

CC # 210976– Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1EX

Official Rate Biweekly

BENEFITS AND WELLNESS SUPERVISOR (3) (20)
BUSINESS OPERATIONS MANAGER
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (15) (17) (32) (34)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (19) (20)
DOULA PROGRAM MANAGER (9) (26)
DPW INVENTORY AND PURCHASING MANAGER
ELECTION SERVICES BUSINESS SYSTEMS COORDINATOR
ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (26)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (4) (14) (21) (31)
FIRE DISPATCH ASSISTANT MANAGER (6) (23)
FIRE EQUIPMENT REPAIRS MANAGER (14) (31)
FIRE FLEET AND EQUIPMENT MANAGER (14) (31)
FLEET ACQUISITION MANAGER (4) (21)
FLEET OPERATIONS AND TRAINING MANAGER (4) (15) (21) (32)
GREENHOUSE AND NURSERY MANAGER
HOUSING REHABILITATION MANAGER (12) (29)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY CIRCULATION MANAGER (15) (16) (32) (33)
LIBRARY SERVICES ASSISTANT MANAGER (7) (24)
MEN'S HEALTH MANAGER (9) (26)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (20)
PAY SERVICES SUPERVISOR (3) (20)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (10) (27)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (30)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (18)
PUBLIC HEALTH NURSE SUPERVISOR (8) (15) (25) (32)
STRONG BABIES PROGRAM MANAGER (8) (25)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5) (22)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (11) (28)

WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9) (26)
WIC PROGRAM MANAGER
WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (3) (20)

Wage Rate:

Hourly	28.11	39.35
Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

(1) Recruitment may be up to the midpoint of the range with the approval of DER.

(2) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

(3) 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.

(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 results 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	2,729.50
Annual	70,967.00

(6) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,510.03
Annual	65,260.78

(7) Recruitment is at:

Biweekly	2,694.38
Annual	70,053.88

And may be at any point in the range with DER approval.

(8) Recruitment is at:

Biweekly	2,616.19
Annual	68,020.94

(9) Recruitment is at:

Biweekly	2,454.12
Annual	63,807.12

(10) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

(11) Recruitment is at:

Biweekly	2,379.86
Annual	61,876.36

(12) Recruitment is at:

Biweekly	2,646.25
Annual	68,802.50

(13) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(14) Recruitment is at:

Biweekly	2,612.19
Annual	67,916.94

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

(16) Recruitment is at:

Biweekly	2,428.42
Annual	63,138.92

(17) Recruitment is at:

Biweekly	2,682.27
Annual	69,739.02

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

(18) Recruitment may be up to the midpoint of the range with the approval of DER.

(19) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

(20) 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.

(21) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(22) Recruitment is at:

Biweekly	2,811.39
Annual	73,096.14

(23) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,585.33
Annual	67,218.58

(24) Recruitment is at:

Biweekly	2,775.21
Annual	72,155.46

And may be at any point in the range with DER approval.

(25) Recruitment is at:

Biweekly	2,694.68
Annual	70,061.68

(26) Recruitment is at:

Biweekly	2,527.74
Annual	65,721.24

(27) Recruitment is at:

Biweekly	2,771.28
Annual	72,053.28

(28) Recruitment is at:

Biweekly	2,451.26
Annual	63,732.76

(29) Recruitment is at:

Biweekly	2,725.64
Annual	70,866.64

(30) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(31) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

(32) Recruitment may be at any rate in the range with the approval of DER.

(33) Recruitment is at:

Biweekly	2,501.27
Annual	65,033.02

(34) Recruitment is at:

Biweekly	2,762.74
Annual	71,831.24

Pay Range 1GX

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3) (15)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT CITY PAYROLL MANAGER (8) (20)
ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2) (14)
BUILDING CODES ENFORCEMENT MANAGER (2) (14)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (14)
DATA SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR (2) (14)
ELECTRICAL SERVICES MANAGER (1) (4) (13) (16)
FIRE DISPATCH MANAGER (5) (17)
FIRE PROTECTION ENGINEER SUPERVISOR (2) (14)
HEALTH DATA AND EVALUATION DIRECTOR (8) (9) (20) (21)
HEALTH STRATEGY DIRECTOR (8) (20)
HOUSING PROGRAMS MANAGER (6) (18)
INFECTIOUS DISEASE PROGRAM MANAGER (9) (21)
IT SUPPORT SERVICES SUPERVISOR (8) (20)
LIBRARY FACILITIES MAINTENANCE SUPERVISOR (4) (16)
LIBRARY SERVICES MANAGER (11) (23)

LONG RANGE PLANNING MANAGER
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (14)
PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2) (14)
RETIREMENT PLAN MANAGER (2) (14)
SAFETY MANAGER (7) (19)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (8) (12) (20) (24)
WATER ACCOUNTING MANAGER (2) (14)
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (22)

Wage Rate:

Hourly	31.94	44.72
Biweekly	2,555.18	3,577.30
Annual	66,434.68	93,009.80

- (1) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- (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	3,314.96
Annual	86,188.96

- (4) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,382.05
Annual	87,933.30

- (5) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,685.74
Annual	69,829.24

- (6) Recruitment is at:

Biweekly	2,858.88
Annual	74,330.88

- (7) Recruitment is at:

Biweekly	2,724.12
Annual	70,827.12

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

- (9) Recruitment is at:

Biweekly	2,877.81
Annual	74,823.06

- (10) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

- (11) Recruitment is at:

Biweekly	2,883.00
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Annual	74,958.00
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And may be at any point in the range with DER approval.

(12) Recruitment is at:

Biweekly	2,957.19
Annual	76,886.94

Resident Wage Incentive:

Hourly	32.90	46.06
Biweekly	2,631.84	3,684.62
Annual	68,427.84	95,800.12

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

(14) 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.

(15) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(16) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,483.51
Annual	90,571.26

(17) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,766.31
Annual	71,924.06

(18) Recruitment is at:

Biweekly	2,944.65
Annual	76,560.90

(19) Recruitment is at:

Biweekly	2,805.84
Annual	72,951.84

(20) Recruitment may be at any rate in the range with the approval of DER.

(21) Recruitment is at:

Biweekly	2,964.14
Annual	77,067.64

(22) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(23) Recruitment is at:

Biweekly	2,969.49
Annual	77,206.74

And may be at any point in the range with DER approval.

(24) Recruitment is at:

Biweekly	3,045.91
Annual	79,193.66

Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER
ASSOCIATE DIRECTOR
BUDGET AND MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (8)
BUSINESS SYSTEMS MANAGER (2) (9)
DATABASE ADMINISTRATOR
ELECTION COMMISSION - DEPUTY DIRECTOR
ELECTRICAL SERVICES MANAGER – SENIOR (4) (6) (11) (13)
FACILITIES MANAGER (1) (8)
FIRE AND POLICE COMMISSION CHIEF OF STAFF
FIRE INFORMATION SYSTEMS MANAGER (1) (8)
FLEET OPERATIONS MANAGER
FLEET REPAIRS MANAGER
GIS DEVELOPER – PROJECT LEADER
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (8)
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER (5) (12)
LIBRARY FACILITIES MANAGER (4) (6) (11) (13)
LIBRARY PUBLIC SERVICES AREA MANAGER (7) (14)
LICENSE DIVISION MANAGER
POLICE BUDGET AND ADMINISTRATION MANAGER (1) (8)
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3) (10)

Wage Rate:

Hourly	34.05	47.67
Biweekly	2,724.12	3,813.63
Annual	70,827.12	99,154.38

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

(2) Recruitment is at:

Biweekly	3,314.96
Annual	86,188.96

(3) Recruitment is at:

Biweekly	3,210.81
Annual	83,481.06

(4) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,476.88
Annual	90,398.88

(5) Recruitment is at:

Biweekly	3,230.77
Annual	84,000.02

(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	3,171.31
Annual	82,454.06

And may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

Hourly	35.07	49.10
Biweekly	2,805.84	3,928.04
Annual	72,951.84	102,129.04

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

(9) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(10) Recruitment is at:

Biweekly	3,307.13
Annual	85,985.38

(11) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,581.19
Annual	93,110.94

(12) Recruitment is at:

Biweekly	3,327.69
Annual	86,519.94

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

(14) Recruitment is at:

Biweekly	3,171.31
Annual	82,454.06

And may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 1LX

Official Rate Biweekly

ASSISTANT DIRECTOR – REDEVELOPMENT AUTHORITY
BLOCK GRANT DIRECTOR
BUDGET AND FISCAL POLICY OPERATIONS MANAGER (1) (4)
CHIEF ASSESSOR
CITY CLERK
CITY PURCHASING DIRECTOR

DEPUTY CHIEF INVESTMENT OFFICER
DEPUTY CITY TREASURER
DEPUTY COMPROLLER
DEPUTY LIBRARY DIRECTOR (2) (5)
EMERGENCY COMMUNICATIONS DEPUTY DIRECTOR (3) (6)
EMPLOYEE RETIREMENT SYSTEM – DEPUTY DIRECTOR
NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR
PUBLIC HEALTH LABORATORIES DIRECTOR

Wage Rate:

Hourly	43.94	61.52
Biweekly	3,515.53	4,921.61
Annual	91,403.78	127,961.86

(1) Recruitment is at:

Biweekly	3,867.04
Annual	100,543.04

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(2) Recruitment is at:

Biweekly	3,837.27
Annual	99,769.02

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

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

Resident Wage Incentive:

Hourly	45.26	63.37
Biweekly	3,621.00	5,069.26
Annual	94,146.00	131,800.76

(4) Recruitment is at:

Biweekly	3,983.05
Annual	103,559.30

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(5) Recruitment is at:

Biweekly	3,952.39
Annual	102,762.14

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

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

Pay Range 1NX

Official Rate Biweekly

BUDGET AND MANAGEMENT DIRECTOR (4) (9)
CHIEF INFORMATION OFFICER
CHIEF INVESTMENT OFFICER (1) (2) (6) (7)
DEPUTY COMMISSIONER – CITY DEVELOPMENT
EMERGENCY COMMUNICATIONS DIRECTOR (3) (8)
FIRE AND POLICE COMMISSION EXECUTIVE DIRECTOR (3) (8)
LEGISLATIVE LIAISON DIRECTOR
MILWAUKEE PUBLIC LIBRARY DIRECTOR (5) (10)
MUNICIPAL PORT DIRECTOR
SPECIAL DEPUTY CITY ATTORNEY (3) (8)

Wage Rate:

Hourly	49.92	69.90
Biweekly	3,993.89	5,591.60
Annual	103,841.14	145,381.60

- (1) Recruitment may be at any rate in the pay range.
- (2) Compensation 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.
- (3) 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.
- (4) Recruitment is at:

Biweekly	4,393.31
Annual	114,226.06

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

- (5) Recruitment is at:

Biweekly	4,381.77
Annual	113,926.02

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel

Resident Wage Incentive:

Hourly	51.42	71.99
Biweekly	4,113.71	5,759.35
Annual	106,956.46	149,743.10

- (6) Recruitment may be at any rate in the pay range.
- (7) Compensation 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.
- (8) 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.
- (9) Recruitment is at:

Biweekly	4,525.11
Annual	117,652.86

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(10) Recruitment is at:

Biweekly	4,513.22
Annual	117,343.72

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel

SECTION 2: PROFESSIONALS

Pay Range 2AN

Official Rate Biweekly

ASSISTANT PLANNER (1) (3)
ASSISTANT TRANSPORTATION PLANNER (1) (3)
GRAPHIC DESIGNER I (2) (4)
RENT ASSISTANCE SPECIALIST I (1) (3)

Wage Rate:

Hourly	16.89	23.65
Biweekly	1,351.59	1,892.05
Annual	35,141.34	49,193.30

(1) Recruitment is at:

Biweekly	1,636.11
Annual	42,538.86

(2) Recruitment is at:

Biweekly	1,455.01
Annual	37,830.26

Resident Wage Incentive:

Hourly	17.40	24.36
Biweekly	1,392.14	1,948.81
Annual	36,195.64	50,669.06

(3) Recruitment is at:

Biweekly	1,685.19
Annual	43,814.94

(4) Recruitment is at:

Biweekly	1,498.66
Annual	38,965.16

Pay Range 2CN

Official Rate Biweekly

ACCOUNTANT I (1) (4) (11) (14)
ADMINISTRATIVE SPECIALIST

ARTS PROJECT COORDINATOR (5) (15)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
BUSINESS ANALYST
DISABILITY SPECIALIST
DOCUMENT SERVICES SUPERVISOR
EXECUTIVE ADMINISTRATIVE ASSISTANT II
HEALTH INFORMATION SPECIALIST (2) (5) (12) (15)
GRAPHIC DESIGNER – LEAD (5) (15)
LEGISLATIVE ASSISTANT (3) (13)
LIBRARIAN ASSOCIATE (10) (20)
LIBRARY COPY CATALOGING SPECIALIST (8) (9) (18) (19)
LIBRARY NOW PROGRAM SPECIALIST (5) (15)
LIBRARY REFERENCE ASSISTANT (10) (20)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (7) (17)
MEDIA SPECIALIST (6) (16)
MUNICIPAL RESEARCH LIBRARY SERVICES ASSISTANT (7) (17)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (5) (15)
RECAST PROGRAM COORDINATOR (5) (15)
RENT ASSISTANCE INSPECTOR (6) (16)
RENT ASSISTANCE SPECIALIST II (6) (16)

Wage Rate:

Hourly	19.17	26.84
Biweekly	1,533.87	2,147.11
Annual	39,880.62	55,824.86

- (1) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,586.35	2,220.57
Annual	41,245.10	57,734.82

- (2) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,025.15
Annual	52,653.90

- (3) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

- (4) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

- (5) Recruitment is at:

Biweekly	1,748.96
Annual	45,472.96

- (6) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

- (7) Recruitment is at:

Biweekly	1,656.51
Annual	43,069.26

and may be up to the following rate with the approval of DER:

Biweekly	1,779.17
Annual	46,258.42

(8) Recruitment is at:

Biweekly	1,865.38
Annual	48,499.88

(9) Recruitment may be at any rate in the range with the approval of DER

(10) Recruitment is at:

Biweekly	1,865.38
Annual	48,499.88

And may be at any point in the range with DER approval.

Resident Wage Incentive:

Hourly	19.75	27.64
Biweekly	1,579.89	2,211.52
Annual	41,077.14	57,499.52

(11) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,633.94	2,287.19
Annual	42,482.44	59,466.94

(12) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,085.90
Annual	54,233.40

(13) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(14) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(15) Recruitment is at:

Biweekly	1,801.43
Annual	46,837.18

(16) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(17) Recruitment is at:

Biweekly	1,706.21
Annual	44,361.46

and may be up to the following rate with the approval of DER:

Biweekly	1,832.55
Annual	47,646.30

(18) Recruitment is at:

Biweekly	1,921.34
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Annual	49,954.84
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(19) Recruitment may be at any rate in the range with the approval of DER

(20) Recruitment is at:

Biweekly	1,921.34
Annual	49,954.84

And may be at any point in the range with DER approval.

Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (24)
ADMINISTRATIVE SUPPORT SPECIALIST (18) (36)
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (26)
CITY PAYROLL SPECIALIST (17) (35)
DISEASE INTERVENTION SPECIALIST 1 (1) (19)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (23)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (1) (19)
GEOGRAPHIC INFORMATION SPECIALIST (7) (25)
HEALTH AND SAFETY SPECIALIST
HUMAN RESOURCES ANALYST
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD PROGRAM INFORMATION SPECIALIST (7) (25)
LEAD RISK ASSESSOR III (7) (25)
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (16) (34)
PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER 1 (9) (13) (27) (31)
PROPERTY APPRAISER 2 (10) (13) (28) (31)
PROPERTY APPRAISER 3 (11) (13) (29) (31)
PROPERTY APPRAISER 4 (12) (13) (30) (31)
PROPERTY MANAGER (8) (26)
PUBLIC HEALTH NURSE 1 (3) (4) (21) (22)
PUBLIC HEALTH SOCIAL WORKER 1 (1) (19)
PURCHASING AGENT (15) (33)
REAL ESTATE COORDINATOR II (8) (26)
RENT ASSISTANCE SPECIALIST III (2) (8) (20) (26)
SAFETY SPECIALIST (14) (32)
TEST ADMINISTRATION COORDINATOR

Wage Rate:

Hourly	20.43	28.60
Biweekly	1,634.62	2,288.38
Annual	42,500.12	59,497.88

- (1) Recruitment is at the following rate and may be at any point in the range based on experience and credentials with the approval of DER.

Biweekly	2,040.46
Annual	53,051.96

- (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	2,183.52
Annual	56,771.52

shall advance to:

Biweekly	2,205.35
Annual	57,339.10

- (3) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,040.16
Annual	53,044.16

- (4) **Career Ladder Position.** 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	1,830.14
Annual	47,583.64

and may be up to the following rate with the approval of DER:

Biweekly	1,969.04
Annual	51,195.04

- (6) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

- (7) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

- (8) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

- (9) To be paid in the following range:

Biweekly	1,906.46	2,023.15
Annual	49,567.96	52,601.92

- (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	2,026.10	2,150.11
Annual	52,678.60	55,902.86

- (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	2,153.25	2,285.05
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Annual	55,984.50	59,411.30
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(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	2,288.38	2,428.45
Annual	59,497.88	63,139.70

(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	1,742.53
Annual	45,305.78

(15) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(16) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

and may be up to the following rate with the approval of DER:

Biweekly	1,950.62
Annual	50,716.12

(17) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

and may be at any point in the range based on experience and credentials with approval of DER.

(18) Recruitment may be at any point in the range based on experience and credentials with the approval of DER.

Resident Wage Incentive:

Hourly	21.05	29.46
Biweekly	1,683.66	2,357.03
Annual	43,775.16	61,282.78

(19) Recruitment is at the following rate and may be at any point in the range based on experience and credentials with the approval of DER.

Biweekly	2,101.67
Annual	54,643.42

(20) 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	2,249.03
Annual	58,474.78

shall advance to:

Biweekly	2,271.51
Annual	59,059.26

(21) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,101.36
Annual	54,635.36

(22) **Career Ladder Position.** 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.

(23) Recruitment is at:

Biweekly	1,885.04
Annual	49,011.04

and may be up to the following rate with the approval of DER:

Biweekly	2,028.11
Annual	52,730.86

(24) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

(25) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

(26) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(27) To be paid in the following range:

Biweekly	1,963.65	2,083.84
Annual	51,054.90	54,179.84

(28) 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	2,086.88	2,214.61
Annual	54,258.88	57,579.86

(29) 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	2,217.85	2,353.60
Annual	57,664.10	61,193.60

(30) 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	2,357.03	2,501.30
Annual	61,282.78	65,033.80

(31) 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.

(32) Recruitment is at:

Biweekly	1,794.81
Annual	46,665.06

(33) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(34) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

and may be up to the following rate with the approval of DER:

Biweekly	2,009.14
Annual	52,237.64

(35) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

and may be at any point in the range based on experience and credentials with approval of DER.

(36) Recruitment may be at any point in the range based on experience and credentials with the approval of DER.

Pay Range 2EN

Official Rate Biweekly

ARCHITECTURAL DESIGNER I (17) (37)
ATHLETIC TRAINER
CIVIL ENGINEER I (1) (21)
COMMUNITY OUTREACH SPECIALIST (14) (34)
DISEASE INTERVENTION SPECIALIST 2 (16) (36)
DOULA
ELECTRICAL ENGINEER I (1) (21)
FATHERHOOD INVOLVEMENT SPECIALIST 2 (16) (36)
FIRE PROTECTION ENGINEER I (15) (35)
HOUSING PROGRAMS SPECIALIST (12) (32)
INVESTIGATOR/ADJUSTER (2) (3) (22) (23)
IT SUPPORT SPECIALIST (11) (31)
LABORATORY DATA SPECIALIST (4) (24)
LACTATION COUNSELOR (14) (34)
LEAD PROJECT SPECIALIST
LIBRARIAN I (10) (30)
LIBRARY CIRCULATION SERVICES COORDINATOR (4) (18) (24) (38)
LIBRARY MARKETING SPECIALIST
LIBRARY SECURITY INVESTIGATOR (20) (40)
LIBRARY SERVICES COORDINATOR (4) (18) (19) (24) (38) (39)
LIBRARY TECHNICAL SERVICES COORDINATOR (4) (18) (24) (38)
LIBRARY VOLUNTEER COORDINATOR (20) (40)
MECHANICAL ENGINEER I (1) (21)
MEDIA PRODUCER (6) (26)
PLAN EXAMINER SPECIALIST (7) (27)
PUBLIC HEALTH NURSE 2 (8) (9) (28) (29)
PUBLIC HEALTH SOCIAL WORKER 2 (16) (36)
WATER CHEMIST (5) (25)
WATER TREATMENT PLANT OPERATOR (13) (33)

Wage Rate:

Hourly	21.78	30.49
Biweekly	1,742.53	2,439.48
Annual	45,305.78	63,426.48

- (1) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,267.08
Annual	58,944.08

- (2) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,802.13	2,522.97
Annual	46,855.38	65,597.22

- (3) Recruitment is at:

Biweekly	2,028.83
Annual	52,749.58

- (4) Recruitment is at:

Biweekly	1,950.62
Annual	50,716.12

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

Biweekly	1,810.00
Annual	47,060.00

- (6) To be paid the following biweekly rates:

Biweekly	1,925.13	2,474.58
Annual	50,053.38	64,339.08

- (7) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

Biweekly	2,160.38	2,570.54
Annual	56,169.88	66,843.04

- (8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,142.15	2,439.48
Annual	55,695.90	63,426.48

- (9) **Career Ladder Position.** 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.

- (10) Recruitment is at:

Biweekly	2,199.42
Annual	57,184.92

And may be at any point in the range with DER approval.

- (11) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,950.62
Annual	50,716.12

- (12) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,042.62	2,135.33	2,232.25	2,333.56	2,439.48
Annual	53,108.12	55,518.58	58,038.50	60,672.56	63,426.48

- (13) Minimum recruitment is at the following rate. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

Biweekly	1,762.81
Annual	45,833.06

- (14) Recruitment is at:

Biweekly	2,040.15
Annual	53,043.90

- (15) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

- (16) Recruitment is at the following rate and may be at any point in the pay range based on experience and credentials with the approval of DER.

Biweekly	2,142.48
Annual	55,704.48

- (17) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,267.08
Annual	58,944.08

- (18) Recruitment may be at any rate in the range with the approval of DER.

- (19) Additional one-time \$400 incentive for completing reference coursework.

- (20) Recruitment is at:

Biweekly	1,951.62
Annual	50,742.12

And may be at any point in the range with DER approval.

Resident Wage Incentive:

Hourly	22.44	31.41
Biweekly	1,794.81	2,512.66
Annual	46,665.06	65,329.16

- (21) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,335.09
Annual	60,712.34

- (22) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,856.19	2,598.66
Annual	48,260.94	67,565.16

- (23) Recruitment is at:

Biweekly	2,089.69
Annual	54,331.94

- (24) Recruitment is at:

Biweekly	2,009.14
Annual	52,237.64

- (25) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	1,864.30
Annual	48,471.80

(26) To be paid the following biweekly rates:

Biweekly	1,982.88	2,548.82
Annual	51,554.88	66,269.32

(27) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

Biweekly	2,225.19	2,647.66
Annual	57,854.94	68,839.16

(28) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,206.41	2,512.66
Annual	57,366.66	65,329.16

(29) **Career Ladder Position.** 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.

(30) Recruitment is at:

Biweekly	2,265.40
Annual	58,900.40

And may be at any point in the range with DER approval.

(31) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,009.14
Annual	52,237.64

(32) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,103.90	2,199.39	2,299.22	2,403.57	2,512.66
Annual	54,701.40	57,184.14	59,779.72	62,492.82	65,329.16

(33) Minimum recruitment is at the following rate. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

Biweekly	1,815.69
Annual	47,207.94

(34) Recruitment is at:

Biweekly	2,101.35
Annual	54,635.10

(35) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

(36) Recruitment is at the following rate and may be at any point in the pay range based on experience and credentials with the approval of DER.

Biweekly	2,206.75
Annual	57,375.50

- (37) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,335.09
Annual	60,712.34

- (38) Recruitment may be at any rate in the range with the approval of DER.
 (39) Additional one-time \$400 incentive for completing reference coursework.
 (40) Recruitment is at:

Biweekly	2,010.17
Annual	52,264.42

And may be at any point in the range with DER approval.

Pay Range 2FN

Official Rate Biweekly

CHEMIST (5) (15)
DISEASE INTERVENTION SPECIALIST 3 (9) (19)
ENVIRONMENTAL HEALTH COORDINATOR (8) (18)
ENVIRONMENTAL RISK OFFICER (1) (11)
FATHERHOOD INVOLVEMENT SPECIALIST 3 (9) (19)
FIRE DISPATCHER – SENIOR (5) (6) (15) (16)
LIBRARIAN II (7) (17)
LIBRARY EDUCATION OUTREACH COORDINATOR (5) (10) (15) (20)
MECHANICAL PLAN EXAMINER II (2) (12)
MICROBIOLOGIST (5) (15)
PLAN EXAMINER II (2) (12)
PUBLIC HEALTH NURSE 3 (3) (4) (13) (14)
PUBLIC HEALTH SOCIAL WORKER 3 (9) (19)
VIROLOGIST (5) (15)
WATER MICROBIOLOGIST (5) (15)

Wage Rate:

Hourly	23.22	32.51
Biweekly	1,857.47	2,600.60
Annual	48,294.22	67,615.60

- (1) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,039.77	2,151.92	2,264.08	2,376.23	2,488.42	2,600.58
Annual	53,034.02	55,949.92	58,866.08	61,781.98	64,698.92	67,615.08

- (2) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

Biweekly	2,554.73	2,757.88
Annual	66,422.98	71,704.88

- (3) **Career Ladder Position.** Recruitment is at minimum of the following range. Employees will advance at 2% of the employee’s base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,386.92	2,600.60
Annual	62,059.92	67,615.60

- (4) **Career Ladder Position.** 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 may be at any rate in the pay range with the approval of DER.
- (6) Recruitment is at the minimum of the following range for Fire Dispatcher – Senior:

Biweekly	2,345.83	2,600.60
Annual	60,991.58	67,615.60

- (7) Recruitment is at:

Biweekly	2,353.38
Annual	61,187.88

And may be at any point in the range with DER approval.

- (8) Recruitment is at the following rate:

Biweekly	2,286.54
Annual	59,450.04

- (9) Recruitment is at the following rate and may be at any point in the range based upon experience and credentials with approval of DER.

Biweekly	2,249.60
Annual	58,489.60

- (10) Recruitment is at:

Biweekly	2,423.08
Annual	63,000.08

Resident Wage Incentive:

Hourly	23.91	33.48
Biweekly	1,913.19	2,678.62
Annual	49,742.94	69,644.12

- (11) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,100.96	2,216.48	2,332.00	2,447.52	2,563.07	2,678.60
Annual	54,624.96	57,628.48	60,632.00	63,635.52	66,639.82	69,643.60

- (12) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

Biweekly	2,631.37	2,840.62
Annual	68,415.62	73,856.12

- (13) **Career Ladder Position.** Recruitment is at minimum of the following range. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,458.53	2,678.62
Annual	63,921.78	69,644.12

- (14) **Career Ladder Position.** 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.

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

(16) Recruitment is at the minimum of the following range for Fire Dispatcher – Senior:

Biweekly	2,416.20	2,678.62
Annual	62,821.20	69,644.12

(17) Recruitment is at:

Biweekly	2,423.98
Annual	63,023.48

And may be at any point in the range with DER approval.

(18) Recruitment is at:

Biweekly	2,355.14
Annual	61,233.64

(19) Recruitment is at the following rate and may be at any point in the range based upon experience and credentials with approval of DER.

Biweekly	2,317.09
Annual	60,244.34

(20) Recruitment is at:

Biweekly	2,495.77
Annual	64,890.02

Pay Range 2FX

Official Rate Biweekly

ASSOCIATE AUDITOR (6) (12)
BUDGET AND MANAGEMENT ANALYST – SENIOR
CERTIFICATION AND COMMUNICATIONS COORDINATOR
COMMUNITY OUTREACH PROJECT LIAISON
COMPLIANCE PROGRAMS COORDINATOR
CREATIVE DESIGN AND BRAND SPECIALIST
DIVERSITY RECRUITER
DPW OPERATIONS BUSINESS ANALYST
EVENTS AND OUTREACH COORDINATOR
FINANCE SPECIALIST
FIRE AND POLICE COMMISSION AUDITOR
HUMAN RESOURCES ANALYST – SENIOR (5) (11)
INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR
LABOR RELATIONS ANALYST – SENIOR
LEAD PROJECT COORDINATOR (CDBG)
PERMITS AND COMMUNICATIONS SPECIALIST
PERSONNEL ANALYST – SENIOR
PURCHASING AGENT - SENIOR (4) (10)
RESEARCH AND POLICY ANALYST
RECRUITER
SAFETY SPECIALIST – SENIOR (1) (2) (3) (7) (8) (9)
SANITATION PROJECT ANALYST (1) (7)
WATER CLAIMS SPECIALIST
WATER MARKETING SPECIALIST
WORKER’S COMPENSATION ANALYST (5) (11)
WORKFORCE GRANT SPECIALIST (5) (11)
WORKFORCE OUTREACH SPECIALIST

Wage Rate:

Hourly	23.40	32.51
Biweekly	1,871.92	2,600.60
Annual	48,669.92	67,615.60

(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	1,979.57
Annual	51,468.82

- (3) Additional 5% when assigned lead or supervisory assignments.
- (4) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.
- (5) Recruitment may be at any rate in the range with the approval of DER.
- (6) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

Hourly	24.10	33.48
Biweekly	1,928.08	2,678.62
Annual	50,130.08	69,644.12

(7) 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.

(8) Recruitment is at:

Biweekly	2,038.96
Annual	53,012.96

- (9) Additional 5% when assigned lead or supervisory assignments.
- (10) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.
- (11) Recruitment may be at any rate in the range with the approval of DER.
- (12) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (13) (29)
CIVIL ENGINEER II (4) (20)
CRIME ANALYST (1) (17)
DISEASE INTERVENTION SPECIALIST COORDINATOR (15) (16) (31) (32)
DOULA PROGRAM COORDINATOR (12) (28)
ELECTION SERVICES ADMINISTRATOR

ELECTRICAL ENGINEER II (4) (20)
FIRE PROTECTION ENGINEER II (4) (12) (20) (28)
GIS ANALYST (5) (21)
HOUSING REHABILITATION SPECIALIST (10) (26)
INTELLIGENCE ANALYST (1) (17)
IT SUPPORT SPECIALIST – SENIOR (3) (19)
LANDSCAPE ARCHITECT
LEAD WATER CHEMIST (9) (25)
LIBRARIAN III (14) (30)
MECHANICAL ENGINEER II (4) (20)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (22)
PROGRAMMER ANALYST (3) (19)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (18) (24)
SENIOR WATER TREATMENT PLANT OPERATOR (11) (27)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (22) (23)
WATER QUALITY ANALYST (5) (21)

Wage Rate:

Hourly	24.74	34.65
Biweekly	1,979.57	2,771.65
Annual	51,468.82	72,062.90

- (1) Recruitment is at:

Biweekly	2,086.58
Annual	54,251.08

and may be up to the following rate with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,426.79
Annual	63,096.54

- (2) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance at 2% of the employee’s base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,162.85	2,771.65
Annual	56,234.10	72,062.90

- (3) Recruitment is at the following rate and may be at any point in the range with DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,183.34
Annual	56,766.84

- (4) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,493.81
Annual	64,839.06

- (5) Recruitment is at:

Biweekly	2,183.34
Annual	56,766.84

- (6) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees

will advance to the next rate in the range upon certification by the Commissioner - Building Inspection of having attained the required skills, job performance, and demonstrated competencies:

Biweekly	2,390.46	2,481.04	2,571.65	2,662.27	2,752.85	2,843.46
Annual	62,151.96	64,507.04	66,862.90	69,219.02	71,574.10	73,929.96

- (7) **Career Ladder Position.** An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.
- (8) **Career Ladder Position.** 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.
- (9) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,114.62
Annual	54,980.12

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,390.46	2,496.45	2,607.14	2,722.74	2,843.46
Annual	62,151.96	64,907.70	67,785.64	70,791.24	73,929.96

- (11) Minimum recruitment is at:

Biweekly	2,202.69
Annual	57,269.94

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as ‘Operator in Charge’ by a manager to be paid an addition 7% while performing that function. An employee assigned as ‘Operator in Charge’ and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

- (12) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.
- (13) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,493.81
Annual	64,839.06

- (14) Recruitment is at:

Biweekly	2,518.12
Annual	65,471.12

And may be at any point in the range with DER approval.

- (15) Recruitment is at:

Biweekly	2,407.08
Annual	62,584.08

- (16) Recruitment may be at any point in the pay range with the approval of DER.

Resident Wage Incentive:

Hourly	25.49	35.69
Biweekly	2,038.96	2,854.80
Annual	53,012.96	74,224.80

(17) Recruitment is at:

Biweekly	2,149.18
Annual	55,878.68

and may be up to the following rate with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,499.59
Annual	64,989.34

(18) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,227.74	2,854.80
Annual	57,921.24	74,224.80

(19) Recruitment is at the following rate and may be at any point in the range with DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,248.84
Annual	58,469.84

(20) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,568.62
Annual	66,784.12

(21) Recruitment is at:

Biweekly	2,248.84
Annual	58,469.84

(22) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner - Building Inspection of having attained the required skills, job performance, and demonstrated competencies:

Biweekly	2,462.17	2,555.47	2,648.80	2,742.14	2,835.44	2,928.76
Annual	64,016.42	66,442.22	68,868.80	71,295.64	73,721.44	76,147.76

(23) **Career Ladder Position.** An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(24) **Career Ladder Position.** 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.

(25) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,178.06
Annual	56,629.56

(26) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,462.17	2,571.34	2,685.35	2,804.42	2,928.76
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Annual	64,016.42	66,854.84	69,819.10	72,914.92	76,147.76
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(27) Minimum recruitment is at:

Biweekly	2,268.77
Annual	58,988.02

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as ‘Operator in Charge’ by a manager to be paid an addition 7% while performing that function. An employee assigned as ‘Operator in Charge’ and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

(28) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

(29) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,568.62
Annual	66,784.12

(30) Recruitment is at:

Biweekly	2,593.66
Annual	67,435.16

And may be at any point in the range with DER approval.

(31) Recruitment is at:

Biweekly	2,479.29
Annual	64,461.54

(32) Recruitment may be at any point in the pay range with the approval of DER.

Pay Range 2QX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY V (1) (3)
POLICE RISK MANAGER (2) (4)
REAL ESTATE COMPLIANCE LIAISON OFFICER (2) (4)

Wage Rate:

Hourly	46.84	65.57
Biweekly	3,746.94	5,245.97
Annual	97,420.44	136,395.22

(1) **Career Ladder Position.** Recruitment may be at any rate in the range up to the following rate at the discretion of the City Attorney:

Biweekly	5,039.40
Annual	131,024.40

(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.

Resident Wage Incentive:

Hourly	48.24	67.54
Biweekly	3,859.35	5,403.35
Annual	100,343.10	140,487.10

- (3) **Career Ladder Position.** Recruitment may be at any rate in the range up to the following rate at the discretion of the City Attorney:

Biweekly	5,190.58
Annual	134,955.08

- (4) 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.

SECTION 3: TECHNICIANS

Pay Range 3LN

Official Rate Biweekly

COMMERCIAL CODE ENFORCEMENT INSPECTOR (3) (9)
ENVIRONMENTAL HEALTH SPECIALIST (4) (10)
DRIVER TRAINING INSTRUCTOR
LEAD RISK ASSESSOR I (6) (12)
PUBLIC WORKS INSPECTOR II (1) (2) (5) (7) (8) (11)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR (3) (9)

Wage Rate:

Hourly	20.45	28.41
Biweekly	1,636.11	2,272.88
Annual	42,538.86	59,094.88

- (1) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.
- (2) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.
- (3) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,636.11	1,731.26	1,897.83	2,053.02	2,208.87	2,272.88
Annual	42,538.86	45,012.76	49,343.58	53,378.52	57,430.62	59,094.88

- (4) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be up to the second step in the range. Employees will advance to the next rate in the range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,897.83	1,967.53	2,039.79	2,114.71	2,192.37	2,272.88
Annual	49,343.58	51,155.78	53,034.54	54,982.46	57,001.62	59,094.88

(5) Recruitment is at:

Biweekly	1,930.09
Annual	50,182.34

(6) Recruitment is at:

Biweekly	1,897.83
Annual	49,343.58

and may be at any point in the range with the approval of DER.

Resident Wage Incentive:

Hourly	21.06	29.26
Biweekly	1,685.19	2,341.07
Annual	43,814.94	60,867.82

- (7) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.
- (8) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.
- (9) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,685.19	1,783.20	1,954.76	2,114.61	2,275.14	2,341.07
Annual	43,814.94	46,363.20	50,823.76	54,979.86	59,153.64	60,867.82

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be up to the second step in the range. Employees will advance to the next rate in the range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,954.76	2,026.56	2,100.98	2,178.15	2,258.14	2,341.07
Annual	50,823.76	52,690.56	54,625.48	56,631.90	58,711.64	60,867.82

(11) Recruitment is at:

Biweekly	1,987.99
Annual	51,687.74

(12) Recruitment is at:

Biweekly	1,954.77
Annual	50,824.02

and may be at any point in the range with the approval of DER.

SECTION 5: PARAPROFESSIONALS

Pay Range 5DN

Official Rate Biweekly

FORENSIC IDENTIFICATION PROCESSOR (4) (9)
INTERNET ANALYST (1) (6)
LIBRARY CIRCULATION SERVICES REPRESENTATIVE (5) (10)
LIBRARY TECHNICAL SERVICES SPECIALIST (5) (10)
LICENSE SPECIALIST I (2) (7)
POLICE RECORDS SPECIALIST II (3) (8)
WATER LABORATORY TECHNICIAN

Wage Rate:

Hourly	17.43	20.63
Biweekly	1,394.31	1,650.61
Annual	36,252.06	42,915.86

- (1) Recruitment is at:

Biweekly	1,487.52
Annual	38,675.52

- (2) **Career Ladder Position.** Minimum recruitment is at:

Biweekly	1,521.77
Annual	39,566.02

and may be up to the following rate for current employees with the approval of DER:

Biweekly	1,797.06
Annual	46,723.56

- (3) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,521.77	1,582.64	1,645.95	1,713.29
Annual	39,566.02	41,148.64	42,794.70	44,545.54

- (4) To be paid the following rates:

Biweekly	1,521.77	1,713.29
Annual	39,566.02	44,545.54

- (5) Recruitment is at:

Biweekly	1,453.15
Annual	37,781.90

Resident Wage Incentive:

Hourly	17.95	21.25
Biweekly	1,436.14	1,700.13
Annual	37,339.64	44,203.38

- (6) Recruitment is at:

Biweekly	1,532.15
Annual	39,835.90

- (7) **Career Ladder Position.** Recruitment is at:

Biweekly	1,567.42
Annual	40,752.92

and may be up to the following rate for current employees with the approval of DER:

Biweekly	1,850.97
Annual	48,125.22

- (8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,567.42	1,630.12	1,695.33	1,764.69
Annual	40,752.92	42,383.12	44,078.58	45,881.94

- (9) To be paid the following rates:

Biweekly	1,567.42	1,764.69
Annual	40,752.92	45,881.94

- (10) Recruitment is at:

Biweekly	1,496.74
Annual	38,915.24

Pay Range 5IN

Official Rate Biweekly

911 DISPATCHER (2) (4) (7) (9)
911 TELECOMMUNICATOR (2) (3) (7) (8)
ADMINISTRATIVE ASSISTANT IV (1) (6)
BENEFITS SERVICES SPECIALIST (1) (6)
HUMAN RESOURCES ASSISTANT (1) (6)
LIBRARY CIRCULATION SERVICES REPRESENTATIVE – LEAD (1) (6)
LIBRARY COMMUNICATIONS ASSISTANT (1) (6)
LIBRARY TECHNICAL SERVICES SPECIALIST – LEAD (1) (6)
PROGRAM ASSISTANT III (1) (6)
REVENUE COLLECTION SPECIALIST (1) (6)
WATER PLANT MAINTENANCE ASSISTANT (5) (10)

Wage Rate:

Hourly	22.28	26.28
Biweekly	1,782.59	2,102.67
Annual	46,347.34	54,669.42

- (1) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

- (2) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (3) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,666.38	1,782.59	1,818.24	2,102.67
Annual	43,325.88	46,347.34	47,274.29	54,669.42

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5% and at minimum the following rate when performing those duties:

Biweekly	1,871.72
Annual	48,664.71

- (4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,871.72	1,965.31	2,004.62	2,192.36
Annual	48,664.71	51,098.06	52,120.12	57,001.36

A 911 Dispatcher assigned to classroom training duties in the Police Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,258.13	2,325.87
Annual	58,711.38	60,472.62

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5% and at least the following rate when performing those duties:

Biweekly	2,258.13
Annual	58,711.38

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,258.13	2,325.87
Annual	58,711.38	60,472.62

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,345.83	2,600.60
Annual	60,991.58	67,615.60

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,345.83
Annual	60,991.58

- (5) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,837.65	1,890.65	1,943.65	1,996.65	2,049.65	2,102.65
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Annual	47,778.90	49,156.90	50,534.90	51,912.90	53,290.90	54,668.90
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Resident Wage Incentive:

Hourly	22.95	27.07
Biweekly	1,836.07	2,165.75
Annual	47,737.82	56,309.50

(6) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

(7) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.

(8) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,716.37	1,836.07	1,872.79	2,165.75
Annual	44,625.62	47,737.82	48,692.54	56,309.50

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5% and at minimum the following rate when performing those duties:

Biweekly	1,927.87
Annual	50,124.62

(9) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,927.87	2,024.26	2,064.75	2,258.13
Annual	50,124.62	52,630.76	53,683.50	58,711.38

A 911 Dispatcher assigned to classroom training duties in the Police Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,325.87	2,395.65
Annual	60,472.62	62,286.90

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5% and at least the following rate when performing those duties:

Biweekly	2,325.87
Annual	60,472.62

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,325.87	2,395.65
Annual	60,472.62	62,286.90

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,416.20	2,678.62
Annual	62,821.20	69,644.12

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,416.20
Annual	62,821.20

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,892.78	1,947.37	2,001.96	2,056.55	2,111.14	2,165.73
Annual	49,212.28	50,631.62	52,050.96	53,470.30	54,889.64	56,308.98

SECTION 7: SKILLED CRAFT

Pay Range 7ON

Official Rate Biweekly

AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (6) (13)
CARPENTER SUPERVISOR (1) (8)
FIRE EQUIPMENT MACHINIST (4) (11)
FIRE EQUIPMENT WELDER (4) (11)
FIRE MECHANIC (4) (11)
FLEET SERVICES WELDER (6) (7) (13) (14)
HVAC MAINTENANCE TECHNICIAN – SENIOR (3) (10)
IRONWORKER SUPERVISOR (1) (2) (8) (9)
VEHICLE SERVICES TECHNICIAN (5) (12)

Wage Rate:

Hourly	31.61	31.65
Biweekly	2,529.04	2,532.27
Annual	65,755.04	65,839.02

- (1) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

- (2) Recruitment is at:

Biweekly	2,532.27
Annual	65,839.02

- (3) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,817.40	2,524.87
Annual	47,252.40	65,646.62

- (4) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 5% when performing special assignments.

- (5) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

- (6) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

- (7) Employees will receive an additional 5% incentive for lead work.

Resident Wage Incentive:

Hourly	32.56	32.60
Biweekly	2,604.91	2,608.24
Annual	67,727.66	67,814.24

- (8) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

- (9) Recruitment is at:

Biweekly	2,608.24
Annual	67,814.24

- (10) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,871.92	2,600.62
Annual	48,669.92	67,616.12

- (11) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 5% when performing special assignments.

- (12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

- (13) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 5% incentive for lead work.

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8KN

Official Rate Biweekly

OPERATIONS DRIVER WORKER (1) (2) (3) (4) (5) (6) (7) (8)
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Wage Rate:

Hourly	22.13	25.48
Biweekly	1,770.40	2,038.47
Annual	46,030.40	53,000.22

- (1) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader or assigned to drive during a general ice control and snow plow operation to be paid an additional 1% biweekly.
- (2) An employee assigned to drive a Roll-off Truck, Top Load Packer, Fuel Truck, or Vac-All to be paid an additional 3% biweekly. An employee assigned to drive a Street Sweeper or Utility Tow Truck to be paid an addition 5% biweekly.
- (3) An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.
- (4) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.

Resident Wage Incentive:

Hourly	22.79	26.25
Biweekly	1,823.51	2,099.62
Annual	47,411.26	54,590.12

- (5) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader or assigned to drive during a general ice control and snow plow operation to be paid an additional 1% biweekly.
- (6) An employee assigned to drive a Roll-off Truck, Top Load Packer, Fuel Truck, or Vac-All to be paid an additional 3% biweekly. An employee assigned to drive a Street Sweeper or Utility Tow Truck to be paid an addition 5% biweekly.
- (7) An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.
- (8) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.

SECTION 10: BOARDS AND COMMISSIONS

Pay Range BC1

Official Rate Biweekly

CITY SERVICE COMMISSIONER (2)
FIRE AND POLICE COMMISSIONER (4)
MEMBER, BOARD OF REVIEW (3)
MEMBER, BOARD OF ZONING APPEALS (2)
MEMBER, CITY PLAN COMMISSION (1)
MEMBER, ERS ANNUITY AND PENSION BOARD (1)
MEMBER, STANDARDS AND APPEALS COMMISSION (1)

Biweekly	115.38	253.85
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(1) Compensation is at:

Biweekly	115.38
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(2) Compensation is at:

Biweekly	161.54
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(3) Compensation is at:

Biweekly	\$280.00
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The Board of Review Member who is elected Chair to be compensated at:

Biweekly	\$317.00
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(4) Compensation is at:

Biweekly	253.85
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