in effect prior to the promotion.

14. SPECIAL ATTAINMENT STEPS

Special attainment steps have been retained. These steps represent additional compensation for certain classifications when employees meet established criteria related to formal education, a license, certification or a professional designation. These steps have been frozen for approximately two years. They are incorporated into the 2012 Salary Ordinance but they will continue to be frozen until further notice.

15. SUPPLEMENTAL PAY PRACTICES

Supplemental pay practices formerly included in collective bargaining agreements and the Milwaukee Code of Ordinances are included in the Salary Ordinance. Eligibility for supplemental pay practices is provided for all FLSA non-exempt employees who meet the requirements set forth under each section. Note: *Two classifications formerly included in bargaining units eligible for overtime under the terms of applicable labor agreements, will be changed to FLSA exempt when the applicable contract expires. They are: Civil Engineer IV and Architect IV. These positions will not be eligible for overtime.*

Holiday Hours Worked: all hours worked on a holiday by an eligible non-exempt FLSA employee shall be considered overtime as provided for under Chapter 350-3 of the Milwaukee Code of Ordinances. Employees working on a Holiday and receiving

overtime for such work shall not be eligible for shift or weekend differential pay for the same hours regardless of the period worked.

Interpreter pay: employees of the Municipal Courts shall be eligible for a premium of \$1 per hour while performing interpreter duties (Spanish to English and vice versa) during court proceedings. Eligibility for interpreter pay provisions for positions outside of the Municipal Court is subject to Common Council approval.

On-Call Pay: unless otherwise authorized in other sections of this ordinance, employees holding positions designated as non-exempt from FLSA required by the department to be on a mandatory on-call rotation to respond to emergencies shall be paid \$15 per 24-hour regularly scheduled workday and \$36 per 48-hour or more weekend period or on holidays. If employees are required to be on-call for a period less than 24 hours, the amounts shall be prorated. This benefit shall not apply to employees in the Department of Public Works performing snow or salting operations.

12-Hr Differential Compensation: employees holding positions designated as non-exempt under FLSA shall be eligible for a twenty five cent (\$.25) premium per hour to be added to the employee's base salary for any continuous time worked in excess of twelve or more consecutive hours. Employees being paid at overtime rates shall not receive the 12-Hr differential for the same hours regardless of the period work. Any payments made under this provision shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.

Reporting Pay (Call-In/Show-Up Pay): employees holding positions designated as non-exempt from FLSA who are required to report to work for an emergency overtime assignment at the direction of a competent authority on an off day or outside of their regular work hours, and who are officially excused before completing two (2) hours of work shall receive straight time cash compensation for the difference between the actual amount of time worked and 2 hours. The difference between the actual amount of time worked and hours paid shall not be credited as hours worked.

The following employees are not eligible for this benefit, and instead shall be credited with a minimum of one (1) hour of work when required to report to perform certain duties:

- Eligible employees in the Department of City Development, Housing Management Division, who are required to unlock doors for tenants
- Eligible employees assigned to the Library Maintenance Department who report for authorized call-ins to unlock or lock doors

Shift Differential: employees holding positions classified as non-exempt under the FLSA whose hours of work occur between the time period beginning at 5:00 p.m. and ending at 5:00 a.m. shall receive, in addition to base salary, a shift differential of \$.45 per hour. To be eligible for shift differential, the employee shall be required to work not less than 4 hours of his or her regular workday within this time frame, and when the employee satisfies that requirement, the employee's entire workday shall be compensated at a rate

that includes the shift differential. Eligible employees in the Department of Public Works whose workday begins after 1:00 a.m. and before 4:00 a.m. shall be eligible to receive the shift differential for all hours worked.

Shift differential shall be paid for all hours for which an employee would have received a regular shift assignment but for the fact that the employee was on authorized paid leave. Employees being paid at overtime rates shall not receive shift differential for the same hours regardless of the period work. In no case shall an employee receive both shift and weekend differential rates for the same hours worked.

Snow and Ice Control Operations Special Pay: bonus payment for support personnel in the Operations Division, Fleet Services Section who work overtime during Snow and Ice Control Operations. Support personnel in the Operations Division, Fleet Services Section shall receive a one (\$1) dollar per hour premium for overtime or all time worked in excess of eight (8) hours in one 24 hour day worked during snow and ice control operations. These bonus payments shall also be paid to support personnel in the Fleet Services Repairs Unit at the Central Repair Garage for all time worked in excess of eight (8) hours in one 24 hour day worked on repairing snow plow blades and to Repairs Unit personnel for all overtime or time worked in excess of eight (8) hours in one 24 hour day worked on a snow related assignment during the winter season. Those support personnel shall be Operations Division employees in the Fleet Services Section, a Stock Room or Tire Shop employee in the Administration Section or Garage Attendants, Garage Custodians, Field Service Mechanics, Communications Assistants III or IV in the Operations Section, or Driving Training Instructors.

Weekend Differential: employees holding positions classified as non-exempt under the FLSA shall receive fifty cents (\$.50) per hour for regularly scheduled Saturday work and sixty cents (\$.60) per hour for scheduled Sunday work. Employees being paid at overtime rates shall not receive, weekend differential for the same hours regardless of the period work. In no case shall an employee receive both shift and weekend differential rates for the same hours worked. Weekend differential shall be paid for all hours for which an eligible employee would have received the differential but for the fact that the employee was on authorized paid leave.

16. PROTECTIVE SERVICE WORKERS

All sworn positions within the Fire and Police departments are included in this Section. In addition to including all sworn represented positions, this section includes positions formerly assigned to the Management Pay Plan: Chiefs, Assistant Chiefs, Deputy Chiefs, and Inspectors of Police.

17. ELECTED OFFICIALS

Section XI is specifically designated for Elected Officials: Mayor, Common Council President, Aldermen, City Attorney, City Comptroller, City Treasurer, and Municipal Judges. The rates established for the Mayor and Council Members are established for the 2012-2016 term. Applicable Milwaukee Code of Ordinances and statutory provisions are also referenced under this section.

The rates of pay for the Office of the City Attorney, the Comptroller and the City Treasurer are also included in this section. Those salaries have been established for the term commencing in April of 2012.

The rate of pay established for Municipal Judges for 2012 is \$133,049.02 per year. Applicable statutory references have been included under this Section. This section also provides the compensation rates for reserve and substitute Municipal Judges as established by Resolution.

18. ELIMINATION OF OBSOLETE TITLES

The following titles are eliminated because they are obsolete.

Title	PR
Asphalt Raker	954
Associate Public Health Nurse	666
Building Construction Inspection Intern	951
Building Maintenance Inspection Intern	500
Business Systems Supervisor	10
Clerk Steno II	415
Deputy Chief of Police	14
Deputy Port Director	12
Employee Benefits Analyst	04
Equipment Operations Supervisor (Winter Relief)	945
Equipment Operator (Winter Relief)	944
Fire Education Specialist	530
Fire Public Relations Manager	07
Housing Manager I	03
Human Resources Information Analyst	03
Labor Crew Leader II	240
Labor Relations Specialist	06

Management Accountant	02
Microfilm Technician I	325
Microfilm Technician I	325
Occupational Health Nurse	03
Physician, Police	050
Police Services Assistant	498
Public Health Research & Policy Director	16
Safety Director	11
Sanitation Supervisor (Winter Relief)	945
Security Guard	325
Sewer Examiner Supervisor	003
Site Improvement Specialist	05
Summer Youth Intern	902
Team Leader	910
Temporary Document Services Assistant	918
Truck Driver (Winter Relief)	943

The 2012 Salary Ordinance contains significant revisions. DER will monitor any unintended omissions or mistakes and recommend amendments to the Council as necessary.

Respectfully Submitted,


 Maria Monteagudo

Employee Relations Director