

Section 1: OFFICIALS AND ADMINISTRATORS

PAY RANGE 1A

Official Rate Biweekly

Hourly:	21.25	29.75
Biweekly:	1,699.78	2,379.64
Annual:	44,194.28	61,870.64

4291	BUILDING SERVICES SUPERVISOR II	4	44,194.28	61,870.64
NEW	CALL CENTER SUPERVISOR	4	44,194.28	61,870.64
4313	ENVIRONMENTAL SPECIALIST SUPERVISOR	4	44,194.28	61,870.64
4312	EQUIPMENT OPERATIONS SUPERVISOR I (1) (2)	4	44,194.28	61,870.64
4305	FIRE DISPATCH SUPERVISOR (3)	4	44,194.28	61,870.64
4187	HEALTH PROJECT COORDINATOR - WIC	4	44,194.28	61,870.64
4318	HOUSING MANAGER II	4	44,194.28	61,870.64
4303	INVENTORY MANAGER	4	44,194.28	61,870.64
4339	LICENSE COORDINATOR	4	44,194.28	61,870.64
4342	PARKING ENFORCEMENT SUPERVISOR	4	44,194.28	61,870.64
4370	SANITATION SUPERVISOR (1) (2)	4	44,194.28	61,870.64
4369	SECRETARY, BOARD OF ZONING APPEALS	4	44,194.28	61,870.64
4374	STREET REPAIR SUPERVISOR (1)	4	44,194.28	61,870.64
4381	TOW LOT SUPERVISOR	4	44,194.28	61,870.64
4379	URBAN FORESTRY SUPERVISOR (1)	4	44,194.28	61,870.64
4126	VEHICLE SALVAGE SUPERVISOR I	4	44,194.28	61,870.64
4388	WATER DISTRIBUTION SUPERVISOR I (4)	4	44,194.28	61,870.64

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) To be appointed at \$2,129.00. This rate is equal to the maximum rate paid to the Operator Driver/Worker classification on the basis of a 46 hour work week.
- (3) Recruitment is at \$1,862.95.
- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.

PAY RANGE 1B

Official Rate Biweekly

Hourly:	22.65	31.71
Biweekly:	1,811.90	2,536.80
Annual:	47,109.40	65,956.80

4416	ADMINISTRATIVE SERVICES SUPERVISOR	5	47,109.40	65,956.80
4289	BRIDGE OPERATOR SUPERVISOR	5	47,109.40	65,956.80
4426	BUILDING MAINTENANCE SUPERVISOR II	5	47,109.40	65,956.80
4446	CUSTOMER SERVICE SPECIALIST	5	47,109.40	65,956.80
4306	FIELD OPERATIONS INSPECTION SPECIALIST (1)	5	47,109.40	65,956.80

4455	FLEET REPAIR SUPERVISOR II (1)	5	47,109.40	65,956.80
4462	HOUSING MANAGER III	5	47,109.40	65,956.80
4483	LEGISLATIVE LIBRARY MANAGER	5	47,109.40	65,956.80
4476	MECHANICAL MAINTENANCE SUPERVISOR	5	47,109.40	65,956.80
4495	MEDICAL ASSISTANT PROGRAM SUPERVISOR	5	47,109.40	65,956.80
4487	PARKING OPERATIONS SUPERVISOR	5	47,109.40	65,956.80
4493	PRINTING, STORES, & BUILDING SERVICES SUPERVISOR	5	47,109.40	65,956.80
4365	SEWER MAINTENANCE PROGRAM MANAGER	5	47,109.40	65,956.80
4517	SEWER OPERATIONS SUPERVISOR	5	47,109.40	65,956.80
4519	STREET OPERATIONS SUPERVISOR (1)	5	47,109.40	65,956.80
4529	TELECOMMUNICATIONS SPECIALIST	5	47,109.40	65,956.80
4532	VITAL STATISTICS SUPERVISOR	5	47,109.40	65,956.80
4538	WATER DISTRIBUTION FIELD SUPERVISOR (2)	5	47,109.40	65,956.80
4390	WATER METER FIELD SUPERVISOR	5	47,109.40	65,956.80

- (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) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.

PAY RANGE 1C

Official Rate Biweekly

Hourly:	24.14	33.80
Biweekly:	1,931.00	2,703.66
Annual:	50,206.00	70,295.16

4598	BUILDING MAINTENANCE ASSISTANT MANAGER	6	50,206.00	70,295.16
4599	BUILDING SERVICES MANAGER (1)	6	50,206.00	70,295.16
NEW	CALL CENTER MANAGER	6	50,206.00	70,295.16
4733	CITY CHANNEL MANAGER	6	50,206.00	70,295.16
4616	ENVIRONMENTAL HEALTH FIELD SUPERVISOR	6	50,206.00	70,295.16
4624	ENVIRONMENTAL HEALTH SUPERVISOR	6	50,206.00	70,295.16
4622	EQUIPMENT INVENTORY MANAGER	6	50,206.00	70,295.16
4610	EQUIPMENT OPERATIONS & TRAINING MANAGER (1)	6	50,206.00	70,295.16
4644	INVENTORY SERVICES MANAGER	6	50,206.00	70,295.16
5316	LEAD PENSION SPECIALIST	6	50,206.00	70,295.16
4638	NUISANCE CONTROL SUPERVISOR	6	50,206.00	70,295.16
4661	PARKING ENFORCEMENT ASSISTANT MANAGER	6	50,206.00	70,295.16
4652	PERSONNEL OFFICER	6	50,206.00	70,295.16
4654	POLICE PAYROLL SUPERVISOR	6	50,206.00	70,295.16
4658	PUBLIC RELATIONS SUPERVISOR	6	50,206.00	70,295.16
4662	RESIDENTIAL REHABILITATION SUPERVISOR	6	50,206.00	70,295.16
4664	SAFETY SUPERVISOR (1)	6	50,206.00	70,295.16
4669	SECURITY MANAGER	6	50,206.00	70,295.16
4682	TELECOMMUNICATIONS SUPERVISOR	6	50,206.00	70,295.16
4377	TOW LOT ASSISTANT MANAGER	6	50,206.00	70,295.16
4688	WATER CUSTOMER SERVICE SUPERVISOR	6	50,206.00	70,295.16
4693	WATER DISTRIBUTION BUSINESS SYSTEMS SUPERVISOR	6	50,206.00	70,295.16

4691	WATER MAINTENANCE MANAGER	6	50,206.00	70,295.16
4685	WATER PLANT MAINTENANCE SUPERVISOR	6	50,206.00	70,295.16
4695	WATER REVENUE COLLECTIONS SUPERVISOR	6	50,206.00	70,295.16

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

PAY RANGE 1D

Official Rate Biweekly

Hourly:	25.73	36.02
Biweekly:	2,058.41	2,881.61
Annual:	53,518.66	74,921.86

4732	BUILDING CODES ENFORCEMENT SUPERVISOR	7	53,518.66	74,921.86
4749	CERTIFICATION & SALARY SYSTEMS ADMINISTRATOR	7	53,518.66	74,921.86
4824	CUSTOMER SERVICES MANAGER	7	53,518.66	74,921.86
4740	DOCUMENT SERVICES MANAGER	7	53,518.66	74,921.86
4612	ELECTRONIC TECHNICIAN SUPERVISOR (1)	7	53,518.66	74,921.86
4734	ENVIRONMENTAL CODE ENFORCEMENT SUPERVISOR	7	53,518.66	74,921.86
4768	FIRE DISPATCH MANAGER	7	53,518.66	74,921.86
4766	FIRE EQUIPMENT REPAIRS SUPERVISOR	7	53,518.66	74,921.86
4769	FIRE PERSONNEL OFFICER	7	53,518.66	74,921.86
4737	FLEET REPAIR SUPERVISOR III (2)	7	53,518.66	74,921.86
4764	GENERAL ACCOUNTING MANAGER	7	53,518.66	74,921.86
4915	HEALTH CENTER OPERATIONS MANAGER	7	53,518.66	74,921.86
5309	HOUSING REHABILITATION MANAGER	7	53,518.66	74,921.86
5131	LEAD GRANT MANAGER	7	53,518.66	74,921.86
4778	LEAD HAZARD PREVENTION MANAGER	7	53,518.66	74,921.86
4782	LIBRARY BRANCH MANAGER	7	53,518.66	74,921.86
4783	LIBRARY PERSONNEL OFFICER	7	53,518.66	74,921.86
4786	MANAGEMENT LIBRARIAN	7	53,518.66	74,921.86
4789	MCHVP PROGRAM MANAGER	7	53,518.66	74,921.86
4797	PLANT & EQUIPMENT REPAIR SUPERVISOR	7	53,518.66	74,921.86
4793	PLANT AUTOMATION SPECIALIST	7	53,518.66	74,921.86
5326	POLICE FLEET MANAGER	7	53,518.66	74,921.86
4804	PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR	7	53,518.66	74,921.86
4802	PUBLIC HEALTH NURSE SUPERVISOR	7	53,518.66	74,921.86
4825	REVENUE COLLECTION MANAGER	7	53,518.66	74,921.86
4810	SANITATION DISTRICT MANAGER (2)	7	53,518.66	74,921.86
4822	SCHOOL HEALTH MANAGER	7	53,518.66	74,921.86
4823	SHOP AND MAINTENANCE SUPERVISOR (2)	7	53,518.66	74,921.86
4833	URBAN FORESTRY MANAGER (2)	7	53,518.66	74,921.86
5067	WATER METER PROJECT MANAGER	7	53,518.66	74,921.86
4839	WATER QUALITY OPERATIONS MANAGER	7	53,518.66	74,921.86
4841	WELL WOMEN'S PROGRAM MANAGER	7	53,518.66	74,921.86
4842	WIC PROGRAM MANAGER	7	53,518.66	74,921.86

- (1) Recruitment may be up to \$2223.05 with the approval of DER.

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

PAY RANGE 1E

Official Rate Biweekly

Hourly:	27.42	38.38
Biweekly:	2,193.39	3,070.63
Annual:	57,028.14	79,836.38

4875	ACCOUNTING MANAGER - CITY DEVELOPMENT	8	57,028.14	79,836.38
4886	BUSINESS OPERATIONS MANAGER	8	57,028.14	79,836.38
4898	DPW INVENTORY & PURCHASING MANAGER	8	57,028.14	79,836.38
4904	ELECTRICAL SERVICES SUPERVISOR I	8	57,028.14	79,836.38
4901	EMERGING BUSINESS ENTERPRISE MANAGER	8	57,028.14	79,836.38
4908	FIRE EQUIPMENT REPAIRS MANAGER	8	57,028.14	79,836.38
4912	GREENHOUSE & NURSERY MANAGER	8	57,028.14	79,836.38
4628	HEALTH COMMUNICATION OFFICER	8	57,028.14	79,836.38
4923	LEGISLATIVE RESEARCH SUPERVISOR	8	57,028.14	79,836.38
4924	LIBRARY FACILITIES MANAGER	8	57,028.14	79,836.38
4961	NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER	8	57,028.14	79,836.38
4940	PORT OPERATIONS SUPERVISOR	8	57,028.14	79,836.38
4937	PUBLIC WORKS ACCOUNTING MANAGER	8	57,028.14	79,836.38
4959	SECURITY OPERATIONS MANAGER	8	57,028.14	79,836.38
4958	WATER DISTRIBUTION SCHEDULING MANAGER (1)	8	57,028.14	79,836.38
4953	WATER METER SERVICES MANAGER	8	57,028.14	79,836.38
4954	WATER REVENUE MANAGER	8	57,028.14	79,836.38

- (1) The incumbents of positions in this class, if certified by the Commissioner-Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

PAY RANGE 1F

Official Rate Biweekly

Hourly:	29.24	40.93
Biweekly:	2,338.81	3,274.21
Annual:	60,809.06	85,129.46

5113	ASSESSMENT DIVISION MANAGER	9	60,809.06	85,129.46
4887	BUILDING CONSTRUCTION INSPECTION SUPERVISOR	9	60,809.06	85,129.46
4990	BUSINESS FINANCE MANAGER	9	60,809.06	85,129.46
4991	BUSINESS OPERATIONS MANAGER-HEALTH	9	60,809.06	85,129.46
4983	BUSINESS OPERATIONS MANAGER-NEIGHBORHOOD	9	60,809.06	85,129.46
4995	COMMERCIAL & RESIDENTIAL REHABILITATION MANAGER	9	60,809.06	85,129.46
5548	COMMUNICABLE & INFECTIOUS DISEASE PROGRAM MANAGER	9	60,809.06	85,129.46

5117	COMMUNICATIONS SYSTEMS MANAGER	9	60,809.06	85,129.46
4999	CONSUMER ENVIRONMENTAL HEALTH MANAGER	9	60,809.06	85,129.46
4996	COUNCIL ADMINISTRATION MANAGER	9	60,809.06	85,129.46
4992	COUNCIL RECORDS MANAGER	9	60,809.06	85,129.46
5010	CRIME & INTELLIGENCE SPECIALIST	9	60,809.06	85,129.46
4619	ELECTION SERVICES MANAGER	9	60,809.06	85,129.46
4903	ELECTRICAL INSPECTION SUPERVISOR	9	60,809.06	85,129.46
5008	EPIDEMIOLOGIST	9	60,809.06	85,129.46
5046	FAMILY & COMMUNITY HEALTH OPERATIONS MANAGER	9	60809.06	85129.46
5019	HOME ENVIRONMENTAL HEALTH MANAGER	9	60,809.06	85,129.46
5022	INFRASTRUCTURE SUPPORT SERVICES MANAGER	9	60,809.06	85,129.46
5026	LIBRARIAN V (1)	9	60,809.06	85,129.46
5025	LIBRARY BUSINESS OPERATIONS MANAGER	9	60,809.06	85,129.46
4639	LICENSE DIVISION ASSISTANT MANAGER	9	60,809.06	85,129.46
5030	MARKETING & PUBLIC RELATIONS OFFICER	9	60,809.06	85,129.46
5032	OPERATIONS & DISPATCH MANAGER (2)	9	60,809.06	85,129.46
5075	OPERATIONS MANAGER-DEVELOPMENT CENTER	9	60,809.06	85,129.46
5045	PARKING FINANCIAL MANAGER	9	60,809.06	85,129.46
4936	PLUMBING INSPECTION SUPERVISOR	9	60,809.06	85,129.46
5037	PUBLIC INFORMATION MANAGER	9	60,809.06	85,129.46
5047	SEWER SERVICE DISTRICT MANAGER	9	60,809.06	85,129.46
5049	SPECIAL ASSISTANT TO THE CITY ATTORNEY	9	60,809.06	85,129.46
5048	SPECIAL ASSISTANT TO THE CITY TREASURER	9	60,809.06	85,129.46
5050	SPECIAL ASSISTANT TO THE COMPTROLLER	9	60,809.06	85,129.46
5053	STREET REPAIR DISTRICT MANAGER	9	60,809.06	85,129.46
4942	TOW LOT MANAGER	9	60,809.06	85,129.46
5065	URBAN FORESTRY TECHNICAL SERVICES MANAGER (2)	9	60,809.06	85,129.46
4957	WATER DISTRIBUTION CONSTRUCTION MANAGER (3)	9	60809.06	85129.46
5069	WATER PLANT AUTOMATION MANAGER	9	60,809.06	85,129.46
5071	WATER PLANT OPERATIONS MANAGER - NORTH	9	60,809.06	85,129.46
5072	WATER PLANT OPERATIONS MANAGER - SOUTH	9	60,809.06	85,129.46

- (1) One position of Librarian V which functions as Circulation Manager for the Milwaukee Pubic Library System and the Milwaukee County Federated Library system to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library system.
- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (3) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

PAY RANGE 1G

Official Rate Biweekly

Hourly:	31.16	43.62
Biweekly:	2,492.49	3,489.54
Annual:	64,804.74	90,728.04

4982	ACCOUNTING MANAGER	10	64,804.74	90,728.04
5112	ASSISTANT COURT ADMINISTRATOR	10	64,804.74	90,728.04
5105	AUDITING MANAGER	10	64,804.74	90,728.04

4884	BUILDING CODES COURT ADMINISTRATOR	10	64,804.74	90,728.04
5114	BUILDING CODES ENFORCEMENT MANAGER	10	64,804.74	90,728.04
5132	CHIEF COMPLIANCE OFFICER	10	64,804.74	90,728.04
5122	ELECTRICAL SERVICES MANAGER	10	64,804.74	90,728.04
5124	ELECTRICAL SERVICES SUPERVISOR II (1)	10	64,804.74	90,728.04
5119	ENVIRONMENTAL CODE ENFORCEMENT MANAGER	10	64804.74	90728.04
5304	FIRE TECHNICAL SERVICES MANAGER	10	64,804.74	90,728.04
5017	GRANT-IN-AIDE FISCAL COORDINATOR	10	64,804.74	90,728.04
5121	DATA SERVICES MANAGER	10	64,804.74	90,728.04
5130	INFECTIOUS DISEASE EPIDEMIOLOGIST	10	64,804.74	90,728.04
5133	IT SUPPORT SERVICES MANAGER	10	64,804.74	90,728.04
5140	NETWORK MANAGER	10	64,804.74	90,728.04
5139	OPERATIONS & MAINTENANCE MANAGER	10	64,804.74	90,728.04
5142	PARKING ENFORCEMENT MANAGER	10	64,804.74	90,728.04
5328	POLICE FACILITIES MANAGER	10	64,804.74	90,728.04
5152	RESEARCH AND ANALYSIS MANAGER	10	64,804.74	90,728.04
4788	RETIREMENT PLAN MANAGER (2)	10	64,804.74	90,728.04
5336	SPECIAL ENFORCEMENT MANAGER	10	64,804.74	90,728.04
5136	VIOLENCE REDUCTION & PREVENTION INITIATIVE MANAGER	10	64804.74	90728.04
5158	WATER ACCOUNTING MANAGER	10	64,804.74	90,728.04
4955	WATER DISTRIBUTION OPERATIONS MANAGER (3)	10	64,804.74	90,728.04

- (1) The employee in this title who is designated to hold the Type C Contractors Electrical License for the City in the Buildings and Fleet Division shall receive an additional \$120 per pay period.
- (2) Recruitment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) The incumbents of positions in this class, if certified by the Commissioner-Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

PAY RANGE 1H

Official Rate Biweekly

Hourly:	33.22	46.50
Biweekly:	2,657.29	3,720.07
Annual:	69,089.54	96,721.82

5189	ADMINISTRATIVE SERVICES MANAGER	11	69,089.54	96,721.82
5190	ASSOCIATE DIRECTOR	11	69,089.54	96,721.82
5200	BRIDGE MAINTENANCE MANAGER	11	69,089.54	96,721.82
5202	BUDGET & MANAGEMENT REPORTING MANAGER	11	69,089.54	96,721.82
5195	BUILDING CODES ENFORCEMENT MANAGER-	11	69,089.54	96,721.82
5207	BUSINESS SYSTEMS MANAGER	11	69,089.54	96,721.82
5209	CITY PAYROLL MANAGER	11	69,089.54	96,721.82
5212	DATA BASE ADMINISTRATOR	11	69,089.54	96,721.82
5213	ELECTRICAL SERVICES MANAGER-SENIOR	11	69,089.54	96,721.82
NEW	ERS FUNTIONAL APPLICATIONS ANALYST (1)	11	69,089.54	96,721.82
5211	EXECUTIVE DIRECTOR-DEFERRED COMPENSATION BOARD	11	69,089.54	96,721.82
5220	FINANCE & PLANNING MANAGER	11	69,089.54	96,721.82
5201	GIS DEVELOPER-PROJECT LEADER	11	69,089.54	96,721.82

5225	LEGISLATIVE REFERENCE BUREAU MANAGER	11	69,089.54	96,721.82
5319	LIBRARY PUBLIC SERVICES AREA MANAGER	11	69,089.54	96,721.82
5027	LICENSE DIVISION MANAGER	11	69,089.54	96,721.82
5227	MARKETING DEVELOPMENT SERVICES MANAGER	11	69,089.54	96,721.82
5231	POLICE BUDGET & ADMINISTRATION MANAGER	11	69,089.54	96,721.82
5233	POLICE DEPARTMENT PERSONNEL ADMINISTRATOR	11	69,089.54	96,721.82
5229	PORT MARKETING MANAGER	11	69,089.54	96,721.82
5148	SANITATION AREA MANAGER	11	69,089.54	96,721.82
5245	URBAN FORESTRY DISTRICT MANAGER	11	69,089.54	96,721.82
5250	WATER BUSINESS MANAGER	11	69,089.54	96,721.82
5252	WATER PLANT MANAGER - NORTH	11	69,089.54	96,721.82
5253	WATER PLANT MANAGER - SOUTH	11	69,089.54	96,721.82

(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.

PAY RANGE 1I

Official Rate Biweekly

Hourly:	35.40	49.56
Biweekly:	2,831.79	3,964.49
Annual:	73,626.54	103,076.74

5268	APPLICATIONS DEVELOPMENT MANAGER	12	73,626.54	103,076.74
5270	ARCHITECTURAL PROJECT MANAGER	12	73,626.54	103,076.74
5280	BUDGET & POLICY MANAGER-SENIOR	12	73,626.54	103,076.74
5283	BUILDING CONSTRUCTION INSPECTION DIVISION	12	73,626.54	103,076.74
5346	CALL CENTER DIRECTOR	12	73,626.54	103,076.74
5290	CHIEF MICROBIOLOGIST	12	73,626.54	103,076.74
5295	CHIEF MOLECULAR SCIENTIST	12	73,626.54	103,076.74
5297	CITY PLANNING MANAGER	12	73,626.54	103,076.74
5300	ELECTION COMMISSION-EXECUTIVE DIRECTOR	12	73,626.54	103,076.74
5301	ENTERPRISE INFORMATION MANAGER	12	73,626.54	103,076.74
5299	ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1)	12	73,626.54	103,076.74
5215	ERS CHIEF FINANCIAL OFFICER (2)	12	73,626.54	103,076.74
5298	FAMILY & COMMUNITY HEALTH SERVICES DIRECTOR	12	73,626.54	103,076.74
5303	FINANCE & ADMINISTRATION MANAGER	12	73,626.54	103,076.74
5302	FUNCTIONAL APPLICATIONS MANAGER (3)	12	73,626.54	103,076.74
5308	HOMELAND SECURITY DIRECTOR	12	73,626.54	103,076.74
5312	HUMAN RESOURCES MANAGER	12	73,626.54	103,076.74
5314	INVESTMENTS & FINANCIAL SERVICES MANAGER	12	73,626.54	103,076.74
5318	LIBRARY TECHNICAL SERVICES MANAGER	12	73,626.54	103,076.74
5320	MANAGEMENT CIVIL ENGINEER - SENIOR	12	73,626.54	103,076.74
5322	MECHANICAL ENGINEER IV	12	73,626.54	103,076.74
5323	NEIGHBORHOODS BUSINESS DEVELOPMENT MANAGER	12	73,626.54	103,076.74
5325	PERMIT & DEVELOPMENT CENTER MANAGER	12	73,626.54	103,076.74
5329	PORT OPERATIONS MANAGER	12	73,626.54	103,076.74
5333	PUBLIC WORKS IT MANAGER	12	73,626.54	103,076.74
5234	PUBLIC WORKS PERSONNEL ADMINISTRATOR	12	73,626.54	103,076.74
5146	REVENUE & FINANCIAL SERVICES SPECIALIST	12	73,626.54	103,076.74
5407	SEWER SERVICES MANAGER	12	73,626.54	103,076.74
5337	STRUCTURAL DESIGN MANAGER	12	73,626.54	103,076.74
5344	TRAFFIC CONTROL ENGINEER IV	12	73,626.54	103,076.74

5348	WATER DISTRIBUTION MANAGER	12	73,626.54	103,076.74
5165	WORKERS COMPENSATION & SAFETY MANAGER	12	73,626.54	103,076.74

- (1) Recruitment is authorized up to \$3692.64 with the approval of DER.
- (2) Recruitment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is authorized up to \$3148.95 with the approval of DER.

PAY RANGE 1J

Official Rate Biweekly

Hourly:	37.73	52.82
Biweekly:	3,018.02	4,225.53
Annual:	78,468.52	109,863.78

5417	CHIEF OF STAFF POLICE	13	78,468.52	109,863.78
5398	CIVIL ENGINEER V	13	78,468.52	109,863.78
5460	DEPUTY CITY CLERK	13	78,468.52	109,863.78
5399	DISEASE CONTROL & ENVIRONMENTAL HEALTH SERVICES DIRECTOR	13	78,468.52	109,863.78
5403	ELECTRICAL SERVICES OPERATIONS MANAGER	13	78,468.52	109,863.78
5401	ENTERPRISE SYSTEMS MANAGER	13	78,468.52	109,863.78
5414	FLEET OPERATIONS MANAGER	13	78,468.52	109,863.78
5400	FORESTRY SERVICES MANAGER	13	78,468.52	109,863.78
5585	POLICY PLANNING COORDINATOR	13	78,468.52	109,863.78
5411	SANITATION SERVICES MANAGER	13	78,468.52	109,863.78
5412	SPECIAL DEPUTY CITY TREASURER	13	78,468.52	109,863.78
5487	STREET & BRIDGES SERVICES MANAGER	13	78,468.52	109,863.78
5410	TRAFFIC CONTROL ENGINEER V	13	78,468.52	109,863.78
5420	WATER QUALITY MANAGER	13	78,468.52	109,863.78

PAY RANGE 1K

Official Rate Biweekly

Hourly:	40.22	56.31
Biweekly:	3,217.43	4,504.55
Annual:	83,653.18	117,118.30

5386	ACCOUNTS DIRECTOR	14	83,653.18	117,118.30
5445	ADMINISTRATION & PROJECT MANAGER	14	83,653.18	117,118.30
5456	CHIEF COURT ADMINISTRATOR	14	83,653.18	117,118.30
5554	DEPUTY CITY TREASURER	14	83,653.18	117,118.30
5461	EMPLOYEE BENEFITS DIRECTOR	14	83,653.18	117,118.30
5462	ENGINEER IN CHARGE	14	83,653.18	117,118.30
5467	FACILITIES MANAGER	14	83,653.18	117,118.30
5405	FINANCIAL SERVICES DIRECTOR	14	83,653.18	117,118.30
5564	FIRE & POLICE COMMISSION EXECUTIVE DIRECTOR (1)	14	83,653.18	117,118.30
5468	HEALTH OPERATIONS ADMINISTRATOR	14	83,653.18	117,118.30
5470	LABOR NEGOTIATOR (2)	14	83,653.18	117,118.30
5415	NEIGHBORHOOD SERVICES OPERATIONS MANAGER	14	83,653.18	117,118.30
5479	PUBLIC WORKS COORDINATION MANAGER	14	83,653.18	117,118.30
5491	TELECOMMUNICATIONS MANAGER	14	83,653.18	117,118.30

- (1) While occupying this title, Michael G. Tobin, shall be paid at rates consistent with pay range 2NX, footnote 1.
- (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.

PAY RANGE 1L

Official Rate Biweekly

Hourly:	42.87	60.01
Biweekly:	3,429.28	4,800.87
Annual:	89,161.28	124,822.62

5537	BLOCK GRANT DIRECTOR	15	89,161.28	124,822.62
5539	CHIEF ASSESSOR	15	89,161.28	124,822.62
5540	CITY CLERK	15	89,161.28	124,822.62
5546	CITY PURCHASING DIRECTOR	15	89,161.28	124,822.62
5558	DEPUTY COMPTROLLER	15	89,161.28	124,822.62
5559	DEPUTY LIBRARY DIRECTOR-PUBLIC SERVICES	15	89,161.28	124,822.62
5466	EMPLOYEE RETIREMENT SYSTEM- DEPUTY DIRECTOR	15	89,161.28	124,822.62
5574	INFORMATION SYSTEMS MANAGER	15	89,161.28	124,822.62
5586	PUBLIC HEALTH LABORATORIES DIRECTOR	15	89,161.28	124,822.62

PAY RANGE 1M

Official Rate Biweekly

Hourly:	45.69	63.97
Biweekly:	3,655.01	5,117.27
Annual:	95,030.26	133,049.02

5677	ADMINISTRATION & TRANSPORTATION DESIGN MANAGER	16	95,030.26	133,049.02
5630	ADMINISTRATIVE SERVICES DIRECTOR	16	95,030.26	133,049.02
5639	CHIEF INVESTMENT OFFICER (1) (2)	16	95,030.26	133,049.02
5724	CHIEF OF STAFF	16	95,030.26	133,049.02
5738	EMPLOYEE RETIREMENT SYSTEM-CHIEF TECHNOLOGY OFFICER (3)	16	95,030.26	133,049.02
5651	EMPLOYEES' RETIREMENT SYSTEM-EXECUTIVE DIRECTOR	16	95,030.26	133,049.02
5649	ENVIRONMENTAL MANAGER	16	95,030.26	133,049.02
5740	FACILITIES DIRECTOR	16	95,030.26	133,049.02
5653	INFRASTRUCTURE OPERATIONS MANAGER	16	95,030.26	133,049.02
5475	POLICE INFORMATION SYSTEMS DIRECTOR (3)	16	95,030.26	133,049.02
5682	WATER WORKS SUPERINTENDENT	16	95,030.26	133,049.02

- (1) Recruitment may be at any rate in the pay range.
- (2) Compensation may be at any rate in the pay range upon approval of the Employees' Retirement System-Executive Director and the Annuity and Pension Board.
- (3) 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.

PAY RANGE 1N

Official Rate Biweekly

Hourly:	48.70	68.18
Biweekly:	3,895.91	5,454.42
Annual:	101,293.66	141,814.92

5722	BUDGET AND MANAGEMENT DIRECTOR	17	101,293.66	141,814.92
5725	CHIEF INFORMATION OFFICER	17	101,293.66	141,814.92
5736	DEPUTY COMMISSIONER-CITY DEVELOPMENT	17	101,293.66	141,814.92
5748	LEGISLATIVE LIAISON DIRECTOR	17	101,293.66	141,814.92
5749	MILWAUKEE PUBLIC LIBRARY DIRECTOR	17	101,293.66	141,814.92
5750	MUNICIPAL PORT DIRECTOR	17	101,293.66	141,814.92

PAY RANGE 10

Official Rate Biweekly

Hourly:	51.91	72.67
Biweekly:	4,152.82	5,813.81
Annual:	107,973.32	151,159.06

5786	ADMINISTRATION DIRECTOR	18	107,973.32	151,159.06
5792	CITY ENGINEER	18	107,973.32	151,159.06
5795	COMMISSIONER OF ASSESSMENTS	18	107,973.32	151,159.06
5794	COMMISSIONER-BUILDING INSPECTION	18	107,973.32	151,159.06
5793	COMMISSIONER-CITY DEVELOPMENT	18	107,973.32	151,159.06
5796	DEPUTY CITY ATTORNEY	18	107,973.32	151,159.06
5800	EMPLOYEE RELATIONS DIRECTOR	18	107,973.32	151,159.06
5825	OPERATIONS DIVISION DIRECTOR	18	107,973.32	151,159.06

PAY RANGE 1P

Official Rate Biweekly

Hourly:	55.33	77.46
Biweekly:	4,426.35	6,196.67
Annual:	115,085.10	161,113.42

5866	COMMISSIONER-HEALTH	19	115,085.10	161,113.42
5868	COMMISSIONER-PUBLIC WORKS	19	115,085.10	161,113.42

PROFESSIONALS

Pay Range 2AN

Official Rate Biweekly

Hourly:	16.48	23.07
Biweekly:	1,318.43	1,845.64
Annual:	34,279.23	47,986.72

3159	ASSISTANT PLANNER (10)	530	41,495.22	46,974.98
1915	CHEMIST I (2)	640	39,603.72	44,864.82
2597	COMMUNICABLE DISEASE SPECIALIST (10)	530	41,495.22	46,974.98
2822	GRAPHIC DESIGNER I (4) (9)	505	36,902.06	40,836.38
2606	LIBRARIAN I (7)	528	39,951.60	46,569.38
1904	MICROBIOLOGIST I (2)	640	39,603.72	44,864.82
0371	PROPERTY APPRAISER (1) (8)	536	41,150.98	45,371.04
0493	RECYCLING ASSISTANT (10)	530	41,394.86	46,861.62
0580	RENT ASSISTANCE SPECIALIST I (6)	530	41,495.22	46,974.98
1929	VIROLOGIST I (2) (5)	640	39,603.72	44,864.82
1918	WATER CHEMIST I (3) (5)	526	39,603.72	47,368.88
1907	WATER MICROBIOLOGIST I (2) (3)	522	39,603.72	44,864.82

- (1) Recruitment at \$1,582.73.
- (2) Recruitment up to \$1,725.57 with the approval of the Department of Employee Relations.
- (3) Upon attaining a State of Wisconsin certification as a Grade T or 1 Subclass S waterworks operator, the incumbent will advance one step in the pay range. If at the maximum step, the incumbent will advance one step to \$1,876.53 biweekly. In order to retain the extra pay step, employees must maintain current state certification as a Grade T or 1 Subclass S waterworks operator.
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,517.39, \$1,559.60 and \$1,604.86.
- (5) Recruitment at \$1,523.22.
- (6) Recruitment at \$1,595.97.
- (7) Recruitment may be up to \$1,634.15 with the approval of the Department of Employee Relations.
- (8) While occupying this title, William Daub to be paid at the biweekly rate of \$1,914.56. This employee will continue to receive general increases.
- (9) Recruitment at \$1,419.31.

Pay Range 2BN

Official Rate Biweekly

Hourly:	17.55	24.57
Biweekly:	1,404.13	1,965.61
Annual:	36,507.38	51,105.86

4000	ADMINISTRATIVE SERVICES SPECIALIST (1)	1	36,507.38	51,105.86
4010	EXECUTIVE ADMINISTRATIVE ASSISTANT I	1	36,507.38	51,105.86
2823	GRAPHIC DESIGNER II (4) (5) (6)	535	42,660.02	48,501.70
2650	LIBRARY YOUTH EDUCATOR (13)	592	40,018.94	48,020.70
4021	OFFICE SUPERVISOR I	1	36,507.38	51,105.86
4023	PENSION SPECIALIST	1	36,504.78	51,105.86
2124	PUBLIC HEALTH EDUCATOR I (3)	592	40,018.94	48,020.70
0535	REAL ESTATE SPECIALIST I (2)	540	43,908.54	50,146.72

- (1) For one position in the Sensitive Crimes Division of the Criminal Investigation Bureau of the Police Department, recruitment is authorized up to \$1,437.82 with the approval of the Department of Employee Relations.
- (2) Recruitment at \$1,688.79.
- (3) Recruitment at \$1,539.19.

- (4) Recruitment at \$1,640.77.
- (5) One position held by Janice Kotowicz (DCD) shall be paid the following biweekly rates: \$1,757.92 to \$2,461.07.
- (6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,545.82, \$1,591.07, \$1,638.24, \$1,688.86, \$1,757.50.

Pay Range 2CN

Official Rate Biweekly

Hourly:	18.70	26.18
Biweekly:	1,496.24	2,094.43
Annual:	38,902.24	54,455.18

0306	ACCOUNTANT I (1) (6)	545	45,210.36	51,823.72
4058	ADMINISTRATIVE SPECIALIST	2	38,902.24	54,455.18
4071	CLAIMS ADJUSTER	2	38,902.24	54,455.18
4076	DISABILITY SPECIALIST	2	38,902.24	54,455.18
4079	EMERGING BUSINESS ANALYST	2	38,902.24	54,455.18
4078	EXECUTIVE ADMINISTRATIVE ASSISTANT II	2	38,902.24	54,455.18
0188	HEALTH INFORMATION SPECIALIST (2) (7)	593	44,357.30	53,696.50
4092	LEGISLATIVE ASSISTANT (3)	2	38,902.24	54,455.18
2607	LIBRARIAN II (6)	544	45,210.36	52,860.60
4099	NETWORK COORDINATOR-ASSISTANT	2	38,902.24	54,455.18
4101	OFFICE SUPERVISOR II	2	38,902.24	54,455.18
2125	PUBLIC HEALTH EDUCATOR II (7)	593	44,357.30	53,696.50
4108	PURCHASING AGENT	2	38,902.24	54,455.18
2544	RENT ASSISTANCE INSPECTOR (4) (9)	541	43,908.54	52,068.90
0581	RENT ASSISTANCE SPECIALIST II (9)	541	43,908.54	52,068.90
4114	SAFETY SPECIALIST	2	38,902.24	54,455.18
1919	WATER CHEMIST II (5) (8)	542	45,905.60	52,068.90

- (1) One position held by Diane Kronberg shall be paid the following biweekly rates : \$1,547.43 to \$1,803.07.
- (2) Recruitment may be up to \$1,975.47 with the approval of DER.
- (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) One position held by Daniel Montemayor (DCD) shall be paid the following biweekly rates : \$1,547.43 to \$2,166.09.
- (5) Upon attaining a State of Wisconsin certification as a Grade T of 1 Subclass S waterworks operator, the incumbent will advance one increment in the pay range. If at the maximum increment, the incumbent will advance to \$2,062.72 . In order to retain the extra pay step, employees must maintain current state certification as a Grade T or 1 Subclass S waterworks operator.
- (6) Recruitment at \$1,738.86.
- (7) Recruitment at \$1,706.05.
- (8) Recruitment at \$1,765.60.
- (9) Recruitment at \$1,688.79.

Pay Range 2DN

Official Rate Biweekly

Hourly:	19.93	27.90
Biweekly:	1,594.52	2,232.19

Annual: 41,457.52 58,036.94

0307	ACCOUNTANT II (1) (19)	594	45,939.66	55,741.92
3161	ASSOCIATE PLANNER (20)	558	46,607.34	57,253.82
0622	BENEFITS SERVICES SPECIALIST III (4) (21)	546	45,210.36	55,272.88
4172	BUDGET & MANAGEMENT ANALYST	3	41,457.52	58,036.94
0625	BUSINESS SERVICES SPECIALIST (4) (5) (21)	546	45,210.36	55,272.88
0626	BUSINESS SERVICES SPECIALIST-NSP (21)	546	45,210.36	55,272.88
1916	CHEMIST II (6)	642	46,420.92	56,291.56
0532	CREDIT SERVICES SPECIALIST (18) (22)	540	43,908.54	50,146.72
2529	ENVIRONMENTAL & DISEASE CONTROL SPECIALIST (16)	547	46,420.92	56,291.56
2598	ENVIRONMENTAL HEALTH COORDINATOR (7) (20)	553	46,607.34	55,378.70
2530	ENVIRONMENTAL HYGIENIST (23)	555	48,133.02	54,958.28
4186	FLEET REPAIR SUPERVISOR I	3	41,457.52	58,036.94
0111	GEOGRAPHIC INFORMATION SPECIALIST (20)	558	46,607.34	57,253.82
4190	HEALTH AND SAFETY SPECIALIST	3	41,457.52	58,036.94
0520	HOUSING PROGRAMS SPECIALIST (4) (21)	546	45,210.36	55,272.88
0521	HOUSING SERVICES SPECIALIST (19)	594	45,939.66	55,741.92
4195	HUMAN RESOURCES ANALYST	3	41,457.52	58,036.94
4197	INVENTORY SUPERVISOR	3	41,457.52	58,036.94
4200	LABOR RELATIONS ANALYST	3	41,457.52	58,036.94
0181	LEAD PROGRAM INFORMATION SPECIALIST (20)	558	46,607.34	57,253.82
2596	LEAD RISK ASSESSOR III (8) (20)	553	46,607.34	55,378.70
2608	LIBRARIAN III (9)	557	49,213.84	57,138.90
2638	LIBRARY EDUCATION OUTREACH SPECIALIST (24)	557	49,213.84	57,138.90
4203	MANAGEMENT SERVICES SPECIALST	3	41,457.52	58,036.94
1905	MICROBIOLOGIST II (6)	642	46,420.92	56,291.56
2109	NUTRITIONIST (2) (3)	594	45,939.66	55,741.92
4207	PENSION SPECIALIST-SENIOR	3	41,457.52	58,036.94
4208	PERSONNEL ANALYST	3	41,457.52	58,036.94
0528	PROPERTY MANAGER (21)	546	45,210.36	55,272.88
2219	PUBLIC HEALTH NURSE (10) (11) (12)	666	46,019.48	56,468.36
2112	PUBLIC HEALTH SOCIAL WORKER (2)	594	45,939.66	55,741.92
0536	REAL ESTATE SPECIALIST II (21)	546	45,210.36	55,272.88
0584	RENT ASSISTANCE COORDINATOR (25)	547	46,420.92	56,291.56
0582	RENT ASSISTANCE SPECIALIST III (4) (21)	546	45,210.36	55,272.88
2518	SPECIAL ENFORCEMENT INSPECTOR (13) (14) (15)	572	48,133.02	57,074.94
4221	TEST ADMINISTRATION COORDINATOR	3	41,457.52	58,036.94
1930	VIROLOGIST II (6)	642	46,420.92	56,291.56
1908	WATER MICROBIOLOGIST II (17) (25)	547	46,420.92	56,291.56

- (1) Positions held by Lisa Ames, Jean Semenuk (City Attorney) and, Mary Pickett (Comptroller) shall be paid the following biweekly rates: \$1,547.43 to \$2,166.09.
- (2) Recruitment to be up to \$1,902.77 with the approval of DER.
- (3) The City shall pay a premium of \$20.00 biweekly to one position of Nutritionist while assigned to the Women, Infants, and Children's Nutrition Program.
- (4) Positions held by Cynthia Bowers, Rebeca Delgado, Donna Miller, Lou Williams, Wanda Williford, Marcia Friske and Judy Lathon-Carson (DCD), Crystal Owens and Therese Biernat (DER), shall be paid the following biweekly rates : \$1,649.08 to \$2,308.56.
- (5) Positions held by Dawn Hoogland and Joan Rossetti (DPW-Administration) shall be paid the following biweekly rates: \$1,757.92 to \$2,461.07.
- (6) Recruitment may be up to \$2,165.06 with the approval of DER.
- (7) One position held by Julie Hults (Health) shall be paid the following biweekly rates: \$1,547.43 to \$2,166.09.

- (8) 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 \$2129.95 shall advance to \$2,151.24.
- (9) Recruitment may be up to \$2,077.79 with the approval of DER..
- (10) The City shall pay a premium of \$45.00 biweekly for Public Health Nurses assigned on a full-time basis with full responsibilities to one of the following job assignments: Health Center Coordinator, Charge Nurse/STD Clinic, Charge Nurse/TB, Lead (Pb) Program Coordinator, Charge Nurse/Staff Development Unit, Charge Nurse/Family Health Clinic, Charge Nurse/WIC, Health Information Coordinator, Immunization Coordinator, PHN Coordinator-HIV Women's Program and PHN Coordinator-Adolescent School Health (ASHP).
- (11) A Public Health Nurse shall be eligible to receive an additional thirty (\$30) dollars biweekly special Attainment Pay provided they meet one or more of the following criteria and have provided the department with the appropriate documentation:
 - (a) A nurse has a Master's Degree of Nursing approved by the National League of Nursing (NLN) and has submitted the diploma verifying such degree to the Public Health Nurse Manager.
 - (b) A nurse has an American Nurses' Association (ANA) certification in Community Health Nurse, Adult Nurse Practitioner, Family Nurse Practitioner, Pediatric Nurse Practitioner, Gerontological Nurse Practitioner or a National Certification Corporation (NCC) certification as a Women's Health Care Nurse Practitioner and has submitted the certificate to the Public Health Nurse Manager or an American Nurses Credentialing Center (ANCC) certification as a Psych/Mental Health Nurse or an AIDS Certified Registered Nurse (ACRN) certification by the HIV/AIDS Nursing Certification Board (HANCNB).
 - (c) A nurse has a Department of Public Instruction Certification and has submitted the certificate to the Public Health Nurse Manager.

A nurse who does not maintain his/her certification under one of the criteria listed above, shall not be eligible to continue to receive Special Attainment Pay unless he/she maintains eligibility by meeting another specified criterion above. A nurse who satisfies more than one criterion shall not receive more than one Special Attainment Pay of \$30 biweekly. A nurse appointed prior to June 21, 1981, who does not have a BSN degree as of January 1, 1989, but who has an American Nurses' Association Certification approved by the Public Health Nurse Manager shall be deemed to qualify for this special attainment pay.

- (12) Recruitment shall be at the up to \$1,990.11 subject to applicable experience under criteria established by the City. In addition, recruitment may be up to \$1,840.50 based upon market conditions as determined by the City.
- (13) The fifth increment shall be \$2,195.19 for employees in these classifications.
- (14) Employees in these job classifications who complete at least one year of service at the \$2195.19 and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment: (a) Uniform Dwelling Code (UDC) Construction certification; (b) pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and/or (c) Commercial Building Code Certification. The increment shall be as follows:
 - (a) Increment One: \$2,217.15 provided the employee attains and maintains one of the above certifications;
 - (b) Increment Two: \$2,239.08. provided the employee attains and maintains two of the above certifications;
 - (c) Increment Three: \$2,261.06. provided the employee attains and maintains all three of the above certifications.
- (15) Employees in these job classifications who are not at \$2,029.45 and who attain and maintain all three of the certifications specified in footnote (14) shall advance one additional increment. After such employees advance to \$2,029.45, such employees shall advance as outlined in footnote (14).
- (16) Recruitment may be up to \$1,809.59 with the approval of DER.
- (17) Upon attaining a State of Wisconsin certification as a Grade T or 1 Subclass S waterworks operator, the incumbent will advance one increment in the pay range. If at the maximum increment, the incumbent will advance to \$1,876.53. The employee must maintain the certification to retain the extra increment.

(18) Employees in these classifications shall be eligible for the following three additional M-Steps provided that the following criteria is met:

M-Step 1	\$2,001.88	30 credits only OR 8 years of service and 15 credits
M-Step 2	\$2,061.93	45 credits only OR 10 years of service and 25 credits
M-Step 3	\$2,123.81	60 credits only OR 12 years of service and 40 credits

Credits allowed to meet the criteria shall be according to DER guidelines.

- (19) Recruitment at \$1,766.91.
- (20) Recruitment at \$1,792.59.
- (21) Recruitment at \$1,738.86.
- (22) Recruitment at \$1,688.79.
- (23) Recruitment at \$1,851.27.
- (24) Recruitment at \$1,892.84.
- (25) Recruitment at \$1,785.42.

Pay Range 2EN

Official Rate Biweekly

Hourly:	21.25	29.75
Biweekly:	1,699.78	2,379.64
Annual:	44,194.28	61,870.64

1806	ARCHITECT DESIGNER I (1)	624	50,097.84	59,792.20
1812	CIVIL ENGINEER I (1)	624	50,097.84	59,792.20
1826	ELECTRICAL ENGINEER I (1)	624	50,097.84	59,792.20
2503	FIRE PROTECTION ENGINEER	624	50,097.84	59,792.20
0522	HOUSING REHABILITATION SPECIALIST (2) (6)	548	50,446.50	59,246.98
0459	INVESTIGATOR/ADJUSTER (3) (7)	560	51,455.30	58,747.52
0192	IT SUPPORT SPECIALIST (8)	596	49,472.02	60,079.50
1914	LEAD WATER CHEMIST (9)	559	53,630.72	61,842.04
1845	MECHANICAL ENGINEER I (1)	624	50,097.84	59,792.20
0184	NETWORK ANALYST-ASSISTANT (4) (5)	596	49,472.02	60,079.50
0179	NETWORK SERVICE COORD-SENIOR (8)	596	49,472.02	60,079.50
1851	PLAN EXAMINER SPECIALIST (10)	556	48,133.02	58,689.54
1869	TRAFFIC CONTROL ENGINEER I (1)	624	50,097.84	59,792.20

- (1) Recruitment may be up to \$2,190.02 with the approval of DER.
- (2) Positions held by Dick Haak, Jeffrey Keen, Brian Pellett, and Hamid Sarlati, shall be paid the following biweekly rates \$1,873.89 to \$2,623.59.
- (3) Positions held by Steve Carini and Robert Overholt (City Attorney), shall be paid the following biweekly rates: \$1,757.92 to \$2,461.07.
- (4) Recruitment may be up to \$2,051.10 with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.
- (5) One position held by Corey Richards (DOA), shall be paid the following biweekly rates: \$1,757.92 to \$2,461.07.
- (6) Recruitment is at \$1,940.25.
- (7) Recruitment is at \$1,979.05.
- (8) Recruitment is at \$1,902.77.
- (9) Recruitment is at \$2,062.72.
- (10) Recruitment is at \$1851.27.

Pay Range 2EX

Official Rate Biweekly

Hourly:	21.25	29.75
Biweekly:	1,699.78	2,379.64
Annual:	44,194.28	61,870.64

4274	ADMINISTRATIVE SPECIALIST-SENIOR	4	44,194.28	61,870.64
4280	AUDITOR-SENIOR	4	44,194.28	61,870.64
4292	CLAIMS ADJUSTER-SENIOR	4	44,194.28	61,870.64
4298	COMMUNITY OUTREACH LIAISON	4	44,194.28	61,870.64
4304	DISABILITY SPECIALIST-SENIOR	4	44,194.28	61,870.64
4314	EMERGING BUSINESS ANALYST-SENIOR	4	44,194.28	61,870.64
4308	EMPLOYEE ASSISTANCE COORDINATOR	4	44,194.28	61,870.64
4309	FISCAL REVIEW ANALYST ASSOCIATE	4	44,194.28	61,870.64
4346	HEALTH PROJECT COORDINATOR-IMMUNIZATIONS	4	44,194.28	61,870.64
4349	HEALTH PROJECT COORDINATOR- EMERGENCY PREPAREDNESS	4	44,194.28	61,870.64
4348	HEALTH PROJECT COORDINATOR-PLAIN TALK	4	44,194.28	61,870.64
4355	HEALTH PROJECT COORDINATOR-TOBACCO & MEN'S HEALTH	4	44,194.28	61,870.64
4347	HEALTH PROJECT COORDINATOR-ACHP	4	44,194.28	61,870.64
4603	HEALTH PROJECT COORDINATOR-CHILDHOOD WELLNESS	4	44,194.28	61,870.64
4300	HEALTH PROJECT COORDINATOR-MILWAUKEE COMPREHENSIVE HOME VISITING PROGRAM	4	44,194.28	61,870.64
5306	HEALTH PROJECT COORDINATOR-VIOLENCE PREVENTION	4	44,194.28	61,870.64
4351	LEGISLATIVE FISCAL ANALYST-ASSOCIATE	4	44,194.28	61,870.64
4328	MANAGEMENT ACCOUNTANT-SENIOR	4	44,194.28	61,870.64
4338	NETWORK COORDINATOR ASSOCIATE	4	44,194.28	61,870.64
4353	PROJECT COORDINATOR-BIG	4	44,194.28	61,870.64
4358	PURCHASING AGENT-SENIOR	4	44,194.28	61,870.64
4366	SAFETY SPECIALIST-SENIOR (1)	4	44,194.28	61,870.64
4373	SYSTEMS ANALYST-ASSISTANT	4	44,194.28	61,870.64
4376	TELECOMMUNICATIONS ANALYST-ASSISTANT	4	44,194.28	61,870.64

- (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.

Pay Range 2FN

Official Rate Biweekly

Hourly:	22.65	31.71
Biweekly:	1,811.40	2,536.80
Annual:	47,109.40	65,956.80

1917	CHEMIST III (1)	644	53,594.32	65,123.24
1906	MICROBIOLOGIST III (1)	644	53,594.32	65,123.24
1931	VIROLOGIST III (1)	644	53,594.32	65,123.24
1880	PARKING OPERATIONS COORDINATOR (2)	621	54,562.56	64,671.36
3164	SENIOR PLANNER (3)	576	54,590.64	64,597.52
3165	SENIOR PLANNER-ARCHITECTURAL DESIGN (3)	576	54,590.64	64,597.52

- (1) Recruitment may be up to \$2,504.74 with the approval of DER.
- (2) Recruitment is at \$2,098.56.
- (3) Recruitment is at \$2,099.64

Pay Range 2FX

Official Rate Biweekly

Hourly:	22.65	31.71
Biweekly:	1,811.90	2,536.80
Annual:	47,109.40	65,956.80

4423	BUDGET & MANAGEMENT ANALYST-SENIOR	5	47,109.40	65,956.80
4433	CERTIFICATION & COMMUNICATIONS COORDINATOR	5	47,109.40	65,956.80
4432	CLAIMS ADJUSTER SPECIALIST	5	47,109.40	65,956.80
4451	DPW INVENTORY & PURCHASING COORDINATOR	5	47,109.40	65,956.80
4899	ECOCULTURAL FAMILY INTERVIEW PROGRAM COORDINATOR	5	47,109.40	65,956.80
new	EMERGENCY PREPAREDNESS COORDINATOR-WORKFORCE DEVELOPMENT	5	47,109.40	65,956.80
4188	HEALTH PROJECT COORDINATOR-PUBLIC HEALTH SURVEILLANCE	5	47,109.40	65,956.80
4466	HUMAN RESOURCES ANALYST-SENIOR	5	47,109.40	65,956.80
4469	INJURY & VIOLENCE PREVENTION PROGRAM	5	47,109.40	65,956.80
4470	LABOR RELATIONS ANALYST-SENIOR	5	47,109.40	65,956.80
4486	LEAD PROJECT COORDINATOR (CDBG)	5	47,109.40	65,956.80
4481	LEAD PROJECT COORDINATOR (LDG)	5	47,109.40	65,956.80
2609	LIBRARIAN IV (1)	565	52,959.66	62,123.10
4474	MANAGEMENT ACCOUNTING SPECIALIST	5	47,109.40	65,956.80
4202	MANAGEMENT SERVICES ADJUSTER	5	47,109.40	65,956.80
4484	NUTRITIONIST COORDINATOR	5	47,109.40	65,956.80
4491	PERMITS & COMMUNICATIONS SPECIALIST	5	47,109.40	65,956.80
4490	PERSONNEL ANALYST-SENIOR	5	47,109.40	65,956.80
4496	PROCUREMENT SPECIALIST	5	47,109.40	65,956.80
4514	RENTAL REHABILITATION SPECIALIST	5	47,109.40	65,956.80
4516	RESEARCH & POLICY ANALYST	5	47,109.40	65,956.80
4531	TOBACCO CONTROL PROGRAM COORDINATOR	5	47,109.40	65,956.80
4224	TRADE DEVELOPMENT REPRESENTATIVE	5	47,109.40	65,956.50
4535	WATER CLAIMS SPECIALIST	5	47,109.40	65,956.80
4537	WATER MARKETING SPECIALIST	5	47,109.40	65,956.80

- (1) Recruitment is at \$1,919.05.

Pay Range 2GN

Official Rate Biweekly

Hourly:	24.14	33.80
Biweekly:	1,931.00	2,703.66
Annual:	50,206.00	70,295.16

1807	ARCHITECT DESIGNER II (4)	626	56,940.52	67,909.92
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0183	AUTOMATED SYSTEMS SPECIALIST (5)	598	55,374.02	67,257.84
1813	CIVIL ENGINEER II (4)	626	56,940.52	67,909.92
2305	CRIME ANALYST (1)	598	55,374.02	67,257.84
1827	ELECTRICAL ENGINEER II (4)	626	56,940.52	67,909.92
2504	FIRE PROTECTION ENGINEER II (4)	626	56,940.52	67,909.92
0177	GIS ANALYST (5)	598	55,374.02	67,257.84
0193	IT SUPPORT SPECIALIST-SENIOR (5)	598	55,374.02	67,257.84
1809	LANDSCAPE ARCHITECT	606	51,594.92	66,378.52
1846	MECHANICAL ENGINEER II (4)	626	56,940.52	67,909.92
0185	NETWORK ANALYST-ASSOCIATE (3)	598	55,374.02	67,257.84
2223	NURSE PRACTITIONER-STD/HIV PROGRAM (2)	670	55,882.84	67,624.44
0175	PROGRAMMER ANALYST (3)	598	55,374.02	67,257.84
1870	TRAFFIC CONTROL ENGINEER II (4)	626	56,940.52	67,909.92
1941	WATER QUALITY ANALYST (5)	598	55,374.02	67,257.84
1849	ZONING & DEVELOPMENT COORDINATOR (4)	587	56,940.52	67,909.92

- (1) Recruitment may be up to \$2476.99 with the approval of the DER and the Chair of the Committee on Finance & Personnel.
- (2) Recruitment is at \$2149.34.
- (3) Recruitment may be up to \$2256.99 with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Recruitment is at \$2190.02.
- (5) Recruitment is at \$2129.77

Pay Range 2GX

Official Rate Biweekly

Hourly:	24.14	33.8
Biweekly:	1,931.00	2,703.66
Annual:	50,206.00	70,295.16

4578	ACCOUNTANT III	6	50,206.00	70,295.16
0333	ACCOUNTING SPECIALIST (2)	577	50,834.94	71,175.78
4580	APPLICATIONS PROGRAMMER	6	50,206.00	70,295.16
0335	AUDITOR (2)	577	50,834.94	71,175.78
4596	BUDGET & MANAGEMENT ANALYST-LEAD	6	50,206.00	70,295.16
4299	COMPLIANCE ANALYST	6	50,206.00	70,295.16
0109	COMPTROLLER NETWORK ANALYST (2)	577	50,834.94	71,175.78
4615	CONTRACT COMPLIANCE OFFICER	6	50,206.00	70,295.16
4897	DATABASE ASSOCIATE	6	50,206.00	70,295.16
4620	ECONOMIC DEVELOPMENT SPECIALIST	6	50,206.00	70,295.16
4609	ENVIRONMENTAL POLICY ANALYST	6	50,206.00	70,295.16
0345	FINANCIAL SYSTEMS ANALYST	577	50,834.94	71,175.78
4608	GIS DEVELOPER	6	50,206.00	70,295.16
4632	GRANT MONITOR	6	50,206.00	70,295.16
4918	GRANT MONITOR-HOMELAND SECURITY	6	50,206.00	70,295.16
4604	HEALTH & SAFETY OFFICER	6	50,206.00	70,295.16
4613	INTERNET SERVICES COORDINATOR	6	50,206.00	70,295.16
0321	INVESTMENTS & FINANCIAL SERVICES SPECIALIST (3)	597	58,696.56	71,293.30
4671	LEGISLATIVE FISCAL ANALYST-SENIOR	6	50,206.00	70,295.16
4925	MAIG REGIONAL COORDINATOR	6	50,206.00	70,295.16
4640	MANAGEMENT & ACCOUNTING OFFICER	6	50,206.00	70,295.16

4645	NEIGHBORHOOD DEVELOPMENT SPEICALIST	6	50,206.00	70,295.16
4646	NETWORK COORDINATOR-SENIOR (1)	6	50,206.00	70,295.16
4665	PARKING CITATION REVIEW MANAGER	6	50,206.00	70,295.16
4648	PENSION ACCOUNTING SPECIALIST	6	50,206.00	70,295.16
4657	PROCUREMENT ADMINISTRATOR	6	50,206.00	70,295.16
4656	PROGRAM MANAGER	6	50,206.00	70,295.16
4660	REAL ESTATE SPECIALIST	6	50,206.00	70,295.16
0328	REVENUE & FINANCIAL SERVICES ASSISTANT	577	50,834.94	71,175.78
4674	STAFF ASSISTANT	6	50,206.00	70,295.16
4681	TELECOMMUNICATIONS ANALYST-ASSOCIATE	6	50,206.00	70,295.16
4683	UTILITIES SERVICES LIAISON	6	50,206.00	70,295.16

- (1) One position held by Kimberly Berry to be paid rates consistent with Pay Range 2IN.
- (2) Positions held by Peter Mensah-Brown, Estela Prust, Terisita Santos, Michael Roney, and Debborah Damask to be paid at \$2,737.53 biweekly.
- (3) Recruitment at 2,257.5\$6.

Pay Range 2HN

Official Rate Biweekly

Hourly:	25.73	36.02
Biweekly:	2,058.41	2,881.61
Annual:	53,518.66	74,921.86

1800	FACILITIES CONSTRUCTION PROJECT COORDINATOR (4)	627	62,014.94	73,926.06
1801	FACILITIES MAINTENANCE COORDINATOR (4)	627	62,014.94	73,926.06
0194	IT SUPPORT SPECIALIST-LEAD (5)	591	62,009.48	75,346.44
1948	LABORATORY INFORMATION SYSTEMS SPECIALIST (6)	646	59,850.96	71,785.22
1903	LEAD MICROBIOLOGIST (6)	646	59,850.96	71,785.22
1836	MECHANICAL PLAN EXAMINER II (7)	796	55,624.40	73,693.88
0186	NETWORK ANALYST-SENIOR (1)	591	62,009.48	75,346.44
1852	PLAN EXAMINER II (8)	625	55,624.40	73,693.88
0372	SENIOR PROPERTY APPRAISER (2) (3)	588	47,637.20	74,036.30

- (1) Recruitment may be up to \$2586.84 with the approval of the DER and the Chair of the Committee on Finance and Personnel.
- (2) Recruitment is at \$1832.20 and an employee may move in increments through the range of to \$2847.55, except the employee must meet the criteria to move to the rates outlined below. Equivalencies are determined by the Commissioner of Assessments.
 - (a) \$2163.51 - Must have completed at least one year at \$2080.34 and completion of the International Association of Assessing Officers (IAAO) Course 1 – Fundamentals of Real Property Appraisal or equivalent AND IAAO Course 2 – Income Approach to Valuation or its equivalent.
 - (b) \$2531.02 - Must have completed at least one year at \$2434.43 and completion of IAAO Standards of Practice and Professional Ethics or its equivalent AND IAAO Course 302 – Mass Appraisal of Income Producing Property or its equivalent.
 - (c) \$2737.56 - Must have completed at least one year at \$2632.95 and have demonstrated successful completion of IAAO Course 202 – Advance Income Approach to valuation or its equivalent AND IAAO Course 4 – Assessment Administration.

- (3) Employees who attain and maintain the designation of either "Residential Evaluation Specialist" or "Certified Assessment Evaluator" from the IAAO or a Master's Degree in Real Estate or its equivalent as determined by the Commissioner of Assessments and who meet the criteria of the next increment above their current increment, shall advance one increment in the pay range. If at the maximum increment, the employee shall advance to \$2,933.40.
- (4) Recruitment is at \$2385.19.
- (5) Recruitment is at \$2384.98.
- (6) Recruitment is at \$2301.96.
- (7) Recruitment is at \$2139.40.
- (8) Recruitment is at \$2,139.40.

Pay Range 2HX

Official Rate Biweekly

Hourly:	25.73	36.02
Biweekly:	2,058.41	2,881.61
Annual:	53,518.66	74,921.86

4730	ACCOUNTING SUPERVISOR	7	53,518.66	74,921.86
0336	AUDITOR LEAD	578	54,188.94	75,860.46
4741	BUDGET & POLICY SPECIALIST	7	53,518.66	74,921.86
0339	CITY PAYROLL SPECIALIST	578	54,188.94	75,860.46
4750	DATA COMMUNICATIONS SPECIALIST	7	53,518.66	74,921.86
5011	FIRE & POLICE COMMISSION INVESTIGATOR/AUDITOR	7	53,518.66	74,921.86
4771	FUNCTIONAL APPLICATIONS ANALYST (2)	7	53,518.66	74,921.86
4767	HEALTH PERSONNEL OFFICER	7	53,518.66	74,921.86
4776	HEALTHCARE OUTREACH COORDINATOR	7	53,518.66	74,921.86
4772	HUMAN RESOURCES REPRESENTATIVE	7	53,518.66	74,921.86
4777	LABOR RELATIONS REPRESENTATIVE	7	53,518.66	74,921.86
4784	LEGISLATIVE FISCAL ANALYST-LEAD	7	53,518.66	74,921.86
4787	MANAGEMENT SERVICES ANALYST	7	53,518.66	74,921.86
4785	MANAGER OF NURSING PRACTICE	7	53,518.66	74,921.86
4798	PRINCIPAL PLANNER	7	53,518.66	74,921.86
4726	PROPERTY MANAGEMENT PROGRAM COORDINATOR	7	53,518.66	74,921.86
4808	RECYCLING SPECIALIST (3)	7	53,518.66	74,921.86
5052	STAFF ASSISTANT TO THE MAYOR-SENIOR	7	53,518.66	74,921.86
4812	STAFF ASSISTANT-COMMON COUNCIL PRESIDENT	7	53,518.66	74,921.86
4819	SYSTEMS COORDINATOR	7	53,518.66	74,921.86
4831	TRADE DEVELOPMENT REPRESENTATIVE-SENIOR	7	53,518.66	74,921.86
4835	WATER INFORMATION SYSTEMS SECURITY MANAGER	7	53,518.66	74,921.86
4836	WATER SECURITY MANAGER (1)	7	53,518.66	74,921.86

- (1) Recruitment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is authorized up to \$2272.44 with the approval of DER.
- (3) 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.

Pay Range 2IN

Official Rate Biweekly

Hourly:	27.42	38.38
Biweekly:	2,193.39	3,070.63
Annual:	57,028.14	79,836.38

1803	ARCHITECT III (2)	628	64,697.10	77,133.68
1814	CIVIL ENGINEER III (2)	628	64,697.10	77,133.68
1828	ELECTRICAL ENGINEER III (2)	628	64,697.10	77,133.68
1889	ENGINEER TECHNICIAN VI (2)	628	64,697.10	77,133.68
1890	FACILITIES PROJECT COORDINATOR (2)	607	64,697.10	77,133.68
2505	FIRE PROTECTION ENGINEER III (2)	628	64,697.10	77,133.68
1847	MECHANICAL ENGINEER III (1)	628	64,697.10	77,133.68
1871	TRAFFIC CONTROL ENGINEER III (2)	628	64,697.10	77,133.68

- (1) Recruitment for one position of Mechanical Engineer III in the Department of City Development may be up to \$2710.96 with the approval of DER.
- (2) Recruitment is at \$2488.35.

Pay Range 2IX

Official Rate Biweekly

Hourly:	27.42	38.38
Biweekly:	2,193.39	3,070.63
Annual:	57,028.14	79,836.38

4876	ASSISTANT ACCOUNTING MANAGER	8	57,028.14	79,836.38
4879	ASSISTANT CITY PAYROLL MANAGER	8	57,028.14	79,836.38
4880	ASSISTANT GRANT FISCAL MANAGER	8	57,028.14	79,836.38
4882	BUDGET & MANAGEMENT SPECIALIST ASSISTANT	8	57,028.14	79,836.38
4885	BUSINESS SYSTEMS COORDINATOR	8	57,028.14	79,836.38
4896	COMMUNITY INFORMATION SERVICES COORDINATOR	8	57,028.14	79,836.38
4907	ENGINEERING SYSTMS ANALYST	8	57,028.14	79,836.38
4900	EQUIPMENT ACQUISITION & DISPATCH COORDINATOR (1)	8	57,028.14	79,836.38
4910	FISCAL PLANNING SPECIALIST (2)	8	57,028.14	79,836.38
4911	GIS DEVELOPER-SENIOR	8	57,028.14	79,836.38
4916	INVESTMENTS & FINANCIAL SERVICES COORDINATOR	8	57,028.14	79,836.38
4922	LEGISLATIVE COORDINATOR	8	57,028.14	79,836.38
4932	NETWORK ADMINISTRATOR	8	57,028.14	79,836.38
4962	NSP PROGRAM COORDINATOR	8	57,028.14	79,836.38
5331	PROJECT MANAGER-MILWAUKEE SHINES	8	57,028.14	79,836.38
4939	QUALITY ASSURANCE COORDINATOR (1)	8	57,028.14	79,836.38
4944	STAFF ASSISTANT-SENIOR	8	57,028.14	79,836.38
4946	SYSTEMS ANALYST-SENIOR	8	57,028.14	79,836.38
4943	SYSTEMS SECURITY ADMINISTRATOR	8	57,028.14	79,836.38
4947	TELECOMMUNICATIONS ANALYST-SENIOR	8	57,028.14	79,836.38
4956	YOUTH DEVELOPMENT COORDINATOR	8	57,028.14	79,836.38

- (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 for one position in the DOA - Budget and Management Division authorized up to \$2826.93 with the approval of DER.

Pay Range 2JN

Official Rate Biweekly

Hourly:	29.24	40.93
Biweekly:	2,238.81	3,274.21
Annual:	60,809.06	85,129.46

1837	MECHANICAL PLAN EXAMINER III (1)	798	64,697.10	83,769.92
1850	PLAN EXAMINER III (2)	629	64,697.10	83,769.92

- (1) Recruitment at \$2,488.35.
 (2) Recruitment may be up to \$2,831.50 with the approval of DER.

Pay Range 2JX

Official Rate Biweekly

Hourly:	29.24	40.93
Biweekly:	2,338.81	3,274.21
Annual:	60,809.06	85,129.46

5457	COMMUNICATIONS & OUTREACH MANAGER	9	60,809.06	85,129.46
5009	COMMUNITY RELATIONS MANAGER (3)	9	60,809.06	85,129.46
5000	DATA BASE ANALYST	9	60,809.06	85,129.46
5003	ECONOMIC DEVELOPMENT MARKETING MANAGER	9	60,809.06	85,129.46
5015	FUNCTIONAL APPLICATIONS ANALYST-SENIOR	9	60,809.06	85,129.46
5018	GRANT COMPLIANCE MANAGER	9	60,809.06	85,129.46
5311	HUMAN RESOURCES COMPLIANCE OFFICER	9	60,809.06	85,129.46
0350	INFORMATION SYSTEMS AUDITOR	579	61,570.86	86,195.72
5024	LABOR RELATIONS OFFICER	9	60,809.06	85,129.46
5138	MAYOR'S LIAISON OFFICER	9	60,809.06	85,129.46
5034	PERMITS & COMMUNICATIONS MANAGER	9	60,809.06	85,129.46
5038	PORT FINANCE OFFICER	9	60,809.06	85,129.46
4801	PUBLIC RELATIONS MANAGER	9	60,809.06	85,129.46
5044	RESEARCH SERVICES SPECIALIST	9	60,809.06	85,129.46
5151	STAFF ASSISTANT MANAGER	9	60,809.06	85,129.46
5054	STRATEGIC DEVELOPMENT MANAGER	9	60,809.06	85,129.46
5058	SYSTEMS ANALYST-LEAD	9	60,809.06	85,129.46

- (3) One position filled by David Heard, to be paid \$2,338.81 to \$3,274.21 biweekly.

Pay Range 2KX

Official Rate Biweekly

Hourly:	31.16	43.62
Biweekly:	2,492.49	3,489.54
Annual:	64,804.74	90,728.04

1804	ARCHITECT IV (1) (2)	630	73,557.90	87,621.56
1815	CIVIL ENGINEER IV (1) (2)	630	73,557.90	87,621.56

5116	COMMUNITY HEALTH SERVICES OFFICER	10	64,804.74	90,728.04
5121	DATA SERVICES MANAGER	10	64,804.74	90,728.04
5125	FISCAL PLANNING SPECIALIST-SENIOR	10	64,804.74	90,728.04
5134	LEGISLATIVE COORDINATOR-SENIOR	10	64,804.74	90,728.04
5137	LONG RANGE PLANNING MANAGER	10	64,804.74	90,728.04
4934	PENSION INVESTMENT ANALYST	10	64,804.74	90,728.04
5239	SPECIAL ASSISTANT TO MAYOR	10	64,804.74	90,728.04
5155	TELECOMMUNICATIONS ENGINEER	10	64,804.74	90,728.04

- (1) Recruitment is at \$2829.15.
- (2) Positions are eligible for Call in Pay, Shift and Weekend Differentials, and 12 hour differential as described in Part II section x of the Salary Ordinance.

Pay Range 2LX

Official Rate Biweekly

Hourly:	33.22	46.5
Biweekly:	2,657.29	3,720.07
Annual:	69,089.54	96,721.82

5199	BUDGET & POLICY MANAGER	11	69,089.54	96,721.82
5208	CITY ECONOMIST	11	69,089.54	96,721.82
4185	ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER	11	69,089.54	96,721.82
5216	FMIS PROJECT MANAGER	11	69,089.54	96,721.82
5221	INFORMATION SYSTEMS MANAGER-MPD	11	69,089.54	96,721.82
5129	INFORMATION TECHNOLOGY MANAGER-MFD	11	69,089.54	96,721.82
5224	LEGISLATIVE FISCAL MANAGER	11	69,089.54	96,721.82
5232	POLICE FINANCE & PLANNING MANAGER (1)	11	69,089.54	96,721.82
5230	POLICY & ADMINISTRATION MANAGER	11	69,089.54	96,721.82
5240	SYSTEMS ANALYST-PROJECT LEADER	11	69,089.54	96,721.82
5242	TELECOMMUNICATIONS ANALYST PROJECT LEADER (2)	11	69,089.54	96,721.82

- (1) Position to be studied when vacant.
- (2) Recruitment is authorized up to \$2954.88 with the approval of DER.

Pay Range 2MX

Official Rate Biweekly

Hourly:	35.40	49.56
Biweekly:	2,831.79	3,964.49
Annual:	73,626.54	103,076.74

5317	LEGISLATIVE FISCAL MANAGER-SENIOR	12	73,626.54	103,076.74
0658	PUBLIC DEBT SPECIALIST	580	74,548.76	104,367.64

Pay Range 2NX

Official Rate Biweekly

Hourly:	45.69	63.97
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Biweekly: 3,655.01 5,117.27
Annual: 95,030.26 133,049.02

0417 ASSISTANT CITY ATTORNEY (1) 148 53,996.02 127,809.76

- (1) The City Attorney has sole discretion to hire an Assistant City Attorney at any point in the range of \$20,76.77 to \$49,15.76. This classification will be studied for proper classification during 2012.

TECHNICIANS

PAY RANGE 3A

Official Rate Biweekly

Hourly: 12.60 13.46
Biweekly: 1008.30 1076.79
 Annual: 26215.80 27996.43

2553 CODE ENFORCEMENT INTERN 529 26,215.80 27,996.54

PAY RANGE 3B

Official Rate Biweekly

Hourly: 15.52 18.74
Biweekly: 1241.91 1499.59
 Annual: 32,289.66 39,874.90

2830	AUDIOVISUAL SPECIALIST I (4) (5)	500	35,362.60	38,962.56
0106	COMPUTER OPERATOR I (1) (4) (5)	500	35,362.60	38,962.56
1817	ENGINEERING DRAFTING TECHNICIAN I	600	32,289.66	38,989.34
1884	ENGINEERING TECHNICIAN I (2)	600	32,289.66	38,989.34
1832	GEOGRAPHIC INFORMATION TECHNICIAN I	600	32,289.66	38,989.34
2586	NUISANCE CONTROL OFFICER I (3) (5)	500	35,362.60	39,874.90
2583	SANITATION INSPECTOR (5)	500	35,362.60	38,962.56
2825	TELEVISION PRODUCTION SPECIALIST I (5)	500	35,362.60	38,962.56

- (1) Persons employed by the City prior to and on a continuous basis since December 31, 1972 and who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates:
 One increment: \$1,533.65
 Two increments: \$1,570.63.
- (2) Employees who are assigned to Road Life Work shall receive an additional \$.75 per hour while assigned to that work.
- (3) Employees in this classification may be eligible for an additional 6th increment of \$1,533.65.
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,281.75, \$1,310.97, \$1,337.55, \$1,367.44, \$1,412.22. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,445.31 and \$1,480.14.
- (5) Recruitment is at \$1,360.10.

PAY RANGE 3C

Official Rate Biweekly

Hourly:	17.57	19.86
Biweekly:	1405.29	1,588.89
Annual:	36,537.54	41,311.14

2831	AUDIOVISUAL SPECIALIST II (2)	505	36,902.06	40,836.38
0107	COMPUTER OPERATOR II (1) (2)	505	36,902.06	40,836.38
0468	DOCUMENT TECHNICIAN	338	36,537.54	40,286.74
0881	ELECTRONIC TECHNICIAN ASSISTANT (3)	235	37,409.32	41,311.14
2570	PRODUCTION TECHNICIAN	505	36,902.06	40,836.38

- (1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, and who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates:
One increment: \$1,610.72
Two increments: \$1,654.93
Three increments: \$1,702.96.
- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,480.14. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,517.39, \$1,559.60 and \$1,604.86.
- (3) Recruitment is at \$1,438.82.

PAY RANGE 3D

Official Rate Biweekly

Hourly:	17.84	21.83
Biweekly:	1,427.26	1,665.76
Annual:	37,108.76	43,309.76

1920	MEDICAL LABORATORY TECHNICIAN	635	37,108.76	42,556.02
0856	PARKING METER TECHNICIAN (1)	245	39,174.72	43,309.76

- (1) Recruitment at is \$1,506.72

PAY RANGE 3E

Official Rate Biweekly

Hourly:	17.41	21.29
Biweekly:	1,392.91	1,702.96
Annual:	36,215.66	44,276.96

0108	COMPUTER OPERATOR III (2)	520	39,507.26	44,276.96
2587	NUISANCE CONTROL OFFICER II (3)	516	38,595.18	43,837.04
0118	PROGRAMMER I (1)	515	36,215.66	44,276.96
2826	TELEVISION PRODUCTION SPECIALIST II	515	36,215.66	44,276.96

- (1) Recruitment may be up to \$1,595.97 with the approval of the Department of Employee Relations.

- (2) Recruitment is at \$1,523.22.
- (3) Recruitment is at \$1,484.43.

PAY RANGE 3F

Official Rate Biweekly

Hourly:	18.06	22.12
Biweekly:	1,444.75	1,769.74
Annual:	37,563.50	46,013.24

1822	DRAFTING TECHNICIAN II	602	37,563.50	46,013.24
1818	ENGINEERING DRAFT TECHNICIAN II	602	37,563.50	46,013.24
1885	ENGINEERING TECHNICIAN II (1) (2)	602	37,563.50	46,013.24
1833	GEOGRAPHIC INFO TECHNICIAN II	602	37,563.50	46,013.24
0120	HELP DESK SPECIALIST I (3)	525	40,469.00	45,577.48
0810	MAINTENANCE TECHNICIAN I (4)	252	40,676.48	45,424.60

(1) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer, shall advance annually through the "M" steps in lieu of the college credit requirements stated below.

(b) Employees who complete at least one year of service at \$1,574.84 shall advance annually in the increments, provided they meet criteria below. Credits allowed to meet the criteria shall be as provided in DER guidelines.

M-1 (\$1,627.11) 30 credits

M-2 (\$1,769.74) 35 credits

(c) Employees who advance or have advanced to \$1483.72 upon completion of three years of service at that increment will be eligible for the next increment of \$1532.96 and at the end of three more years, will be eligible for the next increment of \$1,667.33 in lieu of the college credit requirement noted above.

- (2) Employees who are assigned to Road Life Work shall receive an additional \$0.75 per hour while assigned to that work.
- (3) Recruitment is at \$1,466.43.
- (4) Recruitment is at \$1,564.48

PAY RANGE 3G

Official Rate Biweekly

Hourly:	19.00	22.63
Biweekly:	1,520.07	1,810.18
Annual:	39,521.82	47,064.68

2550	CODE ENFORCEMENT INSPECTOR I (7)	530	41,495.22	46,974.98
0103	COMPUTER SCHEDULER (7)	530	41,495.22	46,974.98
2588	ENVIRONMENTAL HEALTH SPECIALIST I (1) (7)	530	41,495.22	46,974.98
0168	INFORMATION TECHNOLOGY SPECIALIST	532	39,521.82	47,064.68
2594	LEAD RISK ASSESSOR I (1) (7)	530	41,495.22	46,974.98
0811	MAINTENANCE TECHNICIAN II (3) (8)	258	41,491.32	47,047.52
0857	PARKING METER TECHNICIAN-LEAD (9)	260	41,828.02	47,058.96

0464	PROPERTY ASSESSMENT TECHNICIAN (7)	530	41,495.22	46,974.98
1946	RADIOLOGIC TECHNOLOGIST (2) (7)	530	41,495.22	46,974.98
2571	URBAN FORESTRY INSPECTOR (7)	530	41,495.22	46,974.98
0974	WATER TREATMENT PLANT OPERATOR (4) (5) (6) (10)	252	40,676.48	47,058.96

(1) (a) Lead Risk Assessors 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 the \$1,806.73 shall advance to a \$1,824.81 biweekly.

(b) Environmental Health Specialist I's appointed on or after July 1, 2003, who pass the Fire Inspection I exam as presented by the International Code Council and who complete at least one year of service at \$1806.73 shall advance to \$1,824.81.

- (2) Recruitment up to \$1,688.79 with the approval of DER.
- (3) Recruitment at \$1676.06 provided the individual has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance.
- (4) Employees who have completed one year at \$1,747.10 are eligible for an additional increment of \$1,809.96.
- (5) Employees who were appointed to Water Plant Operator I or Water Plant Operator II classification prior to January 22, 2002 and who are promoted to the Water Treatment Plant Operator classification, but do not meet all the qualifications of the Water Treatment Plant Operator classification shall be frozen at their biweekly rate in effect at the time of their promotion. Effective the next pay period following their attainment of all the qualifications, such employees shall advance to the next higher pay step at least \$10 biweekly higher than their current pay rate in this range: \$1,564.48, \$1,600.67, \$1,640.09, \$1,684.97, \$1,747.10.
- (6) An employee whose promotion to this classification was effective prior to Pay Period 4, 2002 and who was paid at \$1,756.67 prior to their promotion, shall continue to be paid that amount until such date on or after Pay Period 4, 2002 that they are eligible for advancement to \$1,809.96.
- (7) Recruitment is at \$1595.97.
- (8) Recruitment is at \$1595.82.
- (9) Recruitment is at \$1608.77.
- (10) Recruitment is at \$1564.48.

PAY RANGE 3H

Official Rate Biweekly

Hourly:	20.51	23.75
Biweekly:	1,640.77	1,900.24
Annual:	42,660.02	49,406.24

2548	FORESTRY INSPECTOR I	535	42,660.02	48,501.70
2546	INSPECTOR, DOCKS & DREDGING	535	42,660.02	48,501.70
0813	MAINTENANCE TECHNICIAN III (1) (4)	268	43,368.00	49,406.24
2576	PUBLIC WORKS INSPECTOR I (2)	535	42,660.02	48,501.70
1343	SEWER MAINTENANCE SCHEDULER (3) (5)	265	43,104.62	48,588.54

- (1) Recruitment is at \$1,668.00.
- (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) Recruitment is at \$1,657.87.
- (4) An employee given an emergency appointment to this position to be paid at these rates: \$1,668.00, \$1,716.93, \$1,768.78, \$1,825.04, \$1,900.24.

- (5) An employee given an emergency appointment to this title to be paid these rates: \$1,657.87, \$1,702.70, \$1,750.69, \$1,800.75, \$1,868.79.

PAY RANGE 3I

Official Rate Biweekly

		Hourly:	20.31	24.26
		Biweekly:	1,624.44	1,940.96
		Annual:	42,235.44	50,464.96
1874	ASSESSMENT TECHNICIAN I	619	42,235.44	50,464.96
0121	HELPDESK SPECIALIST II (1)	540	43,908.54	50,146.72

- (1) Recruitment is at \$1,688.79.

PAY RANGE 3J

Official Rate Biweekly

		Hourly:	21.11	25.03
		Biweekly:	1,688.79	2,002.65
		Annual:	43,908.54	52,068.90
2552	CODE ENFORCEMENT INSPECTOR II (1) (4)	541	43,908.54	52,068.90
2589	ENVIRONMENTAL HEALTH SPECIALIST II (2) (3)	541	43,908.54	52,068.90
2549	FORESTRY INSPECTOR II (5)(6)	540	43,908.54	52,048.88
2531	HEALTHY HOMES INSPECTOR	541	43,908.54	52,068.90
2595	LEAD RISK ASSESSOR II (2)	541	43,908.54	52,068.90

- (1) Employees who attain and maintain a Commercial Building Code Certification, UDC Construction Certification and/or 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 \$2,002.65 shall advance to the following increments provided they meet the minimum criteria specified for each additional increment:
- (a) Increment One: \$2,021.68 provided an employee attains and maintains one of above certifications; Increment Two: \$2,040.69 provided an employee attains and maintains two of above certifications; Increment Three: \$2,059.76 provided an employee attains and maintains all three of above certifications.
- (b) Employees not at \$2002.65 who attain and maintain all three of the above specified certifications shall advance one additional increment in the pay range.
- (2) (a) 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 \$2002.65 shall advance to \$2,021.68. (b) Employees appointed to the Environmental Health Specialist II in the Health Department on or after July 1, 2003, who pass the Fire Inspection I exam as presented by the International Code Council and who complete at least one year of service at \$2002.65 shall advance to \$2,021.68.

- (3) Employees in the Department of Neighborhood Services who complete at least one year of service at \$2002.65 and who attain and maintain a (1) Commercial Building Code Certification and/or (2) for employees appointed to the classification prior to July 1, 2003, either completes the National Fire Academy Five Core Courses when it was available prior to 1995, or completes and passes the exam for MATC State Vo-tech Fire Inspector Class Part I or passes the Fire Inspector 1 exam as presented by the International Code Council and for employees appointed to the classification on or after July 1, 2003, passes the Fire Inspector 1 exam as presented by the International Code Council shall advance to one of the following increments provided the employee meets the minimum criteria specified for that increment:

Increment One: \$2,021.68 provided an employee attains and maintains one of above certifications; and
 Increment Two: \$2,040.69 provided an employee attains and maintains all two of above certifications.

- (4) One position filled by Lawrence Woytek to be paid the following biweekly rates rates: \$1,792.59 to \$2,129.95.
 (5) Employees who complete one year of service at \$1,928.72 shall be eligible for one "M-step" of \$2,001.88. Criteria includes 30 credits OR 8 years of service and 15 credits. Credits are to be Forestry or horticultural courses according to the guidelines provided by DER.
 (6) For these classifications, the 5th increment of the pay range will be \$1,914.56.

PAY RANGE 3K

Official Rate Biweekly

Hourly:	22.41	25.64
Biweekly:	1,792.59	2,051.08
Annual:	46,607.34	53,328.08

0874	WATER PLANT INSTRUMENTATION SPECIALIST	281	46,607.34	53,328.08
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PAY RANGE 3L

Official Rate Biweekly

Hourly:	21.11	26.55
Biweekly:	1,688.79	2,123.81
Annual:	43,908.54	55,219.06

2575	BRIDGES & PUBLIC BUILDINGS INSPECTOR (1) (4)	545	45,210.36	55,219.06
1427	DRIVER TRAINING INSTRUCTOR (6) (9)	555	48,133.02	54,958.28
2579	INSPECTION SPECIALIST (2)	540	43,908.54	55,219.06
2577	PUBLIC WORKS INSPECTOR II (2)(3)(5)(7)(8)	540	43,908.54	55,219.06

- (1) Employees in this classification who have completed one year of service at \$1,993.22 step shall be eligible to advance annually on their anniversary date to the following increments, provided that the following additional criteria is met:

<u>M-step Biweekly Rate</u>	<u>Criteria Needed</u>
M-1 \$2,060.99	Commercial Building Code certificate and either 30 credits or 8 years of service and 15 credits
M-2 \$2,123.81	Commercial Building Code and either 45 credits Or 10 years of service and twenty-five credits

Credits allowed to meet the criteria for M-step advancement shall be as follows:

Credits obtained in the engineering curriculum of any college or university accredited by the North Central Association of Colleges and Secondary Schools. Credits obtained in college-level engineering technology courses in two year associate degree programs at technical colleges, junior colleges and institutes. At least 75% of the credits used for "M" step advancement must be in engineering related or architectural courses.

Employees in this classification who are at \$2033.10 as of Pay Period 24, 2004 shall not be required to meet the criteria for M-1 only.

- (2) Effective Pay Period 17, 2001, employees in these classifications shall be eligible for the following three additional M-steps (PP 14, 2009 rates), provided that the following criteria is met:

M-step	Criteria needed
M-step 1: \$2,001.88	30 credits only or 8 years of service and 15 credits
M-step 2: \$2,061.93	45 credits only or 10 years of service and 25 credits
M-step 3: \$2,123.81	60 credits only or 12 years of service and 40 credits

Credits allowed to meet the criteria for "M" step advancement shall be as provided by DER.

- (3) For these classifications, the 5th increment of the pay range will be \$1,914.56.
 (4) Recruitment is at \$1,738.86.
 (5) Employees as of Pay Period 17, 1990, who are currently at the first "M-Step" shall advance to M-Step 2.
 (6) Recruitment is at \$1,851.27.
 (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) An employee given an emergency appointment to this title to be paid at these rates: \$1,851.27, \$1,914.56, \$1,979.05, \$2,036.91, \$2,113.78.

PAY RANGE 3M

Official Rate Biweekly

	Hourly:	22.27	28.21
	Biweekly:	1,781.72	2,251.00
	Annual:	46,324.72	58,682.00
0842	ELECTRONIC TECHNICIAN (1)	290	46,324.72 56,682.00

0817	VIDEO ELECTRONIC TECHNICIAN	290	46,324.72	56,682.00
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- (1) Employees with a minimum of three years of relevant job experience may be appointed at \$1867.98. Employees with a minimum of four years of relevant job experience may be appointed at \$1958.46.

PAY RANGE 3N

Official Rate Biweekly

Hourly:	21.08	28.75
Biweekly:	1,686.37	2,299.70
Annual:	43,845.62	59,792.20

1816	BICYCLE AND PEDESTRIAN COORDINATOR (1) (2)	604	43,845.62	58,710.60
2580	CONSTRUCTION COORDINATOR (1) (2)	604	43,845.62	58,710.60
1824	DRAFTING TECHNICIAN IV (1) (2)	604	43,845.62	58,710.60
1820	ENGINEERING DRAFTING TECHNICIAN IV (1) (2)	604	43,845.62	58,710.60
1887	ENGINEERING TECHNICIAN IV (3) (4)	620	44,076.50	59,792.20
0119	PROGRAMMER II (5) (8)	556	48,133.02	58,689.54
2582	SIDEWALK REPAIR SPECIALIST (6) (7) (8)	555	48,133.02	58,710.60
1314	URBAN FORESTRY TECHNICIAN (9) (10)	560	51,455.30	58,747.52

- (1) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer, shall advance annually through the "M" steps in lieu of the college credit requirements stated in Footnote #2 below.
- (2) Employees who complete at least one year of service at \$1,905.08 shall advance annually in the M-steps on their anniversary date, provided they meet the criteria below. Credits allowed to meet the criteria for M-steps shall be provided for in the DER guidelines.

M-Step	Criteria Needed
M-1 (\$2067.29)	30 credits or 8 years of service and 15 credits.
M-2 (\$2153.67)	45 credits or 10 years of service and 25 credits.
M-3 (\$2258.10)	60 credits or 12 years of service and 40 credits.

- (3) Recruitment is at \$1,695.25.
- (4) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the "M" steps in lieu of the college credit requirements stated below.
 (b) Employees who complete at least one year of service at \$2,010.87 shall advance annually in the M-steps on their anniversary dates, provided they meet the criteria below. Credits allowed to meet the criteria for M-Step advancement shall be provided in the DER guidelines

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (\$2,098.56)	30 credits or eight years of service and 15 credits.
M-2 (\$2,190.02)	45 credits or 10 years of service and 25 credits.
M-3 (\$2,299.70)	60 credits or 12 years of service and 40 credits.

- (5) Appointment may be up to \$1,979.05 with the approval of the DER and the Chair of the Committee on Finance and Personnel.

- (6) Employees who have completed one year of service at \$2,113.78. shall be eligible to advance annually on their anniversary date to the following M-Steps provided that the following additional criteria is met:

<u>M-step</u>	<u>Criteria Needed</u>
M-1 \$2,194.41	30 credits only or 8 years of service and 15 credits
M-2 \$2,258.10	45 credits only or 10 years of service and 25 credits

Credits allowed to meet the criteria for M-step advancement shall be as follows:

Credits obtained in the engineering curriculum of any college or university accredited by the North Central Association of Colleges and Secondary Schools. Credits obtained in college-level engineering technology courses in two year associate degree programs at technical colleges, junior colleges and institutes. At least 75% of the credits used for "M" step advancement must be in engineering related courses.

- (7) For this classification, the 5th increment of the pay range will be \$2,099.64.
 (8) Recruitment is at \$1,851.27.
 (9) Recruitment is at \$1,979.05
 (10) An employee given an emergency appointment to this title to be paid at these rates: \$1,979.05, \$2,036.91, \$2,099.64, \$2,162.41, \$2,259.52.

PAY RANGE 30

Official Rate Biweekly

Hourly:	24.74	2,955.00
Biweekly:	1,979.05	2,364.09
Annual:	51,455.30	61,466.34

2533	BOILER INSPECTOR I (1)	549	51,455.30	60,431.80
2536	BUILDING CONSTRUCTION INSPECTOR I (1)	549	51,455.30	60,431.80
2538	CONSTRUCTION MATERIALS INSPECTOR	549	51,455.30	60,431.80
2539	ELECTRICIAL INSPECTOR I (1)	549	51,455.30	60,431.80
2559	ELEVATOR INSPECTOR I (1)	549	51,455.30	60,431.80
2541	NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (4)	549	51,455.30	60,431.80
2566	PLUMBING INSPECTOR I (2) (3)	785	54,611.70	61,466.34
2562	SPRINKLER CONSTRUCTION INSPECTOR I (1)	549	51,455.30	60,431.80

- (1) Recruitment may be up \$2,256.58, with the approval of DER.
 (2) Recruitment shall be up to \$2,228.36 with the approval of DER. Effective on the appointment date of a new employee on or after pay period 1, 2006, any current employees appointed prior to that time who are in a lower rate that the newly appointed employee shall advance to the same rate as the newly appointed employee.
 (3) Recruitment is at \$2,100.45.
 (4) Employees in these job classifications who complete at least one year of service at the \$2,324.30 and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment: (a) Uniform Dwelling Code (UDC) Construction certification; (b) pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and/or (c) Commercial Building Code Certification. The increment shall be as follows:
 (a) Increment One: \$2,347.54 provided the employee attains and maintains one of the above certifications;
 (b) Increment Two: \$2,370.79 provided the employee attains and maintains two of the above certifications;
 (c) Increment Three: \$2,394.03 provided the employee attains and maintains all three of the above certifications.

- (5) Employees in these job classifications who are not at \$2,324.30 and who attain and maintain all three of the certifications specified in footnote (4) shall advance one additional increment. After such employees advance to \$2,324.30, such employees shall advance as outlined in footnote (4).

PAY RANGE 3P

Official Rate Biweekly

	Hourly:	22.90	32.29	
	Biweekly:	1,831.64	2,583.28	
	Annual:	47,622.64	67,165.28	
2567	PLUMBING INSPECTOR II (1) (2)	788	59,676.24	67,165.28
1245	SENIOR WATER TREATMENT PLANT OPERATOR	291	47,622.64	62,285.86

- (1) (a) The rate of \$2,508.04 is reserved for those employees who have obtained an associate's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintain the Automatic Fire System Sprinkler Tester certification.

(b) The rate of \$2,583.28 is reserved for those employees who have obtained a bachelor's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintain the following four certifications/licenses:

- (2) Recruitment is at \$2,295.24

PAY RANGE 3Q

Official Rate Biweekly

	Hourly:	24.81	31.91	
	Biweekly:	1,984.42	2,553.02	
	Annual:	51,594.92	66,378.52	
2534	BOILER INSPECTOR II (1) (2) (3) (5)	589	58,671.08	66,034.80
2537	BUILDING CONSTRUCTION INSPECTOR II (1) (2) (3) (5)	589	58,671.08	66,034.80
1825	DRAFTING TECHNICIAN V (4)	606	51,594.92	66,378.52
2540	ELECTRICAL INSPECTOR II (1) (2) (3) (5)	589	58,671.08	66,034.80
2560	ELEVATOR INSPECTOR II (1) (2) (3) (5)	589	58,671.08	66,034.80
1819	ENGINEERING DRAFTING TECHNICIAN V (4)	606	51,594.92	66,378.52
2563	SPRINKLER CONSTRUCTION INSPECTOR II (1) (2) (3) (5)	589	58,671.08	66,034.80

- (1) Employees assigned by the Commissioner of Building Inspection as a project leader will receive one additional increment while working in that capacity. If the employee is being paid at \$2,539.80, the employee will receive an additional rate 3% biweekly.

(2) Employees who complete at least one year of service at \$2,394.02 shall advance to \$2,465.81 provided they meet one of the following criteria:

- (a) Have obtained an Associate's degree in civil engineering, architecture, construction management, construction technology or field related closely to construction; or
- (b) Hold a Wisconsin license as a Professional Engineer or Professional Architect; or
- (c) Have successfully completed 60 college credits or which a minimum of 39 credits are engineering-related, architectural design-related, or construction management-related and 9 credits are job-related or engineering-related, architectural design-related, or construction management-related; or
- (d) Have 14 years of City service as a Building Construction Inspector and have successfully completed 40 college credits of which a minimum of 26 credits are engineering-related, architectural design-related or construction management-related and 6 credits are job-related or engineering-related, architectural design-related or construction management-related.

For (c) and (d) above, engineering related, architectural design related or construction management related credits allowed to meet the criteria shall be credits obtained in the engineering curriculum, architectural design curriculum or construction management curriculum of any college or university accredited by the North Central Association of colleges and Secondary Schools or credits obtained in college-level engineering, architectural design or construction technology courses in two-year associate degree programs at technical colleges, junior colleges and institutes. Job-related credits shall be credits determined by the Commissioner of Building Inspection as job related.

(3) The rate of \$2,539.80 is reserved for those employees who have obtained a bachelor's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction. Consideration will also be given for the attainment of professional licenses such as that of Professional Engineer or Professional Architect.

- (4) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer, shall advance annually through the "M" steps in lieu of the college credit requirements stated below.
- (b) Effective January 1, 1995, employees who complete at least one year of service \$2,338.04 shall advance annually in the M-steps on their anniversary date, provided they meet the criteria below. Credits allowed to meet the criteria for M-Steps shall be provided in DER guidelines.

M-Step	Criteria Needed
M-1 (\$2,436.30)	60 credits or 14 years of service and 40 credits.
M-2 (\$2,553.02)	75 credits or 16 years of service and 55 credits.

(5) Recruitment is at \$2,256.58.

PAY RANGE 3R

Official Rate Biweekly

Hourly:	25.14	32.65
Biweekly:	2,010.87	2,611.92
Annual:	52,282.62	67,909.92

1875	ASSESSMENT TECHNICIAN II (1)	622	52,282.62	67,909.92
1888	ENGINEERING TECHNICIAN V (1)	622	52,282.62	67,909.92

(1) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the M-steps in lieu of the college credit requirements stated below.

(b) Employees who complete at least one year of service at \$2,385.19 shall advance annually in the M-steps on their anniversary dates, provided they meet the criteria below. Credits allowed to meet the criteria for M-step advancement shall be as provided for in the DER guidelines.

<u>M-Step</u>	<u>Criteria Needed</u>
M-1 (\$2,489.20)	60 credits or 14 years of service and 40 credits
M-2 (\$2,611.92)	75 credits or 16 years of service and 55 credits

PAY RANGE 3S

Official Rate Biweekly

Hourly:	27.42	37.08
Biweekly:	2,193.63	2,966.68
Annual:	60,537.10	77,133.68

1893	COMMUNICATIONS FACILITIES COORDINATOR (3)	607	64,697.10	77,133.68
0858	FACILITIES CONTROL SPECIALIST (1) (2)	599	60,537.10	77,914.20

- (1) Position shall be studied upon vacancy by David Vega.
- (2) Recruitment may be up to \$2,734.97 with the approval of DER.
- (3) Recruitment is at \$2,488.35

Sectoin 4: PROTECTIVE SERVICES

4A-PAY RANGE 850

Official Rate Biweekly

Effective Pay Period 26, 2011 (December 11, 2011)

1,144.76	1,526.35	1,587.51
1,759.36	1,931.66	2121.65
2331.18	2540.31	

2415	FIRE PARAMEDIC (1) (2) (3)	850	37,622.78	63,230.44
2412	FIREFIGHTER (1) (2) (3)	850	37,622.78	63,230.44

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) Upon graduation from the Academy an employee shall move to \$1,526.35.
- (3) Effective Pay Period 14, 2012 (June 24, 2012) employees shall be paid the following biweekly rates: \$1,156.21, \$1,541.61, \$1,603.39, \$1,776.95, \$1,950.98, \$2,142.87, \$2,354.49 and \$2,565.71.

4B-PAY RANGE 801

Official Rate Biweekly

Effective Pay Period 1, 2012 (December 25, 2011)

1,417.01 1,889.35 2,068.94
2,301.30 2,390.44 2,527.66

2342

POLICE OFFICER (1)(2)(3)(4)(5)

 801 36,943.47 65,899.71

- (1) Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.
- (2) Upon graduation from the Fire and Police Academy an Employee shall move to \$1,889.35.
- (3) Effective Pay Period 1, 2012, and employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 1,905.03, 2,084.61, 2,316.98, 2,406.12, 2,543.34.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 1,924.63, 2,104.22, 2,336.58, 2,425.72, 2,562.94.
- (5) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 1,932.47, 2,112.05, 2,344.42, 2,433.56, 2,570.78.

4C-PAY RANGE 804

Official Rate Biweekly

Effective Pay Period 1, 2012 (December 25, 2011)

2,456.97 2,533.90 2,614.12

2395

COURT LIAISON OFFICER

 804 64,056.72 68,153.84
2358

FORENSIC INVESTIGATOR

 804 64,056.72 68,153.84
2369

POLICE ALARM OPERATOR (1)(2)(3)(4)

 804 64,056.72 68,153.84

- (1) Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,472.65, 2,549.57, 2,629.80.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,492.25, 2,569.18, 2,649.40.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,500.09, 2,577.01, 2,657.24.

4D-PAY RANGE 853

Official Rate Biweekly

Effective Pay Period 26, 2011 (December 11, 2011)

1,820.82 1,860.74 2,294.92
2,385.63 2,574.53

1572 **HEAVY EQUIPMENT OPERATOR (1) (2) (3)** 853 47,341.32 66,937.78

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.
- (3) Effective Pay Period 14, 2012 (June 24, 2012) employees shall be paid the following biweekly rates: \$1,930.27, \$1,971.78, \$2,423.24, \$2,517.57 and \$2,713.98.

4E-PAY RANGE 856

Official Rate Biweekly

Effective Pay Period 26, 2011 (December 11, 2011)

2,449.40 2,543.34 2,641.03
2,742.60 2,848.31

2420	ADMINISTRATIVE FIRE LIEUTENANT (1) (2) (5)	856	60,434.40	70,508.88
2421	FIRE LIEUTENANT (1) (2) (3) (5)	856	60,434.40	70,508.88
2417	FIRE PARAMEDIC FIELD LIEUTENANT (1) (2) (3) (4) (5)	856	60,434.40	70,508.88
2416	PARAMEDIC FIELD LIEUTENANT (1) (2) (3) (4) (5)	856	60,434.40	70,508.88
2419	PARAMEDIC LIEUTENANT (1) (2) (3) (5)	856	60,434.40	70,508.88
1111	VEHICLE OPERATIONS INSTRUCTOR (2) (5)	856	60,434.40	70,508.88

- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, Paramedic Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (4) Positions to be reclassified to Fire Lieutenant upon becoming vacant.
- (5) Effective Pay Period 14, 2012 (June 14, 2012) employees shall be paid the following biweekly rates: \$2,473.89, \$2,568.77, \$2,667.44, \$2,770.03 and \$2,876.79.

4F-PAY RANGE 808

Official Rate Biweekly

Effective Pay Period 1, 2012 (December 25, 2011)

		2,585.37	2,686.20	2,791.14
2309	DETECTIVE (1)(2)(3)	808	67,404.29	72,769.01
2521	DOCUMENT EXAMINER (1)(2)(3)	808	67,404.29	72,769.01
2524	FORENSIC VIDEO EXAMINER (1)(2)(3)	808	67,404.29	72,769.01
2523	LATENT PRINT EXAMINER (1)(2)(3)	808	67,404.29	72,769.01

- (1) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,601.05, 2,701.88, 2,806.82.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,620.65, 2,721.48, 2,826.42.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,628.49, 2,729.32, 2,834.26.

4G-PAY RANGE 831

Official Rate Biweekly

Effective Pay Period 1, 2011 (December 26, 2010)

		2,348.19	2,436.67	2,578.74
		2,624.46	2,723.98	2,857.56
2348	POLICE SERGEANT (1) (2) (3) (4) (5) (6)	831	58,553.30	71,051.16

- (1) Recruitment to be at fourth step.
- (2) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent underfilling authorized positions at the direction of the employee's commanding officer. this payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 credits shall be paid the following biweekly rates: \$2,446.25, \$2,537.83, \$2,633.12, \$2,732.19, \$2,835.20 and \$2,942.40.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$2,466.10, \$2,557.68, \$2,652.97, \$2,752.04, \$2,855.05 and \$2,962.25.
- (5) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or higher shall be paid the following biweekly rates: \$2,474.04, \$2,565.62, \$2,660.91, \$2,759.98, \$2,862.99 and \$2,970.19.
- (6) Effective Pay Period 1, 2012 (December 25, 2011) employees shall be paid the following biweekly rates: \$2,430.38, \$2,521.95, \$2,617.25, \$2,716.32, \$2,819.32 and \$2,926.52.

4H-PAY RANGE 812

Official Rate Biweekly

Effective Pay Period 1, 2012 (December 25, 2011)

		2,792.94	2,885.45	2,978.02
2525	CHIEF LATENT PRINT EXAMINER (1)(2)(3)	812	72,815.93	77,641.23
2328	IDENTIFICATION SYSTEMS SPECIALIST (1)(2)(3)	812	72,815.93	77,641.23

- (1) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,808.62, 2,901.13, 2,993.69.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,828.22, 2,920.73, 3,013.30.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,836.06, 2,928.57, 3,021.13.

4I-PAY RANGE 835

Official Rate Biweekly

Effective Pay Period 1, 2011 (December 26, 2010)

	2,577.92	2,677.44	2,781.02
	2,888.66	3,000.65	3,116.95
2330 POLICE ID SUPERVISOR (1) (2) (3) (4)	835	65,756.05	79,809.33

- (1) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 credits shall be paid the following biweekly rates: \$2,645.13, \$2,746.64, \$2,852.29, \$2,962.08, \$3,076.31 and \$3,194.94.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$2,664.69, \$2,766.20, \$2,871.85, \$2,981.64, \$3,095.87 and \$3,214.50.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or higher shall be paid the following biweekly rates: \$2,672.51, \$2,774.02, \$2,879.67, \$3,103.70 and \$3,222.32.
- (4) Effective Pay Period 1, 2012 (December 25, 2011) employees shall be paid the following biweekly rates: \$2,629.48, \$2,730.99, \$2,836.64, \$2,946.43, \$3,060.66 and \$3,179.29.

4J-PAY RANGE 857

Official Rate Biweekly

Effective Pay Period 26, 2011 (December 11, 2011)

	2,699.04	2,804.75	2,914.64
	3,028.89	3,147.60	3,271.21
2423 ADMINISTRATIVE FIRE CAPTAIN (1) (3)	857	67,839.20	82,289.22
2422 ADMINISTRATIVE CAPTAIN-EMS (3)	857	67,839.20	82,289.22
2424 FIRE CAPTAIN (1) (2) (3)	857	67,839.20	82,289.22
2429 FIRE CAPTAIN-INCIDENT SAFETY OFFICER (3)	857	67,839.20	82,289.22
2405 VEHICLE OPERATIONS TRAINING COORD (1) (3)	857	67,839.20	82,289.22

- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, Administrative Captain-EMS or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range **4J**.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

- (3) Effective Pay Period 14, 2012 (June 24, 2012) employees shall be paid the following biweekly rates: \$2,726.03, \$2,832.80, \$2,943.79, \$3,059.18, \$3,179.08 and \$3,303.92.

4K-PAY RANGE 813

Official Rate Biweekly

Effective Pay Period 1, 2012 (December 25, 2011)

		2,686.20	2,791.14	2,900.23
		3,013.65	3,131.50	3,254.20
2329	POLICE AUDIOVISUAL SPECIALIST (1)(2)(3)(4)	813	70,033.07	84,841.64

- (1) When vacated by the present incumbent, Robert Hempe, the position shall be studied to determine whether it should be civilianized.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,701.88, 2,806.82, 2,915.91, 3,029.33, 3,147.18, 3,269.88.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,721.48, 2,826.42, 2,935.51, 3,048.93, 3,166.78, 3,289.48.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,729.32, 2,834.26, 2,943.35, 3,056.77, 3,174.62, 3,297.32.

4L-PAY RANGE 836

Official Rate-Biweekly

Effective Pay Period 1, 2011 (December 26, 2010)

		2,677.44	2,781.02	2,888.66
		3,000.65	3,116.95	3,238.07
2373	POLICE LIEUTENANT (1) (2) (3) (4) (5) (6)	836	68,350.68	82,967.11

- (1) Recruitment to be at fourth step.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 credits shall be paid the following biweekly rates: \$2,746.64, \$2,852.29, \$2,962.08, \$3,076.31, \$3,194.94, \$3,318.48.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$2,766.20, \$2,871.85, \$2,981.64, \$3,095.87, \$3,214.50, \$3,338.04.
- (5) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or higher shall be paid the following biweekly rates: \$2,774.02, \$2,879.67, \$2,989.47, \$3,103.70, \$3,222.32, \$3,345.87.
- (6) Effective Pay Period 1, 2012, employees shall be paid the following biweekly rates: \$2,730.99, \$2,836.64, \$2,946.43, \$3,060.66, \$3,179.29 and \$3,302.83.

PAY RANGE 4M

Official Rate Biweekly

Hourly:	31.16	43.62
Biweekly:	2,492.49	3,489.54
Annual:	64,804.74	90,728.04

2425	BATTALION CHIEF, FIRE (1) (2)	863	73,591.96	89,370.32
2426	BATTALION CHIEF ASST EMS COORD (1)	863	73,591.96	89,370.32

- (1) Recruitment is at \$3,180.13.
- (2) Effective Pay Period 1, 1994, one position assigned to the Bureau of Emergency Medical Services shall receive a 5% annual, lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium.

4N-PAY RANGE 839

Official Rate Biweekly

Effective Pay Period 1, 2011 (December 26, 2010)

3,000.65	3,116.95	3,238.07
3,363.98	3,495.00	3,631.18

2354	CAPTAIN OF POLICE (1) (2) (3) (4)	839	76,777.23	93,216.04
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- (1) Recruitment to be at fourth step.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 credits shall be paid the following biweekly rates: \$3,076.31, \$3,194.94, \$3,318.48, \$3,446.91, \$3,580.55 and \$3,719.45.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,095.87, 3,214.50, 3,338.04, 3,466.47, 3,600.11, 3,739.01.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or higher shall be paid the following biweekly rates: \$3,103.70, \$3,222.32, \$3,345.87, \$3,474.29, \$3,607.93 and \$3,746.84.

PAY RANGE 4O

Official Rate Biweekly

Hourly:	35.40	49.56
Biweekly:	2,831.79	3,964.49
Annual:	73,626.54	103,076.74

2427	DEPUTY CHIEF, FIRE (1) (2)	865	82,683.38	100,435.40
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- (1) Recruitment is at \$3,573.69.
- (2) Effective Pay Period 1, 1994, one position assigned to the Bureau of Emergency Medical Services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium.

4P-PR 842

Official Rate Biweekly

Effective Pay Period 1, 2011 (December 26, 2010)

3,363.98	3,495.00	3,631.18
3,772.86	3,920.19	4,073.40

2357	DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4) (5)	842	86,249.76	104,745.09
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- (1) Recruitment to be at fourth step.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 credits shall be paid the following biweekly rates: \$3,446.91, \$3,580.55, \$3,719.45, \$3,863.96, \$4,014.24 and \$4,170.51.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$3,466.47, \$3,600.11, \$3,739.01, \$3,883.53, \$4,033.80 and \$4,190.08.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or higher shall be paid the following biweekly rates: \$3,474.29, \$3,607.93, \$3,746.84, \$3,891.35, \$4,041.63 and \$4,197.90.
- (5) Effective Pay Period 1, 2012, employees shall be paid the following biweekly rates of pay: \$3,431.26, \$3,564.90, \$3,703.80, \$3,848.32, \$3,998.59 and \$4,154.87.

PAY RANGE 4Q

Official Rate Biweekly

Hourly:	40.22	56.31
Biweekly:	3,217.43	4,504.55
Annual:	83,653.18	117,118.30

5313	INSPECTOR OF POLICE (1)	14	83,653.18	117,118.30
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- (1) Current and future appointments to be at 3% above the maximum rate of pay of Deputy Inspector at the discretion of the Chief, subject to approval from the Chair of Finance and Personnel and the Employee Relations Director. Under no circumstance will the appointment rate exceed the maximum rate of pay range 4Q.

PAY RANGE 4R

Official Rate Biweekly

Hourly:	45.69	63.97
Biweekly:	3,655.01	5,117.27
Annual:	95,030.26	133,049.02

5633	ASSISTANT FIRE CHIEF	16	95,030.26	133,049.02
5632	ASSISTANT CHIEF OF POLICE (1)	16	95,030.26	133,049.02

- (1) Current and future appointments to be at 3% above the maximum rate of pay of Deputy Inspector at the discretion of the Chief, subject to approval from the Chair of Finance and Personnel and the Employee Relations Director. Under no circumstance will the appointment rate exceed the maximum rate of pay range 4R.

PAY RANGE 4S

Official Rate Biweekly

Hourly:	51.91	72.67
Biweekly:	4,152.82	5,813.81
Annual	107,973.32	151,159.06

5790	CHIEF OF POLICE (1)	18	107,973.32	151,159.06
5802	FIRE CHIEF	18	107,973.32	151,159.06

(1) Recruitment may be at any rate in the salary grade.

Section 5: PARAPROFESSIONALS

PAY RANGE 5A

Official Rate Biweekly

		Hourly:	13.97	16.84
		Biweekly:	1,117.38	1,346.98
		Annual:	29,051.88	35,021.48
2225	HEALTH INTERPRETER AIDE	300	29,051.88	34,312.72
2218	PUBLIC HEALTH AIDE-TUBERCULOSIS CONTROL (1)	305	30,107.48	35,021.48
2217	PUBLIC HEALTH AIDE (1)	305	30,107.48	35,021.48

(1) Recruitment at \$1,157.98.

PAY RANGE 5B

Official Rate Biweekly

		Hourly:	14.32	17.57
		Biweekly:	1,145.43	1,405.29
		Annual:	29,781.18	36,537.54
2203	CLINIC ASSISTANT	309	29,781.18	36,537.54
2201	COMMUNITY EDUCATION ASSISTANT	309	29,781.18	36,537.54

PAY RANGE 5C

Official Rate Biweekly

		Hourly:	15.98	19.08
		Biweekly:	1,278.14	1,526.52
		Annual:	33,231.64	39,689.52
2110	DIETETIC TECHNICIAN	503	33,231.64	39,689.52
2114	LEAD EDUCATION ASSISTANT	503	33,231.64	39,689.52

PAY RANGE 5D

Official Rate Biweekly

Hourly:	17.00	20.13
Biweekly:	1,360.10	1,610.12
Annual:	35,362.60	41,863.12

0095	CLAIMS ASSISTANT REPRESENTATIVE (2)	508	35,784.84	41,225.34
0187	INTERNET ANALYST (1)	510	37,726.52	41,863.12
2623	LIBRARIAN INTERN (1)	510	37,726.52	41,863.12
2641	LIBRARY REFERENCE ASSISTANT	504	35,362.60	40,836.38
2640	LIBRARY SERVICES ASSISTANT	504	35,362.60	40,836.38
2649	LIBRARY TECHNOLOGY SPECIALIST	504	35,362.60	40,836.38
0610	TRADE DEVELOPMENT ASSISTANT (2)	508	35,784.84	41,225.34
0914	WATER LABORATORY TECHNICIAN	504	35,362.60	40,836.38

- (1) Recruitment is at \$1451.02.
(2) Recruitment is at \$1376.34.

PAY RANGE 5E

Official Rate Biweekly

Hourly:	18.99	21.91
Biweekly:	1,519.51	1,752.98
Annual:	39,507.26	45,577.48

0320	ACCOUNTING ASSISTANT III (1)	460	39,507.26	44,276.96
2655	NEIGHBORHOOD LIBRARY SERVICES ASSISTANT	460	39,507.26	44,276.96
0487	OFFICE COORDINATOR (1)	460	39,507.26	44,276.96
0486	OFFICE COORDINATOR II (3)	525	40,469.00	45,577.48
0325	PERSONNEL PAYROLL ASSISTANT III (2)	460	39,507.26	44,276.96
2344	POLICE SERVICES SPECIALIST-INVESTIGATOR (4)	465	33,176.00	44,657.60
0488	PROGRAM ASSISTANT I	460	39,507.26	44,276.96
1400	TOW LOT ASSISTANT IV	460	39,507.26	44,276.96

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,431.59, \$1,466.43, \$1,503.62, \$1,545.82, \$1,604.42.
(2) The position in the Department of Public Works, Administrative Services Division, shall be eligible to receive one additional increment in the amount of \$1,754.04 biweekly.
(3) Recruitment is at \$1556.50.
(4) Recruitment is at \$1461.60.

PAY RANGE 5F

Official Rate Biweekly

Hourly:	19.00	21.32
Biweekly:	1,520.07	1705.43
Annual:	39,521.82	47,064.68

0415	ADMINISTRATIVE ASSISTANT III (2)	530	41,495.22	46,974.98
0620	BENEFITS SERVICES SPECIALIST I	532	39,521.82	47,064.68
0096	CLAIMS REPRESENTATIVE	532	39,521.82	47,064.68

0439	CUSTOMER SERVICES REPRESENTATIVE-LEAD (2)	530	41,495.22	46,974.98
0412	HEALTH PROJECT ASSISTANT (2)	530	41,495.22	46,974.98
0189	INTERNET ANALYST - SENIOR	532	39,521.82	47,064.68
0407	LEAD PROJECT ASSISTANT (2)	530	41,495.22	46,974.98
0386	LEAD TELLER (2)	530	41,495.22	46,974.98
2648	LIBRARY TECHNICIAN IV (2)	530	41,495.22	46,974.98
0489	PROGRAM ASSISTANT II (1) (2)	530	41,495.22	46,974.98

(1) One position held by Terri Grote (DCD) shall be paid the following biweekly rates: \$1,757.92 to \$2,461.07.

(2) Recruitment is at \$1595.97.

PAY RANGE 5G

Official Rate Biweekly

Hourly:	18.51	23.42
Biweekly:	1,561.12	1,873.87
Annual:	40,589.12	48,720.62

0332	ACCOUNTING PROGRAM ASSISTANT III	475	40,589.12	48,720.62
0338	CITY PAYROLL ASSISTANT-SENIOR	475	40,589.12	48,720.62
0180	DATA BASE SPECIALIST (1)	534	41,150.46	48,501.70
0191	IT SUPPORT ASSOCIATE (1)	534	41,150.46	48,501.70

(1) Recruitment is at \$1582.71.

PAY RANGE 5H

Official Rate Biweekly

Hourly:	21.11	24.11
Biweekly:	1,688.79	1,928.72
Annual:	43,908.54	50,146.72

0621	BENEFITS SERVICES SPECIALIST II (1)	540	43,908.54	50,146.72
0418	CERTIFICATION SERVICES SPECIALIST	540	43,908.54	50,146.72
0630	ELECTION SERVICES COORDINATOR	540	43,908.54	50,146.72
0410	PAY SERVICES SPECIALIST	540	43,908.54	50,146.72
0217	SALVAGE & SALES COORDINATOR	540	43,908.54	50,146.72

(1) One position held by Vaughn Brooks (DER), shall be paid the following biweekly rates: \$1,452.18 to \$2,032.86.

PAY RANGE 5I

Official Rate Biweekly

Hourly:	21.74	25.64
Biweekly:	1,738.86	2,051.08
Annual:	45,210.36	53,328.08

0416	ADMINISTRATIVE ASSISTANT IV (1) (2)	550	46,607.34	53,328.08
0052	COUNCIL INFORMATION SPECIALIST (2)	550	46,607.34	53,328.08

0481	HUMAN RESOURCES ASSISTANT (2)	550	46,607.34	53,328.08
2619	LIBRARY SECURITY INVESTIGATOR	545	45,210.36	51,823.72
0490	PROGRAM ASSISTANT III (2)	550	46,607.34	53,328.08

- (1) One position held by , Peggy Clements (Police Department) to retain the title of Administrative Assistant IV, until she vacates her current position, at which time the title shall revert to Administrative Assistant III in Pay Range 5F.
- (2) Recruitment is at \$1792.59

PAY RANGE 5J

Official Rate Biweekly

Hourly:	22.09	26.80
Biweekly:	1,766.91	2,143.92
Annual:	45,939.66	55,741.92

0409	ADMINISTRATIVE SERVICES COORDINATOR (1)	555	48,133.02	54,958.28
0458	PARALEGAL (2)	594	45,939.66	55,741.92
0627	RESEARCH ASSISTANT	594	45,939.66	55,741.92

- (1) Recruitment is at \$1851.27
- (2) Positions held by Lisa Ames, Jean Semenuk (City Attorney), and Mary Pickett (Comptroller) shall be paid the following biweekly rates: \$1,547.43 to \$2,166.09.

PAY RANGE 5K

Official Rate Biweekly

Hourly:	22.91	27.82
Biweekly:	1,832.78	2,225.68
Annual:	47,652.28	57,867.68

0169	OPERATIONS ANALYST	595	47,652.28	57,867.68
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Section 6: ADMINISTRATIVE SUPPORT

PAY RANGE 6A

Official Rate Hourly

Hourly:	13.49	14.18
Biweekly:	1,079.20	1,134.40
Annual:	28,059.20	29,494.40

2340	POLICE SERVICES SPECIALIST (1)	939	28,059.20	29,494.40
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- (1) Active employees who have completed one year of service may advance to the next increment.

PAY RANGE 6B

Official Rate Biweekly

Hourly:	10.99	15.18
Biweekly:	879.31	1,214.88
Annual:	22,862.06	31,586.88

2413	<table border="1"><tr><td>FIRE CADET (1)</td></tr></table>	FIRE CADET (1)	925	22,862.06	31,586.88
FIRE CADET (1)					
2343	<table border="1"><tr><td>POLICE AIDE (1)</td></tr></table>	POLICE AIDE (1)	480	22,862.06	31,586.88
POLICE AIDE (1)					

- (1) Advancement to next higher rate on completion of six months of service.

PAY RANGE 6C

Official Rate Biweekly

Hourly:	11.89	15.43
Biweekly:	951.28	1,234.73
Annual:	24,733.28	32,102.98

0435	<table border="1"><tr><td>COURT SERVICES ASSISTANT I</td></tr></table>	COURT SERVICES ASSISTANT I	400	25,652.12	32,102.98
COURT SERVICES ASSISTANT I					
2645	<table border="1"><tr><td>LIBRARY TECHNICIAN I</td></tr></table>	LIBRARY TECHNICIAN I	400	25,652.12	32,102.98
LIBRARY TECHNICIAN I					
0477	<table border="1"><tr><td>OFFICE ASSISTANT I (1)</td></tr></table>	OFFICE ASSISTANT I (1)	400	25,652.12	32,102.98
OFFICE ASSISTANT I (1)					
0473	<table border="1"><tr><td>OFFICE CLERK I</td></tr></table>	OFFICE CLERK I	400	25,652.12	32,102.98
OFFICE CLERK I					
0465	<table border="1"><tr><td>RECORDS TECHNICIAN I</td></tr></table>	RECORDS TECHNICIAN I	400	25,652.12	32,102.98
RECORDS TECHNICIAN I					

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$929.78, \$1,001.36, \$1,042.54, \$1,061.86, \$1,082.68, \$1,105.24, \$1,127.72, \$1,163.56.

PAY RANGE 6D

Official Rate Biweekly

Hourly:	13.74	16.15
Biweekly:	1,099.51	1,292.32
Annual:	28,587.26	33,600.32

0446	<table border="1"><tr><td>DATA ENTRY OPERATOR I (1)</td></tr></table>	DATA ENTRY OPERATOR I (1)	405	28,587.26	33,600.32
DATA ENTRY OPERATOR I (1)					

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,036.19, \$1,053.01, \$1,096.79, \$1,116.06, \$1,137.01, \$1,159.54, \$1,182.11 and \$1,217.86.

PAY RANGE 6E

Official Rate Biweekly

Hourly:	14.32	16.85
Biweekly:	1,145.38	1,347.73
Annual:	29,779.88	35,040.98

0436	COURT SERVICES ASSISTANT II (1)	410	29,779.88	35,040.98
2214	HEALTH ACCESS ASSISTANT I	410	29,779.88	35,040.98
2212	HEALTH ACCESS INTERPRETER	410	29,779.88	35,040.98
2209	HEALTH SERVICES ASSISTANT I	410	29,779.88	35,040.98
2646	LIBRARY TECHNICIAN II	410	29,779.88	35,040.98
0478	OFFICE ASSISTANT II (1) (2) (5)	410	29,779.88	35,040.98
0474	OFFICE CLERK II	410	29,779.88	35,040.98
0482	POLICE DISTRICT OFFICE ASSISTANT (3)	410	28,063.36	32,676.54
0466	RECORDS TECHNICIAN II	410	29,779.88	35,040.98
0491	TRANSCRIPTIONIST II (4)	410	28,063.36	32,676.54

- (1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid \$1,375.82 biweekly.
- (2) One position filled by Ron Wilson to be paid the following biweekly rates: \$1,419.31 to \$1,570.63.
- (3) Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,256.79. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,296.61.
- (4) Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49 and \$1,256.79.
- (5) Office Assistant II positions represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,270.12. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,296.61.

PAY RANGE 6F

Official Rate Biweekly

Hourly:	14.32	18.01
Biweekly:	1,145.43	1,440.92
Annual:	29,781.18	37,463.92

2613	AUDIO MACHINE TECHNICIAN (9)	425	33,865.00	37,463.92
0425	COMMUNICATIONS ASSISTANT I (1) (2) (10)	415	31,289.18	36,537.54
0437	COURT SERVICES ASSISTANT III (9)	425	33,865.00	37,463.92
0440	CUSTOMER SERVICE REPRESENTATIVE I (9)	425	33,865.00	37,463.92
0447	DATA ENTRY OPERATOR II (1) (3) (10)	415	31,289.18	36,537.54
0115	DUPLICATING EQUIPMENT OPERATOR I (3)	309	29,781.18	36,537.54
2215	HEALTH ACCESS ASSISTANT II (9)	425	33,865.00	37,463.92
2210	HEALTH SERVICES ASSISTANT II (9)	425	33,865.00	37,463.92
0454	LEGAL OFFICE ASSISTANT I (10)	415	31,289.18	36,537.54
2636	LIBRARY CIRCULATION ASSISTANT II (10)	424	31,289.18	37,463.92
2647	LIBRARY TECHNICIAN III (9)	425	33,865.00	37,463.92
0467	MAIL PROCESSOR (4) (10)	424	31,289.18	37,463.92
0479	OFFICE ASSISTANT III (3) (5) (9)	425	33,865.00	37,463.92
2380	POLICE TELECOMMUNICATOR (8) (9)	425	31,914.74	35,305.40
1403	TOW LOT ASSISTANT I (10)	415	31,289.18	36,537.54
0492	TRANSCRIPTIONIST III (6) (7) (9)	425	31,914.74	35,305.40

- (1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid \$1,433.49 biweekly. Applies to employees holding positions formerly classified as Buyer Assistant I, Clerk Stenographer II, Key Entry Operator II and Law Stenographer I.
- (2) Employees employed at the Milwaukee Public Library shall be eligible to be paid a special increment of \$1,433.49 after completing one year at the \$1,405.29.
- (3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,134.13, \$1,155.58, \$1,204.53, \$1,230.34, \$1,256.03, \$1,281.75 and \$1,324.32. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,350.92.
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,133.79, \$1,155.29, \$1,204.19, \$1,229.98, \$1,255.67, \$1,282.89, \$1,312.71, 1,357.53.
- (5) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One Increment: \$1,476.13. Two increments: \$1,513.04 . Applies to employees holding positions formerly classified as Clerk III, Clerk Typist III and Control Clerk.
- (6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,227.49, \$1,256.79, \$1,283.25, \$1,313.09 and \$1,357.90. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,391.08 and \$1,425.88.
- (7) Employees functioning as lead workers regularly assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,391.08 and \$1,425.88.
- (8) Employees required to provide on-the-job training at a console shall receive Communications Training Pay (CTP) of (\$.65) per hour for each hour training is provided. CTP shall not have any sum deducted for pension benefits and shall not be included in base salary for determining pension benefits or any other fringe benefits.
- (9) Recruitment is at \$1,302.50
- (10) Recruitment is at \$1,203.43

PAY RANGE 6G

Official Rate Biweekly

Hourly:	15.93	18.73
Biweekly:	1,274.72	1,498.56
Annual:	33,142.72	38,962.56

0318	ACCOUNTING ASSISTANT I (1) (2) (3)	435	35,362.60	38,962.56
0413	ADMINISTRATIVE ASSISTANT I (1) (2) (3)	435	35,362.60	38,962.56
0420	CLAIMS PROCESSOR I (3)	435	35,362.60	38,962.56
0011	CLERK STENOGRAPHER III (2) (3) (4)	435	35,362.60	38,962.56
0426	COMMUNICATIONS ASSISTANT II (3)	435	35,362.60	38,962.56
0097	COPY CATALOGING TECHNICIAN I (7)	430	34,652.80	38,095.20
0441	CUSTOMER SERVICE REP II (3)	435	35,362.60	38,962.56
0116	DUPLICATING EQUIPMENT OPERATOR II (3)	330	35,362.60	38,962.56
0270	INVENTORY ASSISTANT I	324	33,142.72	38,095.20
0260	INVENTORY CONTROL ASSISTANT I (5)	324	33,142.72	38,095.20
2393	PARKING CHECKER (6)	490	29,592.16	35,830.60
0323	PERSONNEL PAYROLL ASSISTANT I (2) (3)	435	35,362.60	38,962.56
0128	PROGRAMMER TRAINEE (3)	435	35,362.60	38,962.56
0381	TELLER-WATER II (3)	435	35,362.60	38,962.56
1402	TOW LOT ASSISTANT II (3)	435	35,362.60	38,962.56

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,281.75, \$1,310.97, \$1,337.55, \$1,367.44 and \$1,412.22. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,445.31 and \$1,480.14.
- (2) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,533.65. Two increments: \$1,570.63 (PP 14, 2009 rates). Applies to employees holding positions formerly classified as Account Clerk I, Buyer Assistant II, Clerk Stenographer III, Key Entry Operator III, and Law Stenographer II.
- (3) Recruitment is at \$1,360.10.
- (4) The following incumbent to retain the title of Clerk Stenographer III until he vacates his current position, at which time the title shall revert to Office Assistant III in Pay Range **XXX**: Matthew Kleman (DCD).
- (5) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,201.30, \$1,281.75, \$1,310.97, \$1,337.55, \$1,380.78.
- (6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following biweekly rates effective Pay Period 1, 2006: 1,138.16, \$1,246.35, \$1,274.78, \$1,303.18, \$1,335.38 and \$1,378.10.
- (7) Recruitment is at \$1,332.80.

PAY RANGE 6H

Official Rate Biweekly

Hourly:	17.39	19.17
Biweekly:	1,391.15	1,533.65
Annual:	36,169.90	40,836.38

0304	ACCOUNT CLERK II (1) (6)	445	36,902.06	40,836.38
0319	ACCOUNTING ASSISTANT II (1) (2) (6)	445	36,902.06	40,836.38
0330	ACCOUNTING PROGRAM ASSISTANT I	440	36,169.90	39,874.90
0414	ADMINISTRATIVE ASSISTANT II (2) (6)	445	36,902.06	40,836.38
0099	ARCHIVES TECHNICIAN (6)	445	36,902.06	40,836.38
0427	COMMUNICATIONS ASSISTANT III (6)	445	36,902.06	40,836.38
0098	COPY CATALOGING TECHNICIAN II (6)	445	36,902.06	40,836.38
0438	COURT SERVICES ASSISTANT IV (6)	445	36,902.06	40,836.38
0442	CUSTOMER SERVICE REPRESENTATIVE III (6)	445	36,902.06	40,836.38
0271	INVENTORY ASSISTANT II (3)	338	36,537.54	40,286.74
0261	INVENTORY CONTROL ASSISTANT II (4)	335	36,169.90	39,874.90
0262	INVENTORY CONTROL ASSISTANT III (5) (6)	340	36,902.06	40,836.38
2383	LEAD POLICE TELECOMMUNICATOR	441	34,405.28	37,896.56
2637	LIBRARY CIRCULATION ASSISTANT III (6)	445	36,902.06	40,836.38
0480	OFFICE ASSISTANT IV (1) (2) (6) (7)	445	36,902.06	40,836.38
0324	PERSONNEL PAYROLL ASSISTANT II (1) (6)	445	36,902.06	40,836.38
0384	TELLER (6)	445	36,902.06	40,836.38
1401	TOW LOT ASSISTANT III (6)	445	36,902.06	40,836.38

- (1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,610.12; Two increments: \$1,654.93; Three increments: \$1,702.96 (Pay Period 14, 2009 rates). Applies to employees holding positions formerly classified as Account Clerk II, Clerk IV, Clerk Stenographer IV, Law Stenographer III, Lead License Clerk, and Research and Statistical Clerk.

- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,517.39, \$1,559.60 and \$1,604.86.
- (3) Recruitment is at \$1,405.29
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,310.66, \$1,337.19, \$1,367.07, \$1,398.53, \$1,444.91.
- (5) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14.
- (6) Recruitment is at \$1,419.31.
- (7) One position in the Milwaukee Police Department's "Transcription Unit" functioning as a group leader on the day shift to be eligible to receive two additional pay steps effective Pay Period 1, 2006, consisting of \$1,513.79 and \$1,548.62 biweekly.

PAY RANGE 6I

Official Rate Biweekly

Hourly:	17.32	20.32
Biweekly:	1,385.71	1,625.85
Annual:	36,028.46	42,272.10

0266	EQUIPMENT PARTS ASSISTANT	345	37,726.52	41,863.12
0453	FIELD HEADQUARTERS COORDINATOR	741	37,833.38	41,613.78
0272	INVENTORY ASSISTANT III	347	39,157.56	42,272.10
0232	INVENTORY CLERK	345	37,726.52	41,863.12
2394	LEAD PARKING CHECKER (2)	495	33,714.20	38,839.84
0455	LEGAL OFFICE ASSISTANT II (1)	437	36,028.46	41,678.26

- (1) Recruitment may be up \$1449.28 with the approval of DER.
- (2) An employee given an emergency appointment to this title to be paid these rates: \$1,296.70, \$1,340.27, \$1,385.38, \$1,432.12, \$1,493.84.

PAY RANGE 6J

Official Rate Biweekly

Hourly:	16.34	20.89
Biweekly:	1,307.46	1,671.26
Annual:	33,993.96	43,452.76

0028	CLERK DISPATCHER II (1)	455	38,595.18	43,028.18
0428	COMMUNICATIONS ASSISTANT IV (1) (3)	455	38,595.18	43,028.18
0051	COUNCIL FILE SPECIALIST (1)	455	38,595.18	43,028.18
0224	FIRE STORES CLERK	724	33,993.96	43,452.76
0248	INFRASTRUCTURES STORES CLERK IV (2)	350	38,595.18	43,028.18
0273	INVENTORY ASSISTANT IV (2)	350	38,595.18	43,028.18
0263	INVENTORY CONTROL ASSISTANT IV (2)	350	38,595.18	43,028.18
0267	LEAD EQUIPMENT PARTS ASSISTANT (2)	350	38,595.18	43,028.18
0462	LICENSE SPECIALIST (1)	455	38,595.18	43,028.18

- (1) Recruitment is at \$1,486.14.
- (2) Recruitment is at \$1,484.43
- (3) Employees given and emergency appointment to this title to be paid at these rates: \$1,486.14, \$1,523.30, \$1,562.41, \$1,604.27 and \$1,651.67.

PAY RANGE 6K

Official Rate Biweekly

Hourly:	18.12	21.29
Biweekly:	1,449.28	1,702.96
Annual:	37,681.28	44,276.96

0331	ACCOUNTING PROGRAM ASSISTANT II (1)	460	39,507.26	44,276.96
0406	ADMINISTRATIVE SERVICES ASSISTANT (1)	460	39,507.26	44,276.96
0337	CITY PAYROLL ASSISTANT (1)	460	39,507.26	44,276.96
0421	CLAIMS PROCESSOR II (1)	460	39,507.26	44,276.96
0429	COMMUNICATIONS ASSISTANT V (1) (2)	460	39,507.26	44,276.96
0451	DOCKETING SPECIALIST	450	37,681.28	44,238.48
0456	LEGAL OFFICE ASSISTANT III	450	37,681.28	44,238.48
0163	MICROCOMPUTER SERVICES ASSISTANT (1)	460	39,507.26	44,276.96

- (1) Recruitment is at \$1,519.51
- (2) Employees given and emergency appointment to this title to be paid at these rates: \$1,486.14, \$1,523.30, \$1,562.41, \$1,604.27 and \$1,651.67.

PAY RANGE 6L

Official Rate Biweekly

Hourly:	19.46	21.91
Biweekly:	1,566.50	1,752.98
Annual:	40,469.00	45,577.48

0274	INVENTORY ASSISTANT V	360	40,469.00	45,577.48
0355	METER READER-COMMERCIAL	360	40,469.00	45,577.48
0354	WATER REVENUE COLLECTOR	360	40,469.00	45,577.48

PAY RANGE 6M

Official Rate Biweekly

Hourly:	19.51	23.42
Biweekly:	1,561.12	1,873.87
Annual:	40,589.12	48,720.62

0457	LEGAL OFFICE ASSISTANT IV	475	40,589.12	48,720.62
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PAY RANGE 6N

Official Rate Biweekly

Hourly:	18.12	24.17
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Biweekly: 1,449.26 1,933.94
Annual: 37,680.76 50,282.44

0037	CODE INFORMATION SPECIALIST (4)	540	43,908.54	50,146.72
2400	FIRE EQUIPMENT DISPATCHER (1)	858	37,680.76	50,282.44
3026	MUNICIPAL COURT CLERK I (4)	540	43,908.54	50,146.72
2378	POLICE DISPATCHER (ALEASP) (2) (3)	478	35,490.78	47,360.04
0408	TAX ENFORCEMENT SPECIALIST (4)	540	43,908.54	50,146.72

- (1) An employee who receives a temporary assignment to Fire Dispatch Supervisor for at least four (4) hours of a full work shift shall receive an additional eleven (\$11.00) dollars per work shift. Any payment 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.
- (2) Employee required to provide on-the-job training at a console shall receive Communications Training Pay (CTP) of \$.65 per hour for each hour during which such training is provided. CTP shall not have any sum deducted for pension benefits and shall not be included in base salary for determining pension benefits or any other fringe benefits.
- (3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,365.03, \$1,399.28, \$1,461.34, \$1,527.11, \$1,595.84, \$1,685.84, \$1,753.88 and \$1,821.54.
- (4) Recruitment is at \$1,688.79.

PAY RANGE 6O

Official Rate Biweekly

Hourly: 23.14 26.42
Biweekly: 1,851.27 2,113.78
 Annual: 48,133.02 54,958.28

3029	MUNICIPAL COURT CLERK II	555	48,133.02	54,958.28
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Section 7: SKILLED CRAFT

PAY RANGE 7A

Official Rate Biweekly

Hourly: 15.66 18.33
Biweekly: 1,253.15 1,466.46
 Annual: 32,581.90 38,127.96

1002	URBAN FORESTRY SPECIALIST TRAINEE (1)	210	32,581.90	38,127.96
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- (1) Recruitment is authorized up to \$1,365.89 with the approval of DER.

PAY RANGE 7B

Official Rate Biweekly

Hourly:	16.59	20.09
Biweekly:	1,327.22	1,607.36
Annual:	34,507.72	41,791.36

0887	BUILDING MAINTENANCE MECHANIC I (2) (3) (4) (8)	235	37,409.32	41,311.14
0889	EQUIPMENT MECHANIC I (8)	235	37,409.32	41,311.14
0814	FIRE MECHANIC HELPER (6) (7)	722	34,507.72	41,409.94
1055	NURSERY SPECIALIST (1) (5)	238	37,833.38	41,791.36

- (1) An employee who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,607.36, will be advanced to \$1,637.53.
- (2) Employees in the Maintenance Operations and Training Section of the Housing Management Division of the Department of City Development who are assigned to the second or third shift shall receive an additional \$12.00 per pay period while assigned to nighttime troubleshooting responsibilities in public housing projects City wide.
- (3) Positions in the Police Department receive an additional \$6.90 biweekly plus one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (4) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (5) Recruitment is at \$1,455.13.
- (6) The highest increment attainable for an employee hired after January 1, 1988, shall be \$1,538.05.
- (7) An employee assigned to Fire Stores Clerk responsibilities (or equivalent title) for a shift shall receive an additional sixty (\$0.60) per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payment be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (8) Recruitment is at \$1,438.82.

PAY RANGE 7C

Official Rate Biweekly

Hourly:	18.83	21.29
Biweekly:	1,506.72	1,702.96
Annual:	39,174.72	44,276.96

0912	BOOKBINDER (6)	355	39,507.26	44,276.96
0888	BUILDING MAINTENANCE MECHANIC II (1) (2) (3) (7)	248	39,641.94	44,094.70
0890	EQUIPMENT MECHANIC II (5)	245	39,174.72	43,309.76
0891	EQUIPMENT MECHANIC III (4) (7)	248	39,641.94	44,094.70
0849	HEATING & VENTILATING MECHANIC I (3) (7)	248	39,641.94	44,094.70

- (1) Employees in the Maintenance Operations and Training Section of the Housing Management Division of the Department of City Development who are assigned to the second or third shift shall receive an additional \$12.00 per pay period while assigned to nighttime troubleshooting responsibilities in public housing projects City wide.
- (2) Positions in the Police Department receive an additional \$6.90 biweekly plus an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (3) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (4) An employee in the DPW-Operations Division Forestry Section who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,695.95 will advance to \$1,727.88.

- (5) An employee given an emergency appointment to this title to be paid at these rates: \$1,506.72, \$1,540.07, \$1,575.25, \$1,612.19, \$1,665.76.
- (6) Recruitment is at \$1,519.51
- (7) Recruitment is at \$1,524.69.

PAY RANGE 7D

Official Rate Biweekly

Hourly:	17.50	21.84
Biweekly:	1,399.95	1,747.10
Annual:	36,398.70	45,424.60

0851	FACILITY MECHANIC (1) (2) (9)	249	39,723.84	44,406.96
0815	FIRE EQUIPMENT REPAIRER I (3) (8)	726	36,398.70	44,820.10
0850	HEATING & VENTILATING MECHANIC II (4) (5) (6) (7) (10)	252	40,676.48	45,424.60
1019	WATER METER TECHNICIAN (11)	251	38,257.96	44,406.96

- (1) Employees assigned to fill in as a Water Treatment Plant Operator but who have not successfully completed the chemistry lab training, shall be rolled up to the Water Treatment Plant Operator classification during the time period they are working as a Water Treatment Plant Operator.
- (2) Employees assigned to fill in and perform the duties of a Water Treatment Plant Operator and who has successfully completed the chemistry lab training and maintains proficiency shall advance one increment or if at \$1,707.96 shall advance to \$1,756.67.
- (3) An employee may be eligible to attain \$1,723.85 after completing one year of service at 1,658.46 and after meeting established requirements. These requirements shall be established by the Fire Department.
- (4) The premium rate received by employees when assigned to supervisory duties for a full shift in the Police Department shall be one dollar (\$1.00) per hour.
- (5) Police Department employees working in the design and installation of air handling systems will receive an additional increment of \$1,793.22.
- (6) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (7) An employee shall be recruited at \$1,545.19 provided the employee has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance. Any current Heating and Ventilating Mechanics II paid at a lower rate who possesses one of the above listed Associate degrees shall advance to \$1,545.19.
- (8) An employee assigned to underfill as a Fire Equipment Compressed Air Technician or Fire Equipment Machinist for a shift shall receive an additional sixty (\$.60) cents per hour for that shift. Payment shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (9) Recruitment is at \$1,527.84
- (10) Recruitment is at \$1,564.48
- (11) Recruitment is at \$1,471.46

PAY RANGE 7E

Official Rate Biweekly

Hourly:	19.06	22.08
Biweekly:	1,524.73	1,766.23
Annual:	39,642.98	45,921.98

0899	EQUIPMENT MECHANIC IV (7)	254	39,642.98	45,921.98
0808	FLEET EQUIPMENT SERVICE WRITER	254	39,642.98	45,921.98
1131	LEAD HOUSING MAINTENANCE MECHANIC (6)	255	41,152.80	45,921.98
1001	URBAN FORESTRY SPECIALIST (1) (6)	255	41,152.80	45,921.98
0806	VEHICLE SERVICES TECHNICIAN (2) (3) (4) (5)	254	39,642.98	45,921.98
0847	WATER METER SPECIALIST (6)	255	41,152.80	45,921.98

- (1) Employees who attain and maintain a certification by the International Society of Arboriculture as a Certified Arborist and/or a certification in Professional Grounds Management and/or certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,766.23, the employee will advance \$1,799.47.
- (2) Employees appointed prior to June 1, 1989, with one year of service at \$1,766.23 and employees appointed on or after June 1, 1989, who complete one year of service at \$1,766.23 and have eight (8) current ASE Automotive Certifications shall be paid \$1,799.60.
- (3) Recruitment to be at \$1,659.15 for employees having completed the Automotive Mechanic apprenticeship training program.
- (4) Employees in the DPW Operations Division, who have completed one year of service at \$1,799.60 and who obtain and maintain at all times the Automotive Service Excellence (ASE) Master Automobile Certification, shall be paid a biweekly rate of \$1,862.59.
- (5) Employees who have a current Automotive Service Excellence (ASE) Master Automobile certification may be recruited at \$1,619.82. Employees who obtain an ASE Master Automobile certification after their regular appointment to that classification and before they reach \$1,766.23, shall advance to the next increment effective the next pay period following their submission of their ASE Master Automobile certification to the Department.
- (6) Recruitment is at \$1,582.80.
- (7) An employee given an emergency appointment to this title to be paid at these rates: \$1,524.73, \$1,619.82, \$1,659.15, \$1,704.04, \$1,766.23.

PAY RANGE 7F

Official Rate Biweekly

Hourly:	20.11	22.91
Biweekly:	1,608.77	1,833.19
Annual:	41,828.02	47,662.94

0807	AUTOMOTIVE ELECTRICIAN (1) (2)	260	41,828.02	47,058.96
0802	AUTOMOTIVE MAINTENANCE MECHANIC (1) (10)	260	41,828.02	47,058.96
0816	FLEET EQUIPMENT INSPECTOR	260	41,828.02	47,058.96
0884	FLUID POWER SYSTEMS TECHNICIAN (3) (4) (12)	262	42,335.80	47,662.94
0883	FUEL SYSTEM TECHNICIAN (1)	260	41,828.02	47,058.96
0853	HEATING & VENTILATING MECHANIC III (12)	262	42,335.80	47,662.94
1205	LEAD BOOKBINDER	260	41,828.02	47,058.96
1142	LEAD EQUIPMENT MECHANIC (5) (11)	260	41,828.02	47,058.96
0969	PRINTER (6)	260	41,828.02	47,058.96
0805	VEHICLE SERVICE TECHNICIAN - HEAVY (7) (8) (9) (11)	260	41,828.02	47,058.96

- (1) An employee who completes one year of service at \$1,809.96 and has met certain criteria established by the Department such as ASE subtests, MATC courses, and welder's certification, shall be paid \$1,844.13.

- (2) Employees in the DPW Operation Division, shall be paid \$1,908.67 provided they have completed one year of service at \$1,844.13 and meet the following criteria:
 - (a) Obtain and maintain at all times two Automotive Service Excellence (ASE) certifications of T-6 and A-6 (The National Institute for Automotive Service Excellence (ASE) gives the two ASE certifications); AND
 - (b) Obtain and maintain at all times an Electronic Technology certificate in Basic Electronics from MATC or from another accredited school approved by the City or obtain and maintain at all times a related certificate as determined by the City from an accredited school approved by the City.
- (3) An employee who completes one year of service at \$1,833.19 and has met certain criteria established by the Department such as ASE subtests, MATC courses and welder's certifications, shall be paid \$1,831.06.
- (4) Employees in the DPW Operations Division, shall be paid \$1932.98 provided they have completed one year of service at \$1,867.86 and they meet one of the following criteria:
 - (a) Obtain and maintain at all times a certificate in Fluid Power Maintenance from MATC or another accredited school approved by the City or obtain and maintain at all times a related certificate as determined by the City from an accredited school approved by the City; OR
 - (b) Have an Associates Degree in Fluid Power Technology, or related field as determined by the department, from an accredited school approved by the City.
- (5) Employees in the DPW Operations Division Forestry Section who attain and maintain a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,809.96 will advance to \$1,844.18.
- (6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,515.69, \$1,552.83, \$1,595.07, \$1,641.13, \$1,705.24.
- (7) Employees appointed prior to June 1, 1989, with one year of service at \$1,809.96 and employees appointed on or after June 1, 1989, who complete one year of service at \$1,809.96 and have five (5) current ASE Truck Certifications shall be paid \$1,844.13.
- (8) Employees who have a current ASE Master Medium/Heavy certification may be recruited to the Vehicles Services Technician-Heavy classification at \$1,648.21. Employees who obtain an ASE Master Medium/ Heavy certification after their regular appointment and before they reach \$1,809.96 shall advance to the next higher increment effective the next pay period following their submission of their ASE Master Medium/Heavy certification to Department.
- (9) Employees in the DPW Operations Division, who have completed one year of service at \$1,844.13 and who obtain and maintain at all times the Automotive Service Excellence (ASE) Master Medium/Heavy Certification, shall be paid \$1,908.67.
- (10) Effective Pay Period 24, 2004, employees employed in the Department of Public Works, Operations Division, who have completed one year of service at the special 6th step and who complete and maintain at all times the State of Wisconsin Structural Welding certificate, including any renewals if required, shall be paid a biweekly rate of \$1,908.67.
- (11) An employee given an emergency appointment to this title to be paid these rates: \$1,608.77, \$1,648.21, \$1,693.03, \$1,741.93, \$1,809.96.
- (12) Recruitment is at \$1,628.30

7F-PAY RANGE 974

Official Rate Hourly

Hourly:	18.35	19.59
	21.15	22.70

1533	ELECTRICAL WORKER (1) (2) (3)	974	38,165.92	47,222.94
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- (1) Steps one, two and three of this pay range represent, respectively, 59%, 63% and 68% of the outside prevailing hourly rate for Journeyman Wireman.
- (2) Step four of this pay range represents 73% of the outside prevailing hourly wage for Journeyman Wireman. Employees in this classification are only eligible for the fourth (4th) step of the pay range upon recommendation of the Electrical Worker Review Committee and approval of the Division Head in which the Electrical Worker is employed.
- (3) Effective Pay Period 8, 2000, an employee who has completed the training period on the Directional Boring Machine, 40 hp and over, shall be paid a rate consistent with Pay Range 960, when assigned to work as the primary locator or primary operator with the Directional Boring Machine, 40 h.p. and over.

PAY RANGE 7G

Official Rate Biweekly

Hourly:	19.27	23.75
Biweekly:	1,541.85	1,900.24
Annual:	40,088.10	49,406.24

1108	AUTOMOTIVE MECHANIC LEAD WORKER (5) (6)	265	43,104.62	48,588.54
0809	AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (1) (7)	268	43,368.00	49,406.24
0827	FIRE EQUIPMENT REPAIRER II (2) (3)	732	40,088.10	49,021.44
0841	MACHINERY TECHNICIAN (7)	268	43,368.00	49,406.24
0898	PORT MECHANIC (8)	280	49,311.08	
0163	PRODUCTION DESIGNER II (4)	535	42,660.02	48,501.70

- (1) An employee who completes one year of service at \$1,900.24 and has two (2) current ASE Body Repair and Painting Certifications shall be paid \$1,936.26.
- (2) Employees occupying this position on August 21, 1988, may attain \$1,807.76 through the process described in Fire Department Guidelines.
- (3) An employee assigned to Fire Building and Equipment Maintenance Specialist duties for a shift shall receive an additional sixty cents (\$.60) per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (4) Recruitment is at \$1,640.77.
- (5) Employees given emergency appointments to this position will be paid at these rates: \$1,657.87, \$1,702.70, \$1,750.69, \$1,800.75, \$1,868.79.
- (6) Recruitment is at \$1,657.87.
- (7) Recruitment is at \$1,668.00.
- (8) Recruitment is at \$1,896.58.

PAY RANGE 7H

Official Rate Biweekly

Hourly:	19.95	24.41
Biweekly:	1,567.26	1,952.78
Annual:	40,748.76	50,772.28

0812	ELECTRICAL SERVICES WELDER (7)	694	44,563.74	50,579.62
0821	FIELD SERVICE MECHANIC (1) (5) (6)	270	44,215.08	50,253.58
0820	FIRE BUILDING & EQUIPMENT MAINTENANCE SPECIALIST	733	40,748.76	50,276.72

0823	FIRE EQUIPMENT COMPRESSED AIR TECHNICIAN	733	40,748.76	50,276.72
0824	FIRE EQUIPMENT MACHINIST	733	40,748.76	50,276.72
0822	FIRE EQUIPMENT MECHANIC (2) (3)	734	40,748.76	50,772.28
0826	FIRE EQUIPMENT WELDER (2) (3) (4)	734	40,748.76	50,772.28
0867	METAL FABRICATOR (5)	270	44,215.08	50,253.58
0872	WATER DEPARTMENT BLACKSMITH (5)	270	44,215.08	50,253.58

- (1) Employees shall be eligible for \$1,971.51 biweekly if one of the following criteria is met:
 - (a) An employee was appointed to the Field Service Mechanic classification prior to June 1, 1989; OR
 - (b) An employee obtains and maintains at all times Master Automobile Technician ASE certification and has completed one year of service at \$1,932.83; OR
 - (c) An employees obtains and maintains at all times Master Medium/Heavy Truck Technician ASE certification and has completed one year of service at \$1,932.83; OR
 - (d) An employee obtains and maintains at all times ASE certification in four (4) Medium/Heavy Truck areas including Diesel Engines and Brakes and four automobile areas, including Engine Performance and Brakes and has completed one year of service at \$1,932.83.
- (2) Requirement for advancement to \$1,952.78 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain \$1,952.78.
- (3) Employees shall be eligible to receive for all hours of active service, an additional twenty five cents (\$.25) per hour for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, and additional fifty cents (\$.50) per hour for EVT Level II and an additional seventy five cents (\$.75) per hour for EVT Master Level III certifications. EVT payments continue to be payable to employees who have advanced to 1,952.78 and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.
- (4) An employee assigned to Fire Equipment Repairs Supervisor duties for a shift shall receive an additional sixty (\$.60) cents per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (5) Recruitment is at \$1,700.58.
- (6) An employee given an emergency appointment to this title to be paid these rates: \$1,700.58, \$1,749.56, \$1,801.34, \$1,857.61, \$1,932.83.
- (7) Recruitment is at \$1,713.99.

PAY RANGE 7I

Official Rate Biweekly

Hourly:	22.68	26.43
Biweekly:	1,814.30	2,114.40
Annual:	47,171.80	54,974.40

0818	AUTOMOTIVE MACHINIST (2)	285	47,426.08	54,481.70
0833	MACHINIST I	282	47,171.80	54,116.66
1005	URBAN FORESTRY CREW LEADER (1) (3)	282	47,171.80	54,116.66

- (1) An employee in this classification who attains and maintains a certification by the International Society of Arboriculture as a Certified Arborist will advance one increment. If at \$2,081.41, the employee will advance to \$2,120.77.
- (2) Recruitment is at \$1,824.08.
- (3) An employee given an emergency appointment to this title to be paid at these rates: \$1,814.30, \$1,872.92, \$1,936.19, \$2,000.69, \$2,081.41.

7I-PAY RANGE 981

Official Rate Hourly

Hourly: **26.43**

1551	PAINTER (1) (2)	981	54,974.40
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- (1) An employee in the Painter job classification shall receive an additional thirty cents (\$0.30) per hour when assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment.
- (2) Employees 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.

PAY RANGE 7J

Official Rate Biweekly

Hourly:	22.32	27.14
Biweekly:	1,785.42	2,171.20
Annual:	46,420.92	56,451.20

0819	ELECTRICAL SERVICES BLACKSMITH (2)	696	48,944.22	56,182.62
0832	ELECTRICAL SERVICES MACHINIST I (2)	696	48,944.22	56,182.62
0836	MACHINE REPAIRPERSON	287	46,420.92	56,291.56
0859	WATER PLANT STEAMFITTER/HVAC SPECIALIST (1)	287	46,420.92	56,291.56

- (1) Recruitment may be authorized up to \$1,994.54 with the approval of DER.
- (2) Recruitment is at \$1,882.47.

7J-PAY RANGE 975

Official Rate Hourly

Hourly:	14.77	17.73
	22.16	26.59

1529	ELECTRICAL MECHANIC APPRENTICE (1) (2)	975	30,726.80	55,307.20
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- (1) An employee of the Department of Public Works who is appointed directly as an Electrical Mechanic Apprentice and who has an hourly rate of pay higher than an Electrical Mechanic Apprentice shall retain either the higher rate of pay or the third step of the Apprentice pay range whichever is lower. The employee shall retain this rate of pay unchanged until such time as the step of the Apprentice pay range to which the employee is entitled by virtue of his/her years of service as an Electrical Mechanic Apprentice equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable step which equals or exceeds his/her former rate.
- (2) Steps one, two, three, and four of this pay range represent 50%, 60%, 75% and 90% of the City's hourly rate for Electrical Mechanic, respectively.

7J-PAY RANGE 983

Official Rate Hourly

Hourly: 26.81

1552 PAINTER LEADWORKER, HOUSE (1) (2) (3) 983 55,764.80

- (1) An employee in the Painter Leadworker, House job classification shall receive an additional thirty cents (\$0.30) per hour when he/she is either assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment or is leading a crew which is actually spraying and cleaning spray equipment.
- (2) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range 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.
- (3) One position filled by Dennis Hermann to be paid at rates consistent with Pay Range 985.

7J-PAY RANGE 984

Official Rate Hourly

Hourly: 27.14

1554 PAINTER, BRIDGE & IRON 984 56,451.20

PAY RANGE 7K

Official Rate Hourly

Hourly: 27.56

1536 ASPHALT PLANT OPERATING ENGINEER 960 57,334.94

7K-PAY RANGE 982

Official Rate Hourly

Hourly: 27.46

1518 CEMENT FINISHER (1) 982 57,116.80

- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range 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.

7K-PAY RANGE 986

Official Rate Hourly

Hourly: 27.85

1515 CARPENTER (1) 986 57,928.00

- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range 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.

7K-PAY RANGE 987

Official Rate Hourly

Hourly: 27.32

1555	PAINTER LEADWORKER, BRIDGE & IRON (1)	987	56,825.60
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- (1) Effective Pay Period 7, 2002, the employee in this job classification in the Infrastructure Division with limited additional supervisory duties and responsibilities shall receive \$1.12 per hour more than the highest painter classification he or she supervises.

PAY RANGE 7L

Official Rate Biweekly

Hourly:	23.41	28.45
Biweekly:	1,872.92	2,275.96
Annual:	48,695.92	59,174.96

1126	MACHINIST II (2)	698	50,620.70	58,136.78
1231	WATER SYSTEM OPERATOR (1)	288	48,695.92	59,174.96

- (1) Jerome Burr shall be paid \$2,156.31 biweekly and is eligible for general increases until such time he obtains the DNR Distribution Operator certification. Such employees shall advance to the next higher increment in this biweekly range: \$1,872.92 to \$2,275.96.
- (2) Recruitment is at \$1,946.95.

7M-PAY RANGE 978

Official Rate Hourly

Hourly: 29.55

1527	ELECTRICAL MECHANIC (1) (2) (3) (4) (5) (6) (7) (8) (9) (10)	978	61,453.60
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- (1) The above rate represents 95% of the outside prevailing hourly wage for Journeyman Wireman.
- (2) An Electrical Mechanic who has not successfully completed the City of Milwaukee Electrical Mechanic Apprenticeship program shall receive, while serving his/her initial probationary period as an Electrical Mechanic, an hourly rate equal to ninety percent (90%) of the hourly rate of a City Electrical Mechanic.
- (3) An Electrical Mechanic who is assigned for the full day by the Division to act as lead worker or as crew chief supervising the work of four or more crew members shall be paid a premium of one dollar fifty cents (\$1.50) per hour.
- (4) In the Infrastructure Division, an Electrical Mechanic assigned crew chief duties supervising four or more crew members (two or more crew members for pole crews and traffic cable crews) at the beginning of the day shall be paid a premium of one dollar fifty cents (\$1.50) for all hours worked as crew chief. An Electrical Mechanic assigned to relief crew chief duties shall be paid a premium of one dollar fifty cents (\$1.50) for all hours worked as crew chief provided he/she works a minimum of three hours as crew chief.

- (5) An Electrical Mechanic in the Infrastructure Division who is assigned as duty electrician at the Canal Street Shop for weekend and holiday duty shall be paid a premium of one dollar fifty cents (\$1.50).
- (6) An Electrical Mechanic who is regularly assigned to rotating telephone switch maintenance duties shall be paid a premium of one dollar fifty cents (\$1.50) per hour for each hour actually worked.
- (7) An Electrical Mechanic who is assigned duty as "On-Call Mechanic" shall be paid fifteen dollars (\$15) for each weekday (Monday through Friday) and thirty-six dollars (\$36) for each weekend day or holiday provided he/she is required to carry a communication device outside his/her regularly scheduled hours of work on such weekdays, weekend days or holidays and provided he/she is available to respond to calls for service during such days.
- (8) The employee in this title who is designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$1.50 per hour.
- (9) An employee assigned as a Dispatcher to assist management with the daily office administration of communication and traffic activities in the Street Lighting, Traffic or Communications Sections will receive a premium of one dollar and 50 cents (\$1.50) per hour.
- (10) An employee who is Designated Electrician for a DPW Division or other City Department will receive a premium of one dollar and 50 cents (\$1.50) per hour.

7M-PAY RANGE 985

Official Rate Hourly

Hourly: 29.42

1611	PAINTER SUPERVISOR, HOUSE (1) (2)	985	61,193.60
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- (1) An employee in the Painter Supervisor, House job classification shall receive an additional thirty cents (\$0.30) per hour for the entire regular day when a Painter or Painter Leadworker, House receives a thirty cents (\$0.30) per hour task rate for spray painting or cleaning of spray painting equipment.
- (2) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range 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.

7M-PAY RANGE 990

Official Rate Hourly

Hourly: 28.98

1545	IRONWORKER (1)	990	60,278.40
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- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range 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.

7M-PAY RANGE 993

Official Rate Hourly

Hourly: 29.35

1517	CARPENTER LEADWORKER (AUXILIARY) (1)	993	61,048.00
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- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range 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.

7N-PAY RANGE 988

Official Rate Hourly

Hourly: 30.13

1612	PAINTER SUPERVISOR, IRONWORK	988	62,670.40
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7O-PAY RANGE 991

Official Rate Hourly

Hourly: 30.84

1603	CARPENTER SUPERVISOR (1) (2)	991	64,147.20
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- (1) Effective Pay Period 16, 1988, an employee in this classification shall be paid at either an hourly rate of 50c more than the hourly rate of the job classification of the highest paid employee he/she had been assigned by the Division to supervise for a full day or the hourly rate of Pay Range 991, whichever is greater.
- (2) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range 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.

7O-PAY RANGE 992

Official Rate Hourly

Hourly: 30.88

1606	IRONWORKER SUPERVISOR (1)	992	64,230.40
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- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range 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.

PAY RANGE 7P

Official Rate Biweekly

Hourly:	24.81	31.91
Biweekly:	1,984.42	2,553.02
Annual:	51,594.92	66,378.52

2581	WATER CONSTRUCTION COORDINATOR	606	51,594.92	66,378.52
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PAY RANGE 7Q

Official Rate Biweekly

Hourly:	33.06
Biweekly:	2,644.80
Annual:	68,764.80

1571 LANDSCAPE & IRRIGATION SPECIALIST (1) (2) 786 68,764.80

- (1) Position is compensated at 92% of the outside prevailing hourly rate for journeymen plumbers. The hourly rate is \$33.06 (\$2,644.80 biweekly) 92% of the outside rate of \$35.93 per hour.
- (2) When assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, positions shall be paid at 95% of the outside prevailing hourly rate for journeyman plumbers. The hourly rate is \$34.13 (\$2,644.80 biweekly) 92% of the outside rate of \$35.93 per hour.

7Q-PAY RANGE 989

Official Rate Hourly

Hourly: 32.85

1512 BRICKLAYER, BUILDINGS (1) 989 68,328.00
1563 SEWER MASON (1) 989 68,328.00

- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range 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.

Section 8: SERVICE and MAINTENANCE

PAY RANGE 8A

Official Rate Biweekly

Hourly:	14.82	15.17
Biweekly:	1,185.81	1,213.65
Annual:	30,831.06	31,554.90

0894 PORT MAINTENANCE TRAINEE (1) 272 30,831.06 31,554.90

- (1) Employees will advance to the next increment upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee's "Maintenance Training Requirements" of February 15, 1991.

PAY RANGE 8B

Official Rate Biweekly

Hourly:	13.65	16.91
Biweekly:	1,092.34	1,352.72

Annual: 28,400.84 35,170.72

0709	CUSTODIAL WORKER I	200	28,400.84	35,170.72
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PAY RANGE 8C

Official Rate Biweekly

Hourly:	14.56	17.98
Biweekly:	1,164.98	1,438.35
Annual:	30,289.48	37,397.10

1014	CITY LABORER (SEASONAL)	205	30,289.48	37,397.10
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PAY RANGE 8D

Official Rate Biweekly

Hourly:	15.88	18.97
Biweekly:	1,270.27	1,517.61
Annual:	33,027.02	39,457.86

1015	CITY LABORER (REGULAR) (8)	220	39,457.86
0713	CUSTODIAL WORKER II-C L (1) (2) (3) (4) (5) (6) (7)(12)	215	39,023.66
0830	GARAGE ATTENDANT (9) (8) (10)	220	39,457.86
0897	PORT MAINTENANCE ASSOCIATE (11)(13)	274	38,599.34
0831	TOW LOT ATTENDANT (8)	220	39,457.86

- (1) One position in the Buildings and Grounds Division of the Police Department shall receive \$5.00 biweekly additional, while assigned to the operation of the floor scrubbing machine.
- (2) Employees shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.
- (3) Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth increment of \$1,528.98 .
- (4) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (5) Positions in the Milwaukee Public Library regularly assigned to the Central Library shall receive an additional fifty cents (\$0.50) per hour while assigned to the Automotive Services Unit as a back-up delivery driver to operate the delivery truck.
- (6) Employees in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.
- (7) One position in the Milwaukee Public Library permanently assigned to the dock shall be eligible for an additional increment of \$1528.98.
- (8) Recruitment is at \$1,382.26.
- (9) Positions in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.
- (10) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (11) In instances where an employee achieves a new skill in the career ladder between the skills 27 and 32 in the "Maintenance Training Requirements " and such achievement does not advance the employee to a new pay rate, the employee will be paid an additional premium of \$0.50 per hour when required to perform these skills.

- (12) Recruitment is at \$1,368.6.
- (13) Employees will advance to the next step in the pay range upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee's "Maintenance Training Requirements" of February 15, 1991 .

PAY RANGE 8E

Official Rate Biweekly

Hourly:	17.39	19.49
Biweekly:	1,391.15	1,559.42
Annual:	36,169.90	40,544.92

0719	BOILER-CUSTODIAL WORKER (6)	225	36,293.14	39,892.32
1050	CART MAINTENANCE TECHNICIAN (4)	740	36,993.58	40,544.92
0711	CUSTODIAL WORKER III (5) (7)	230	36,582.26	40,286.74
1424	DELIVERY DRIVER	335	36,169.90	39,874.90
1021	HYDRANT SERVICE WORKER (7)	230	36,582.26	40,286.74
1924	LABORATORY ASSISTANT II	335	36,169.90	39,874.90
1022	LABORER (ELECTRICAL SERVICES) (2) (5) (7)	230	36,582.26	40,286.74
1026	METER SHOP LABORER (7)	230	36,582.26	40,286.74
1041	SANITATION WORKER (1) (4)	740	36,993.58	40,544.92
1028	SEWER LABORER I (5) (7)	230	36,582.26	40,286.74
1033	SPECIAL SERVICE LABORER (7)	230	36,582.26	40,286.74
1048	URBAN FORESTRY LABORER (3) (7)	230	36,582.26	40,286.74
1040	WATER DISTRIBUTION LABORER (5) (7)	230	36,582.26	40,286.74

- (1) Sanitation Workers who work on crews that utilize rear container loaders shall receive an additional ten cents (\$0.10) per hour.
- (2) When assigned to work on the pole rig crew, an employee shall be paid at the Special Laborer (Electrical Services) pay rate.
- (3) An employee who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at the maximum increment, will advance to: \$1,578.47.
- (4) Recruitment is at \$1422.83.
- (5) An employee given an emergency appointment to this title to be paid at these rates: \$1,407.01, \$1,435.12, \$1,466.78, \$1,500.17, \$1,549.49.
- (6) Recruitment is at \$1315.13.
- (7) Recruitment is at \$1407.01.

PAY RANGE 8F

Official Rate Biweekly

Hourly:	17.99	20.32
Biweekly:	1,438.82	1,625.85
Annual:	37,409.32	42,272.10

0902	ASPHALT PLANT OPERATOR (11)	238	37,833.38	41,791.36
0803	AUTOMOTIVE MECHANIC HELPER	235	37,409.32	41,311.14
0930	BOILER OPERATOR	235	37,409.32	41,311.14
1007	BRIDGE LABORER I	235	37,409.32	41,311.14

1009	BRIDGE LABORER II (11)	238	37,833.38	41,791.36
1012	CEMENT FINISHER HELPER (8) (11)	238	37,833.38	41,791.36
0829	GARAGE CUSTODIAN (1) (9)	240	38,257.96	42,272.10
0828	HEAVY EQUIPMENT LUBRICATOR (11)	238	37,833.38	41,791.36
1070	INFRASTRUCTURE REPAIR WORKER (3) (10)	235	37,409.32	41,311.14
1321	LABOR CREW LEADER I (7)	235	37,409.32	41,311.14
0839	MAINTENANCE WORKER	235	37,409.32	41,311.14
1024	MASON HELPER (11)	238	37,833.38	41,791.36
1027	PIPE LAYER	235	37,409.32	41,311.14
1029	SEWER LABORER II (8) (11)	238	37,833.38	41,791.36
1034	SPECIAL FLEET SERVICES LABORER (2) (8) (11)	238	37,833.38	41,791.36
0860	TIRE REPAIR WORKER I	235	37,409.32	41,311.14
1331	TOW LOT CREW LEADER	235	37,409.32	41,311.14
0863	TRAFFIC SIGN WORKER I (10)	235	37,409.32	41,311.14
1044	UTILITY CREW WORKER (11)	741	37,833.38	41,613.78
0882	VEHICLE SERVICES ASSISTANT (4)	235	37,409.32	41,311.14
0876	WATER DISTRIBUTION REPAIR WORKER I (5)	235	37,409.32	41,311.14
0840	WATER MAINTENANCE WORKER (6)	235	37,409.32	41,311.14
1038	WATER PLANT LABORER (6)	235	37,409.32	41,311.14
0927	WATER PLANT OPERATOR I	235	37,409.32	41,311.14

- (12) Recruitment is at \$1,471.46.
- (2) This pay rate is in lieu of being rolled up to the Truck Driver classification and takes into account that 40 to 50% of time involves Tow Truck duties.
- (3) Employees in this classification shall not advance beyond \$1,502.58 without a Commercial Drivers License. The following employees to be paid at the biweekly rate of \$1,520.13: Mark Smith and Samuel Watkins. These employees will continue to receive general increases.
- (4) Employee assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents (\$.50) per hour.
- (5) Receives an additional (\$.25) per hour when assigned to the operation of the backhoe endloader in the yard.
- (6) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents (\$0.68) per hour.
- (7) An employee in this classification who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,625.85, will advance to \$1,656.40.
- (8) Employees given an emergency appointment to this title will be paid at these rates: \$1,455.13, \$1,486.13, \$1,519.57, \$1,554.98, \$1,607.36.
- (9) An employee given an emergency appointment to this title to be paid these rates: \$1,471.46, \$1,503.13, \$1,536.55, \$1,572.19, \$1,625.85.
- (10) An employee given an emergency appointment to this title to be paid these rates: \$1,438.82, \$1,469.19, \$1,502.58, \$1,537.79, \$1,588.89.
- (11) Recruitment is at \$1455.13.

PAY RANGE 8G

Official Rate Biweekly

Hourly:	18.36	20.82
Biweekly:	1,468.96	1,665.76
Annual:	38,192.96	43,309.76

0918	BRIDGE OPERATOR (1) (4)	704	39,038.74	42,826.68
0848	METER SHOP UTILITY WORKER (2)	245	39,174.72	43,309.76

0211	PIPE YARD CREW LEADER (2)	245	39,174.72	43,309.76
1318	SANITATION CREW LEADER	742	38,192.96	42,763.24
1339	SEWER CREW LEADER I (3) (2)	245	39,174.72	43,309.76
1023	SPECIAL LABORER (ELECTRICAL SERVICES) (2) (3)	245	39,174.72	43,309.76
0861	TIRE REPAIR WORKER II (2)	245	39,174.72	43,309.76
0864	TRAFFIC SIGN WORKER II (2)	245	39,174.72	43,309.76
1025	UTILITY WORKER (ELECTRICAL SERVICES) (3) (2)	245	39,174.72	43,309.76

- (1) Employee assigned to the maintenance crew on a full-day basis will be paid a premium of (\$0.50) per hour.
- (2) Recruitment is at \$1,506.72.
- (3) An employee given an emergency appointment to this title to be paid these rates: \$1,506.72, \$1,540.07, \$1,575.25, \$1,612.19, \$1,665.76.
- (4) Recruitment is at \$1,501.49.

PAY RANGE 8H

Official Rate Biweekly

Hourly:	19.06	21.58
Biweekly:	1,524.69	1,726.14
Annual:	39,641.94	44,879.64

1340	SEWER CREW LEADER II (1)	248	39,641.94	44,094.70
1336	SEWER EXAMINER I	248	39,641.94	44,094.70
1031	SEWER FIELD INVESTIGATOR (2) (3)	250	40,110.20	44,879.64
1418	TRUCK DRIVER (OVER 3.5 TONS)	248	39,641.94	44,094.70

- (1) An employee given an emergency appointment to this title to be paid these rates: \$1,524.69, \$1,559.85, \$1,597.15, \$1,638.07, \$1,695.95.
- (2) An employee given an emergency appointment to this title to be paid these rates: \$1,542.70, \$1,579.66, \$1,619.12, \$1,663.94, \$1,726.14.
- (3) Recruitment is at \$1,542.70.

PAY RANGE 8I

Official Rate Biweekly

Hourly:	19.06	22.08
Biweekly:	1,524.73	1,766.23
Annual:	39,642.98	45,921.98

0920	BRIDGE OPERATOR LEAD WORKER (2) (3) (4) (6)	710	41,105.48	45,196.84
1332	INFRASTRUCTURE REPAIR CREW LEADER (4) (7)	252	40,676.48	45,424.60
1414	LIBRARY DRIVER (8)	247	40,942.20	45,396.52
1326	NURSERY CREW LEADER (9)	255	41,152.80	45,921.98
1341	SEWER CREW LEADER III (7)	252	40,676.48	45,424.60
1419	SNOW DRIVER (10)	955	45,565.78	45,565.78
0877	WATER DISTRIBUTION REPAIR WORKER II (1) (4) (7)	252	40,676.48	45,424.60
1042	WATER DISTRIBUTION TAPPING SPECIALIST (7)	252	40,676.48	45,424.60
1043	WATER DISTRIBUTION UTILITY INVESTIGATOR (5)	254	39,642.98	45,921.98
0353	WATER METER INVESTIGATOR (11)	360	40,469.00	45,577.48

- (1) Water Distribution Repair Workers II shall receive a task rate equal to the difference in the hourly maximum salaries of the Water Distribution Repair Worker II and Water Distribution Chief Repair Worker when acting as Water Distribution Chief Repair Worker according to the guidelines outlined in the Milwaukee Water Works "Guidelines for Payment of Task Rate to (Water) Distribution Repair Worker II" dated November 19, 1981. This differential is \$4.18 per hour.
- (2) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of (\$0.50) per hour.
- (3) Employees given an emergency appointment to this position will be paid at these rates: \$1,580.98, \$1,614.69, \$1,650.07, \$1,687.47, \$1,738.34.
- (4) An employee given an emergency appointment to this title to be paid at these rates: \$1,564.48, \$1,600.67, \$1,640.09, \$1,684.97, \$1,747.10.
- (5) An employee given an emergency appointment to this title to be paid at these rates: \$1,524.73, \$1,619.82, \$1,659.15, \$1,704.04, \$1,766.23.
- (6) Recruitment is at \$1,580.98.
- (7) Recruitment is at \$1,564.48.
- (8) Recruitment is at \$1,574.70.
- (9) Recruitment is at \$1,582.80.
- (10) Recruitment is at \$1,651.13.
- (11) Recruitment is at \$1,556.50.

PAY RANGE 8J

Official Rate Biweekly

Hourly:	20.11	22.62
Biweekly:	1,608.77	1,809.96
Annual:	41,828.02	47,058.96

0900	PORT MAINTENANCE TECHNICIAN (1) (2) (4)	276	42,194.36	46,512.18
1337	SEWER EXAMINER II (3)	260	41,828.02	47,058.96
0957	WATER PLANT OPERATOR III	260	41,828.02	47,058.96

- (1) Employees will advance to the next increment upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee's "Maintenance Training Requirements" of February 15, 1991.
- (2) In instances where an employee achieves a new skill in the career ladder between the skills 27 and 32 of the "Maintenance Training Requirements" and such achievement does not advance the employee to a new pay rate, the employee will be paid an additional \$0.50 per hour when required to perform these skills.
- (3) An employee given an emergency appointment to this title to be paid these rates: \$1,608.77, \$1,648.21, \$1,693.03, \$1,741.93, \$1,809.96.
- (4) Recruitment is at \$1,622.86.

PAY RANGE 8K

Official Rate Biweekly

Hourly:	14.73	23.36
Biweekly:	1,178.50	1,868.79
Annual:	30,641.00	48,588.54

1425	OPERATIONS DRIVER/WORKER (1) (2) (3)	750	30,641.00	48,124.96
1342	SEWER REPAIR CREW LEADER (4) (5)	265	43,104.62	48,588.54

- (1) Employees shall receive an additional \$2.77 per hour while assigned to operate the Reach All or Hydro Crane.
- (2) Employees assigned as the utility person shall receive an additional \$0.50 per hour.
- (3) An employee given an emergency appointment to this title to be paid at these rates: \$1,178.50, \$1,423.11, \$1,454.48, \$1,489.86, \$1,544.48, \$1,597.22, \$1,655.75, \$1,717.29, \$1,780.86, \$1,850.96.
- (4) An employee given an emergency appointment to this title to be paid these rates: \$1,657.87, \$1,702.70, \$1,750.69, \$1,800.75, \$1,868.79.
- (5) Recruitment is at \$1,657.87.

PAY RANGE 8L

Official Rate Biweekly

Hourly:	21.26	24.62
Biweekly:	1,700.58	1,969.53
Annual:	44,215.08	51,207.78

0885	LIBRARY DELIVERY SERVICES SPECIALIST	275	44,215.08	51,207.78
0862	TIRE REPAIR WORKER III	270	44,215.08	50,253.58

PAY RANGE 8M

Official Rate Biweekly

Hourly:	18.70	26.18
Biweekly:	1,496.24	2,094.43
Annual:	38,902.24	54,455.18

4066	BUILDING MAINTENANCE SUPERVISOR I	2	38,902.24	54,455.18
4068	BUILDING SERVICES SUPERVISOR	2	38,902.24	54,455.18
4070	DOCUMENT SERVICES SUPERVISOR	2	38,902.24	54,455.18
0880	WATER DISTRIBUTION CHIEF REPAIR WORKER (1)	282	47,171.80	54,116.66

- (1) Recruitment is at \$1,814.30.

PAY RANGE 8N

Official Rate Hourly

Hourly:	26.57
Biweekly:	2,125.60
Annual:	55,265.60

1566	TRACTOR OPERATOR (UNDER 40 HP)	956	55,265.60
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PAY RANGE 8O

Official Rate Hourly

Hourly:	27.24	27.56
Biweekly:	2,179.20	2,204.80
Annual:	56,659.20	57,324.80

1565	DIRECTIONAL BORING MACHINE OPERATOR/WORKER (40 H.P. AND OVER) (4)	960	57,324.80
1580	SNOW OPERATOR-LIGHT	957	56,659.20
1567	TRACTOR, BULLDOZER, ENDLOADER, OR GRADER OPERATOR (1) (2) (3) (4)	960	57,324.80

- (1) An employee assigned to operate a snowblower mounted on a Grader or a Heavy Loader shall be paid \$27.98 per hour. (Backhoe pay).
- (2) An employee assigned to operate the Log Loader from Pay Period 25 through Pay Period 8 shall be paid the rate of \$28.26 an hour . (snow and ice control operation season).
- (3) An employee assigned to operate the skid steer loader with grinder attachment shall be paid \$26.57 per hour.
- (4) Recruitment is at \$27.56.

PAY RANGE 8P

Official Rate Biweekly

Hourly:	27.98
Biweekly:	2,238.40
Annual:	58,198.40

1521	CLAMSHELL OPERATOR	962	58,198.40
1524	CRANE OPERATOR	962	58,198.40
1541	GRAD ALL OPERATOR (1)	962	58,198.40
1560	ROLLER OPERATOR (2)	962	58,198.40

- (1) An employee assigned to operate a Grad All shall be paid an additional thirty-five cents (\$0.35) per hour.
- (2) An employee assigned to operate the Backhoe shall be paid \$28.62 per hour.

PAY RANGE 8Q

Official Rate Hourly

Hourly:	28.52	28.62
Biweekly:	2,281.60	2,289.60
Annual:	59,321.60	59,529.60

1525	HARBOR CRANE OPERATOR	958	28.52
1581	SNOW OPERATOR-HEAVY (1)	961	28.62

- (1) Recruitment is at \$28.62.

Section 9: HOURLY, PART-TIME INTERMITTENT

PAY RANGE 9A

Official Rate Daily

Daily:	130.00
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3003	ELECTION INSPECTOR (1)	948	130.00
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(1) Election Inspector to receive an additional \$15.00 for each instruction class attended prior to each election.

PAY RANGE 9B

Official Rate Hourly

Hourly:	7.57	8.84
Biweekly:	605.44	707.33
Annual:	15,741.44	18,390.58

3030	HIGH SCHOOL INTERN (1)	902	7.57	8.84
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(1) Salary advancements to the next increment to be after 520 hours of service upon recommendation by the department.

PAY RANGE 9C

Official Rate Hourly

Hourly:	7.75	9.46
Biweekly:	619.88	756.58
Annual:	16,116.88	19,671.08

2630	LIBRARY CIRCULATION AIDE (1)	906	7.75	9.46
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(1) Library Circulation Aides hired on or after February 26, 2006 shall advance to the next increment after 520 hours of successful service upon recommendation by the department. Library Circulation Aides hired prior to February 26, 2006, shall advance to the next increment after four months of successful service upon recommendation by the department.

PAY RANGE 9D

Official Rate Daily

Daily	160.00
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3001	CHIEF INSPECTOR (1)	949	160.00
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(1) Chief Inspector to receive an additional \$40.00 for each instruction class attended prior to each election.

PAY RANGE 9E

Official Rate Hourly

Hourly:	8.98	10.47
Biweekly:	718.36	837.26
Annual:	18,677.36	21,768.76

0452	DOCUMENT SERVICES ASSISTANT (1) (2)	918	8.98	10.47
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- (1) Salary advancements to next increment to be upon completion of 1,040 hours of work.
- (2) Recruitment may be up to \$9.44 with the approval of DER.

PAY RANGE 9F

Official Rate Hourly

Hourly:	12.33
Biweekly:	986.62
Annual:	25652.12

0483	TEMPORARY OFFICE ASSISTANT I (1)	400	12.33
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- (1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

PAY RANGE 9G

Official Rate Hourly

Hourly:	12.02	12.68
Biweekly:	961.22	1,014.72
Annual:	24,991.72	26,382.72

3025	LEGISLATIVE SERVICES AIDE (1)	929	12.02	12.68
2336	SCHOOL CROSSING GUARD (2) (3) (4)	929	12.02	12.68
2338	SCHOOL CROSSING GUARD DISPATCHER (3) (4)	929	12.02	12.68
2337	SCHOOL CROSSING GUARD OPERATOR (2) (4)	929	12.02	12.68

- (1) Legislative Services Aides are eligible to advance to the next increment after completion of 520 hours of service upon recommendation by the Department.
- (2) Advances to the next increment after 190 work days or one full year as a School Crossing Guard and/or School Crossing Guard Operator.
- (3) Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for less than 190 days or one full year shall receive \$14.41 per hour. Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for more than 190 days or more than one year shall receive \$15.22 per hour.
- (4) Any School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher, assigned to train another School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher shall receive fifty (.50) cents per hour in addition to their base rate as a School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator, or School Crossing Guard Dispatcher while performing such training assignment.

PAY RANGE 9H

Official Rate Hourly

Hourly:	11.67	13.24
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Biweekly:	933.20	1,058.87
Annual:	24,263.20	27,530.62

1006	URBAN FORESTRY INTERN (1)	926	11.67	13.24
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- (1) Recruitment shall be at the beginning of the range. Employees who have completed one successful season of work in Forestry may advance to the second increment, upon recommendation by the Forestry Section.

PAY RANGE 9I

Official Rate Hourly

Hourly:	10.09	13.24
Biweekly:	807.54	1,058.87
Annual:	20,996.04	27,530.62

3028	COLLEGE INTERN (1) (2) (3)	910	10.09	13.24
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- (1) Salary advancements to next increment to be after 520 hours of service upon recommendation by the department.
- (2) With the approval of the Employee Relations Director, bona fide graduate students performing Graduate Intern work may be paid at rates consistent with those paid to Graduate Interns.
- (3) With the approval of the Employee Relations Director, students with junior status may be appointed up to \$11.67 and students with senior status may be appointed up to \$13.24.

PAY RANGE 9J

Official Rate Hourly

Hourly:	11.00	13.52
Biweekly:	879.70	1,081.79
Annual:	22,872.20	28,126.54

0657	PRODUCTION ASSISTANT (1)	924	11.00	13.52
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- (1) Salary advancements to the next increment to be upon completion of 1,040 hours of work.

PAY RANGE 9K

Official Rate Hourly

Hourly:	14.32
Biweekly:	1,145.38
Annual:	29,779.88

0484	TEMPORARY OFFICE ASSISTANT II (1)	410	14.32
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- (1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

PAY RANGE 9L

Official Rate Hourly

Hourly:	14.73
Biweekly:	1,178.38
Annual:	30,637.88

1016	TEMPORARY ELECTION LABORER	205	14.73
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PAY RANGE 9M

Official Rate Hourly

Hourly:	12.24	15.18
Biweekly:	979.20	1,214.40
Annual:	25,459.20	31,574.40

2381	POLICE TELECOMMUNICATOR (SEASONAL) (1)	928	12.24	15.18
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(1) Employees to be advanced to the next increment after 520 hours of successful job experience.

PAY RANGE 9N

Official Rate Hourly

Hourly:	12.83	15.25
Biweekly:	1,026.59	1,220.20
Annual:	26,691.34	31,725.20

1894	ENGINEERING INSPECTION ASSISTANT (1)	927	12.83	15.25
1895	TRAFFIC CONTROL ASSISTANT (1)	927	12.83	15.25

(1) Freshmen are to be appointed at \$12.83. Sophomores, juniors, and seniors may be appointed up to \$15.25.

PAY RANGE 9O

Official Rate Hourly

Hourly:	16.28
Biweekly:	1,302.50
Annual:	33,865.00

0444	TEMPORARY CUSTOMER SERVICE REPRESENTATIVE I	425	16.28
0485	TEMPORARY OFFICE ASSISTANT III (1)	425	16.28

(1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

PAY RANGE 9P

Official Rate Hourly

Hourly:	13.93	17.52
Biweekly:	1,114.06	1,401.92
Annual:	28,965.56	36,449.92

0302	ACCOUNTING INTERN (1)	930	13.93	17.52
1897	ENGINEERING INTERN (2)	930	13.93	17.52
0498	GRADUATE INTERN (3) (4)	930	13.93	17.52

- (1) Juniors may be appointed up to \$15.42. Students with senior status may be appointed up to \$17.52.
- (2) Juniors to be paid \$12.08 and seniors to be paid \$13.05.
- (3) Graduate Interns are eligible to advance to the next increment after completion of 520 hours of service upon recommendation by the Department.
- (4) Graduate Interns attending law school may be hired up to \$15.42.

PAY RANGE 9Q

Official Rate Hourly

Hourly:	46.95
Biweekly:	3,755.72
Annual:	97,648.72

2960	MUNICIPAL COURT COMMISSIONER	950	46.95
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PAY RANGE 9R

Official Rate Biweekly

Biweekly:	575.37
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2118	PHYSICIAN, FIRE	050	575.37
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Section 10: BOARDS AND COMMISSIONS

Pay Range BC1

Official Rate Biweekly

Biweekly:	115.38	253.85
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2912	CITY SERVICE COMMISSIONER (2)	37	4,200.04
2930	FIRE AND POLICE COMMISSIONER (4)	41	6,600.10
2939	MEMBER, BOARD OF REVIEW (3)	40	6,349.98
2936	MEMBER, BOARD OF ZONING APPEALS (2)	37	4,200.04
2942	MEMBER, CITY PLAN COMMISSION (1)	36	2,999.88
2922	MEMBER, ERS ANNUITY & PENSION BOARD (1)	36	2,999.88
2944	MEMBER, STANDARDS & APPEALS COMMISSION (1)	36	2,999.88

- (1) Compensation is at \$115.38.
- (2) Compensation is at \$161.54.

- (3) Compensation is at \$244.23.
- (4) Compensation is at \$253.85.

Pay Range BC2

Official Rate Biweekly

Hourly:	24.83
Biweekly:	1,986.39
Annual:	51,646.14

2907	ADMINISTRATIVE OFFICER, BOZA (1)	47	51,646.14
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- (1) To receive the same percentage increases as approved for officials and administrators.

Section 11: ELECTED OFFICIALS

PAY RANGE EO

Official Rate Biweekly

Rates for	Rates for
2012-2016	2012
Term	

MAYOR (1) (2)	\$5,666.76	
CITY ATTORNEY (3) (4)	\$5,666.75	
CITY TREASURER (5) (6)	\$4,386.14	
COMPTROLLER (7) (8)	\$4,831.04	
MUNICIPAL JUDGE (9) (10)		\$5,117.27
ALDERMAN (11) (12)	\$2,816.24	

- (1) At the commencement of the 2008 term of office, Pay Period 10, 2008, the Mayor's salary will increase by 2.4% (\$5,666.76 biweekly; \$147,335.76 annually). Effective pay period 10, 2009, the Mayor's salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2010, the Mayor's salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2011, the Mayor's salary will remain at the 2008 rate of pay (Per File #100893). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.
- (2) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Mayor shall be \$5,666.76 biweekly \$147,335.76 annually. (Per File #110108) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.
- (3) For the 2008-2011 term of office, commencing Pay Period 10, 2008, the City Attorney will be paid in the range of: \$4,426.35 to \$6,196.67 biweekly, \$115,085.10 to \$161,113.42 annually except that in no case shall the salary of any City official exceed that of the Mayor.
- (4) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Attorney shall be \$5,666.75 biweekly, \$147,335.50 annually. (Per File #110993).
- (5) For the 2008-2011 term of office, commencing Pay Period 10, 2008, the City Treasurer will be paid in the range of: \$3,895.91 to \$5,454.42 biweekly, \$101,293.66 to \$141,814.92 annually.
- (6) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Treasurer shall be \$4,386.14 biweekly, \$114,040 annually. (Per File #110993)
- (7) For the 2008-2011 term of office, commencing Pay Period 10, 2008, the Comptroller will be paid in the range of: \$3,895.91 to \$5,454.42 biweekly, \$101,293.66 to \$141,814.92 annually.
- (8) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Comptroller shall be \$4,831.04 biweekly, \$125,607 annually. (Per File #110993)

- (9) The salary for Municipal Judges shall be \$5,117.27 biweekly, \$133,049.02 annual. Controlling Wis. Stat. 755.05.
- (10) For reserve and substitute Municipal Judges effective January 1, 1996, the compensation rates shall be as follows: \$40 per hour and \$20 per half hour or a minimum of \$110 per halfday and \$220 per full day of courtroom session, as established by Resolution 3951153.
- (11) At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary for members of the Common Council (Aldermen) will increase by 2.4% (\$2,816.24 biweekly; \$73,222.24 annually). Effective Pay Period 10, 2009, the salary for Aldermen will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for Aldermen will remain at the 2008 rate (Per File #090592). Effective Pay Period 10, 2011, the salary for Aldermen will remain at the 2008 rate (Per File #100893). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary of the Common Council President will increase by 2.4% (\$3,182.66 biweekly; \$82,749.16 annually). Effective Pay Period 10, 2009, the salary for the Common Council President will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for the Common Council President will remain at the 2008 rate (Per File #090592). Effective Pay Period 10, 2011, the salary for the Common Council President the salary will remain at the 2008 rate (Per File #100893). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

- (12) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary for members of the Common Council (Aldermen) shall be \$2,816.24 biweekly, \$73,222.24 annually. (Per File #110108) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat.66.0507.

For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Common Council President will increase be \$3,182.66 biweekly, \$82,749.16 annually. (Per File #110108) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat.66.0507.