

# CC # 201606 – Actual Salary Ordinance Changes

## PART I

### SECTION 1: OFFICIALS AND ADMINISTRATORS

#### Pay Range 1GX

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3) (13)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT CITY PAYROLL MANAGER (8) (18)
ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2) (12)
BUILDING CODES ENFORCEMENT MANAGER (2) (12)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (12)
DATA SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR (2) (12)
ELECTRICAL SERVICES MANAGER (1) (4) (11) (14)
FIRE DISPATCH MANAGER (5) (15)
FIRE PROTECTION ENGINEER SUPERVISOR (2) (12)
HEALTH DATA AND EVALUATION DIRECTOR (9) (19)
HEALTH STRATEGY DIRECTOR (2) (12)
HOUSING PROGRAMS MANAGER (6) (16)
INFECTIOUS DISEASE PROGRAM MANAGER (9) (19)
IT SUPPORT SERVICES SUPERVISOR (8) (18)
LIBRARY FACILITIES MAINTENANCE SUPERVISOR (4) (14)
LONG RANGE PLANNING MANAGER
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (12)
PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2) (12)
RETIREMENT PLAN MANAGER (2) (12)
SAFETY MANAGER (7) (17)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (9) (19)
WATER ACCOUNTING MANAGER (2) (12)
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (20)

**Wage Rate:**

Hourly	31.94	44.72
<b>Biweekly</b>	<b>2,555.18</b>	<b>3,577.30</b>
Annual	66,434.68	93,009.80

- (1) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- (2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is at:

Biweekly	3,314.96
Annual	86,188.96

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

Biweekly	3,382.05
Annual	87,933.30

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

Biweekly	2,685.74
Annual	69,829.24

- (6) Recruitment is at:

Biweekly	2,858.88
Annual	74,330.88

- (7) Recruitment is at:

Biweekly	2,724.12
Annual	70,827.12

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

- (9) Recruitment is at:

Biweekly	2,877.81
Annual	74,823.06

- (10) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

**Resident Wage Incentive:**

Hourly	32.90	46.06
<b>Biweekly</b>	<b>2,631.84</b>	<b>3,684.62</b>
Annual	68,427.84	95,800.12

- (11) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- (12) 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.
- (13) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

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

Biweekly	3,483.51
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(15) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Annual	90,571.26
Biweekly	2,766.31
Annual	71,924.06

(16) Recruitment is at:

Biweekly	2,944.65
Annual	76,560.90

(17) Recruitment is at:

Biweekly	2,805.84
Annual	72,951.84

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

(19) Recruitment is at:

Biweekly	2,964.14
Annual	77,067.64

(20) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

### Pay Range 1HX

Official Rate Biweekly

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

URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3) (9)

**Wage Rate:**

Hourly	34.05	47.67
<b>Biweekly</b>	<b>2,724.12</b>	<b>3,813.63</b>
Annual	70,827.12	99,154.38

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

(2) Recruitment is at:

Biweekly	3,314.96
Annual	86,188.96

(3) Recruitment is at:

Biweekly	3,210.81
Annual	83,481.06

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

Biweekly	3,476.88
Annual	90,398.88

(5) Recruitment is at:

Biweekly	3,230.77
Annual	84,000.02

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

**Resident Wage Incentive:**

Hourly	35.07	49.10
<b>Biweekly</b>	<b>2,805.84</b>	<b>3,928.04</b>
Annual	72,951.84	102,129.04

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

(8) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(9) Recruitment is at:

Biweekly	3,307.13
Annual	85,985.38

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

Biweekly	3,581.19
Annual	93,110.94

(11) Recruitment is at:

Biweekly	3,327.69
Annual	86,519.94

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

**Pay Range 1IX**

Official Rate Biweekly

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER (5) (15)
AUDIT MANAGER (6) (16)
BRIDGE MAINTENANCE MANAGER (5) (15)
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (12)
CHIEF EQUITY OFFICER (9) (19)
CITY PAYROLL MANAGER (6) (16)
CITY PLANNING MANAGER
CLINIC OPERATIONS DIRECTOR (2) (12)
CONSTRUCTION MANAGEMENT ENGINEER (5) (15)
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (2) (12)
COURT IT MANAGER (6) (16)
DEPUTY COURT ADMINISTRATOR (6) (16)
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (5) (15)
EMERGENCY COMMUNICATIONS MANAGER (4) (14)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (11)
ERS APPLICATIONS DEVELOPMENT MANAGER (6) (16)
ERS CHIEF FINANCIAL OFFICER (2) (12)
ERS SYSTEMS MANAGER (6) (16)
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION AUDIT MANAGER (2) (12)
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (12)
FIRE INFORMATION TECHNOLOGY MANAGER (2) (12)
FUNCTIONAL APPLICATIONS MANAGER (3) (13)
GRANTS FISCAL MANAGER
HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (12)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER–MILWAUKEE POLICE DEPARTMENT (2)(12)
MANAGEMENT CIVIL ENGINEER – SENIOR (5) (15)
MANAGEMENT ENGINEER (5) (15)
MATERNAL AND CHILD HEALTH DIRECTOR (2) (12)
MECHANICAL ENGINEER IV (5) (15)
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (2) (12)
PORT OPERATIONS MANAGER
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING DIRECTOR (2) (12)
PUBLIC HEALTH NURSING DIRECTOR
PUBLIC SAFETY PROJECT MANAGER (2) (12)
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (17)

REVENUE AND FINANCIAL SERVICES SPECIALIST
SEWER SERVICES MANAGER (5) (15)
SPECIAL ENFORCEMENT MANAGER (2) (12)
STREETCAR SYSTEM MANAGER
STRUCTURAL DESIGN MANAGER (5) (15)
SYSTEMS INTEGRATION MANAGER (2) (12)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5) (15)
TRANSPORTATION ENGINEERING PLANNER (5) (15)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (12)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2) (12)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATIONS MANAGER (8) (10) (18) (20)
WORKER’S COMPENSATION AND SAFETY MANAGER

**Wage Rate:**

Hourly	36.29	50.80
<b>Biweekly</b>	<b>2,903.01</b>	<b>4,064.20</b>
Annual	75,478.26	105,669.20

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

Biweekly	3,785.51
Annual	98,423.26

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

(3) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,228.14
Annual	83,931.64

(4) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,210.81
Annual	83,481.06

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

Biweekly	3,476.88
Annual	90,398.88

(6) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

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

Biweekly	3,334.13
Annual	86,687.38

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

Biweekly	3,476.88
Annual	90,398.88

(9) Recruitment is at:

Biweekly	3,517.97
Annual	91,467.22

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

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

**Resident Wage Incentive:**

Hourly	37.38	52.33
<b>Biweekly</b>	<b>2,990.10</b>	<b>4,186.13</b>
Annual	77,742.60	108,839.38

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

Biweekly	3,899.08
Annual	101,376.08

(12) 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.

(13) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,324.98
Annual	86,449.48

(14) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,307.13
Annual	85,985.38

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

Biweekly	3,581.19
Annual	93,110.94

(16) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

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

Biweekly	3,434.15
Annual	89,287.90

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

Biweekly	3,581.19
Annual	93,110.94

(19) Recruitment is at:

Biweekly	3,623.51
Annual	94,211.26

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

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

**Pay Range 1JX**

Official Rate Biweekly

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

**Wage Rate:**

Hourly	38.67	54.15
<b>Biweekly</b>	<b>3,093.92</b>	<b>4,331.80</b>
Annual	80,441.92	112,626.80

(1) Recruitment is at:

Biweekly	3,684.62
Annual	95,800.12

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

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

Biweekly	3,476.88
Annual	90,398.88

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

Biweekly	3,476.88
Annual	90,398.88

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

**Resident Wage Incentive:**



Hourly	39.83	55.77
<b>Biweekly</b>	<b>3,186.74</b>	<b>4,461.75</b>
Annual	82,855.24	116,005.50

(6) Recruitment is at:

Biweekly	3,795.16
Annual	98,674.16

(7) 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.

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

Biweekly	3,581.19
Annual	93,110.94

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

Biweekly	3,581.19
Annual	93,110.94

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

### Pay Range 1KX

Official Rate Biweekly

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

### Wage Rate:

Hourly	41.23	57.72
<b>Biweekly</b>	<b>3,298.35</b>	<b>4,617.84</b>
Annual	85,757.10	120,063.84

(1) 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.

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

Biweekly	3,476.88
Annual	90,398.88

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

Biweekly	3,476.88
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Annual	90,398.88
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- (4) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

**Resident Wage Incentive:**

Hourly	42.47	59.45
<b>Biweekly</b>	<b>3,397.30</b>	<b>4,756.38</b>
Annual	88,329.80	123,665.88

- (5) 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.

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

Biweekly	3,581.19
Annual	93,110.94

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

Biweekly	3,581.19
Annual	93,110.94

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

**SECTION 2: PROFESSIONALS**

**Pay Range 2DN**

Official Rate Biweekly

ACCOUNTANT II (6) (25)
ADMINISTRATIVE SUPPORT SPECIALIST
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (27)
CITY PAYROLL SPECIALIST (19) (38)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (24)
GEOGRAPHIC INFORMATION SPECIALIST (7) (26)
HEALTH AND SAFETY SPECIALIST
HUMAN RESOURCES ANALYST
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD PROGRAM INFORMATION SPECIALIST (7) (26)
LEAD RISK ASSESSOR III (7) (26)
LIBRARIAN I (15) (34)
LIBRARY EDUCATION OUTREACH SPECIALIST (9) (28)
LIBRARY VOLUNTEER COORDINATOR
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (18) (37)
PENSION SPECIALIST – SENIOR

PERSONNEL ANALYST
PROPERTY APPRAISER 1 (10) (14) (29) (33)
PROPERTY APPRAISER 2 (11) (14) (30) (33)
PROPERTY APPRAISER 3 (12) (14) (31) (33)
PROPERTY APPRAISER 4 (13) (14) (32) (33)
PROPERTY MANAGER (8) (27)
PUBLIC HEALTH NURSE 1 (3) (4) (22) (23)
PUBLIC HEALTH SOCIAL WORKER (1) (20)
PURCHASING AGENT (17) (36)
REAL ESTATE COORDINATOR II (8) (27)
RENT ASSISTANCE SPECIALIST III (2) (8) (21) (27)
SAFETY SPECIALIST (16) (35)
TEST ADMINISTRATION COORDINATOR

**Wage Rate:**

Hourly	20.43	28.60
<b>Biweekly</b>	<b>1,634.62</b>	<b>2,288.38</b>
Annual	42,500.12	59,497.88

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

Biweekly	2,040.46
Annual	53,051.96

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

Biweekly	2,183.52
Annual	56,771.52

shall advance to:

Biweekly	2,205.35
Annual	57,339.10

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

Biweekly	2,040.16
Annual	53,044.16

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

- (5) Recruitment is at:

Biweekly	1,830.14
Annual	47,583.64

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

Biweekly	1,969.04
Annual	51,195.04

- (6) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

(7) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

(8) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

(9) Recruitment is at:

Biweekly	1,940.44
Annual	50,451.44

(10) To be paid in the following range:

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

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

Biweekly	2,026.10	2,150.11
Annual	52,678.60	55,902.86

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

Biweekly	2,153.25	2,285.05
Annual	55,984.50	59,411.30

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

Biweekly	2,288.38	2,428.45
Annual	59,497.88	63,139.70

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

(15) Recruitment is at:

Biweekly	1,765.39
Annual	45,900.14

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

Biweekly	1,896.12
Annual	49,299.12

(16) Recruitment is at:

Biweekly	1,742.53
Annual	45,305.78

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

(18) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

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

Biweekly	1,950.62
Annual	50,716.12

(19) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

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

**Resident Wage Incentive:**

Hourly	21.05	29.46
<b>Biweekly</b>	<b>1,683.66</b>	<b>2,357.03</b>
Annual	43,775.16	61,282.78

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

Biweekly	2,101.67
Annual	54,643.42

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

Biweekly	2,249.03
Annual	58,474.78

shall advance to:

Biweekly	2,271.51
Annual	59,059.26

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

Biweekly	2,101.36
Annual	54,635.36

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

- (24) Recruitment is at:

Biweekly	1,885.04
Annual	49,011.04

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

Biweekly	2,028.11
Annual	52,730.86

- (25) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

- (26) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

- (27) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

- (28) Recruitment is at:

Biweekly	1,998.65
Annual	51,964.90

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

Biweekly	1,963.65	2,083.84
----------	----------	----------

- |        |           |           |
|--------|-----------|-----------|
| Annual | 51,054.90 | 54,179.84 |
|--------|-----------|-----------|
- (30) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,086.88	2,214.61
Annual	54,258.88	57,579.86

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

Biweekly	2,217.85	2,353.60
Annual	57,664.10	61,193.60

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

Biweekly	2,357.03	2,501.30
Annual	61,282.78	65,033.80

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

- (34) Recruitment is at:

Biweekly	1,818.35
Annual	47,277.10

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

Biweekly	1,953.00
Annual	50,778.00

- (35) Recruitment is at:

Biweekly	1,794.81
Annual	46,665.06

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

- (37) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

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

Biweekly	2,009.14
Annual	52,237.64

- (38) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

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

**Pay Range 2EN**

Official Rate Biweekly

ARCHITECTURAL DESIGNER I (17) (34)
ATHLETIC TRAINER
CIVIL ENGINEER I (1) (18)
COMMUNITY OUTREACH SPECIALIST (14) (31)

DOULA
ELECTRICAL ENGINEER I (1) (18)
FIRE PROTECTION ENGINEER I (15) (32)
HOUSING PROGRAMS SPECIALIST (12) (29)
INVESTIGATOR/ADJUSTER (2) (3) (19) (20)
IT SUPPORT SPECIALIST (11) (28)
LABORATORY DATA SPECIALIST (4) (21)
LACTATION COUNSELOR (14) (31)
LEAD PROJECT SPECIALIST
LIBRARIAN II (10) (27)
LIBRARY MARKETING SPECIALIST
MECHANICAL ENGINEER I (1) (18)
MEDIA PRODUCER (6) (23)
PLAN EXAMINER SPECIALIST (7) (24)
PUBLIC HEALTH NURSE 2 (8) (9) (25) (26)
PUBLIC HEALTH SOCIAL WORKER 2 (16) (33)
WATER CHEMIST (5) (22)
WATER TREATMENT PLANT OPERATOR (13) (30)

**Wage Rate:**

Hourly	21.78	30.49
<b>Biweekly</b>	<b>1,742.53</b>	<b>2,439.48</b>
Annual	45,305.78	63,426.48

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

Biweekly	2,267.08
Annual	58,944.08

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

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

- (3) Recruitment is at:

Biweekly	2,028.83
Annual	52,749.58

- (4) Recruitment is at:

Biweekly	1,950.62
Annual	50,716.12

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

Biweekly	1,810.00
Annual	47,060.00

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

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

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

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

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

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

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

- (10) Recruitment is at:

Biweekly	1,881.93
Annual	48,930.18

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

Biweekly	2,021.31
Annual	52,554.06

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

Biweekly	1,950.62
Annual	50,716.12

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

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

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

Biweekly	1,762.81
Annual	45,833.06

- (14) Recruitment is at:

Biweekly	2,040.15
Annual	53,043.90

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

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

Biweekly	2,142.48
Annual	55,704.48

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

Biweekly	2,267.08
Annual	58,944,.08



**Resident Wage Incentive:**

Hourly	22.44	31.41
<b>Biweekly</b>	<b>1,794.81</b>	<b>2,512.66</b>
Annual	46,665.06	65,329.16

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

Biweekly	2,335.09
Annual	60,712.34

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

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

- (20) Recruitment is at:

Biweekly	2,089.69
Annual	54,331.94

- (21) Recruitment is at:

Biweekly	2,009.14
Annual	52,237.64

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

Biweekly	1,864.30
Annual	48,471.80

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

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

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

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

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

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

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

- (27) Recruitment is at:

Biweekly	1,938.39
Annual	50,398.14

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

Biweekly	2,081.95
Annual	54,130.70

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

Biweekly	2,009.14
Annual	52,237.64

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

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

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

Biweekly	1,815.69
Annual	47,207.94

- (31) Recruitment is at:

Biweekly	2,101.35
Annual	54,635.10

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

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

Biweekly	2,206.75
Annual	57,375.50

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

Biweekly	2,335.09
Annual	60,712.34

## Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (13) (26)
CIVIL ENGINEER II (4) (17)
CRIME ANALYST (1) (14)
DOULA PROGRAM COORDINATOR (12) (25)
ELECTION SERVICES ADMINISTRATOR
ELECTRICAL ENGINEER II (4) (17)
FIRE PROTECTION ENGINEER II (4) (12) (17) (25)
GIS ANALYST (5) (18)
HOUSING REHABILITATION SPECIALIST (10) (23)
INTELLIGENCE ANALYST (1) (14)
IT SUPPORT SPECIALIST – SENIOR (3) (16)
LANDSCAPE ARCHITECT
LEAD WATER CHEMIST (9) (22)
MECHANICAL ENGINEER II (4) (17)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (19)
PROGRAMMER ANALYST (3) (16)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (15) (21)

SENIOR WATER TREATMENT PLANT OPERATOR (11) (24)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (19) (20)
WATER QUALITY ANALYST (5) (18)

**Wage Rate:**

Hourly	24.74	34.65
<b>Biweekly</b>	<b>1,979.57</b>	<b>2,771.65</b>
Annual	51,468.82	72,062.90

- (1) Recruitment is at:

Biweekly	2,086.58
Annual	54,251.08

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

Biweekly	2,426.79
Annual	63,096.54

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

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

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

Biweekly	2,183.34
Annual	56,766.84

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

Biweekly	2,493.81
Annual	64,839.06

- (5) Recruitment is at:

Biweekly	2,183.34
Annual	56,766.84

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

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

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

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

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

Biweekly	2,114.62
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Annual	54,980.12
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- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

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

- (11) Minimum recruitment is at:

Biweekly	2,202.69
Annual	57,269.94

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

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

Biweekly	2,493.81
Annual	64,839.06

**Resident Wage Incentive:**

Hourly	25.49	35.69
<b>Biweekly</b>	<b>2,038.96</b>	<b>2,854.80</b>
Annual	53,012.96	74,224.80

- (14) Recruitment is at:

Biweekly	2,149.18
Annual	55,878.68

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

Biweekly	2,499.59
Annual	64,989.34

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

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

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

Biweekly	2,248.84
Annual	58,469.84

- (17) Recruitment is at the following rate and may be at any point in the range with the approval of

DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,568.62
Annual	66,784.12

(18) Recruitment is at:

Biweekly	2,248.84
Annual	58,469.84

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

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

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

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

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

Biweekly	2,178.06
Annual	56,629.56

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

Biweekly	2,462.17	2,571.34	2,685.35	2,804.42	2,928.76
Annual	64,016.42	66,854.84	69,819.10	72,914.92	76,147.76

(24) Minimum recruitment is at:

Biweekly	2,268.77
Annual	58,988.02

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

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

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

Biweekly	2,568.62
Annual	66,784.12

## Pay Range 2GX

Official Rate Biweekly

ACCOUNTANT III
ACCOUNTING SPECIALIST
ASSOCIATE IT AUDITOR (10) (20)
AUDITOR (10) (20)
BENEFITS SYSTEMS ANALYST (3) (13)
BUDGET AND MANAGEMENT ANALYST – LEAD
BUSINESS INCLUSION PROGRAM COORDINATOR (8) (18)
BUSINESS OPERATIONS SPECIALIST (8) (18)
COMPTROLLER NETWORK ANALYST
CONTRACT COMPLIANCE OFFICER
DATABASE ASSOCIATE (8) (18)
ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (7) (17)
FINANCIAL SYSTEMS ANALYST
GIS DEVELOPER
GRANT MONITOR
INTERNET SERVICES COORDINATOR
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (2) (12)
IT PROJECT COORDINATOR (5) (15)
LEGISLATIVE FISCAL ANALYST – SENIOR
LIBRARIAN IV (4) (14)
MANAGEMENT AND ACCOUNTING OFFICER
NETWORK COORDINATOR – SENIOR (1) (3) (11) (13)
PARKING CITATION REVIEW MANAGER
PENSION ACCOUNTING SPECIALIST
PROCUREMENT SPECIALIST (9) (19)
PROGRAM MANAGER
REAL ESTATE SPECIALIST (6) (16)
STAFF ASSISTANT
STAFF ASSISTANT TO THE MAYOR
SYSTEMS ANALYST – ASSOCIATE
TELECOMMUNICATIONS ANALYST – ASSOCIATE
WORKFORCE DEVELOPMENT COORDINATOR

**Wage Rate:**

Hourly	24.74	34.65
<b>Biweekly</b>	<b>1,979.57</b>	<b>2,771.65</b>
Annual	51,468.82	72,062.90

(1) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

(2) Recruitment is at:

Biweekly	2,314.33
Annual	60,172.58

(3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair

of the Committee on Finance and Personnel.

- (4) Recruitment is at:

Biweekly	2,138.00
Annual	55,588.00

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

Biweekly	2,296.40
Annual	59,706.40

- (5) Recruitment is at:

Biweekly	2,183.35
Annual	56,767.10

- (6) Benjamin Timm is authorized at the following rate:

Biweekly	2,792.23
Annual	72,597.98

- (7) Tory Kress is authorized at the following rate:

Biweekly	2,800.80
Annual	72,820.80

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

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

- (10) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

**Resident Wage Incentive:**

Hourly	25.49	35.69
<b>Biweekly</b>	<b>2,038.96</b>	<b>2,854.80</b>
Annual	53,012.96	74,224.80

- (11) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

- (12) Recruitment is at:

Biweekly	2,383.76
Annual	61,977.76

- (13) 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.

- (14) Recruitment is at:

Biweekly	2,202.14
Annual	57,255.64

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

Biweekly	2,365.29
Annual	61,497.54

- (15) Recruitment is at:

Biweekly	2,248.85
Annual	58,470.10

- (16) Benjamin Timm is authorized at the following rate:

Biweekly	2,876.00
Annual	74,776.00

(17) Tory Kress is authorized at the following rate:

Biweekly	2,884.82
Annual	75,005.32

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

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

(20) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

## Pay Range 2IN

Official Rate Biweekly

ARCHITECT III (5) (10)
BICYCLE AND PEDESTRIAN COORDINATOR (3) (8)
CIVIL ENGINEER III (3) (8)
ELECTRICAL ENGINEER III (3) (8)
ENGINEERING TECHNICIAN VI (1) (6)
FACILITIES PROJECT COORDINATOR (3) (8)
LAND SURVEYOR (2) (7)
MECHANICAL ENGINEER III (3) (8)
WATER PLANT AUTOMATION CONTROLS ENGINEER (4) (9)

## Wage Rate:

Hourly	28.11	39.35
<b>Biweekly</b>	<b>2,248.55</b>	<b>3,147.86</b>
Annual	58,462.30	81,844.36

(1) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

(2) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

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

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

Biweekly	2,743.19
Annual	71,322.94

(4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the range upon certification by the Commissioner of



Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,428.12	2,548.08	2,668.03	2,787.99	2,907.95	3,027.90	3,147.86
Annual	63,131.12	66,250.08	69,368.78	72,487.74	75,606.70	78,725.40	81,844.36

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

Biweekly	2,743.19
Annual	71,322.94

**Resident Wage Incentive:**

Hourly	28.95	40.53
<b>Biweekly</b>	<b>2,316.01</b>	<b>3,242.30</b>
Annual	60,216.26	84,299.80

- (6) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

- (7) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

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

Biweekly	2,956.10
Annual	76,858.60

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

Biweekly	2,825.49
Annual	73,462.74

- (9) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,500.96	2,624.52	2,748.07	2,871.63	2,995.19	3,118.74	3,242.30
Annual	65,024.96	68,237.52	71,449.82	74,662.38	77,874.94	81,087.24	84,299.80

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

Biweekly	2,825.49
Annual	73,462.74

## SECTION 3: TECHNICIANS

### Pay Range 3LN

Official Rate Biweekly

BRIDGES AND PUBLIC BUILDINGS INSPECTOR (1) (8)
COMMERCIAL CODE ENFORCEMENT INSPECTOR (4) (11)
ENVIRONMENTAL HEALTH SPECIALIST (5) (12)
DRIVER TRAINING INSTRUCTOR
LEAD RISK ASSESSOR I (7) (14)
PUBLIC WORKS INSPECTOR II (2) (3) (6) (9) (10) (13)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR (4) (11)

### Wage Rate:

Hourly	20.45	28.41
<b>Biweekly</b>	<b>1,636.11</b>	<b>2,272.88</b>
Annual	42,538.86	59,094.88

- (1) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

- (2) 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.
- (3) 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.
- (4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

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

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

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

- (6) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

- (7) Recruitment is at:

Biweekly	1,897.83
Annual	49,343.58

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

**Resident Wage Incentive:**

Hourly	21.06	29.26
<b>Biweekly</b>	<b>1,685.19</b>	<b>2,341.07</b>
Annual	43,814.94	60,867.82

(8) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(9) 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.

(10) 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.

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

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

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

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

(13) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(14) Recruitment is at:

Biweekly	1,954.77
Annual	50,824.02

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

**Pay Range 3MN**

Official Rate Biweekly

ELECTRONIC TECHNICIAN (1) (5)
LEAD RISK ASSESSOR II (4) (8)
MAMMOGRAPHY TECHNOLOGIST (3) (7)

VIDEO ELECTRONIC TECHNICIAN
WATER PLANT AUTOMATION TECHNICIAN (2) (6)

**Wage Rate:**

Hourly	23.16	29.34
<b>Biweekly</b>	<b>1,852.80</b>	<b>2,347.05</b>
Annual	48,172.80	61,023.30

(1) Recruitment is at:

Biweekly	2,036.59
Annual	52,951.34

Employees with a minimum of three years of relevant job experience may be appointed at:

Biweekly	2,134.35
Annual	55,493.10

Employees with a minimum of four years of relevant job experience may be appointed at:

Biweekly	2,347.05
Annual	61,023.30

(2) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,852.80	1,976.36	2,099.93	2,223.49	2,347.05
Annual	48,172.80	51,385.36	54,598.18	57,810.74	61,023.30

(3) Recruitment is at:

Biweekly	2,097.69
Annual	54,539.94

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

(4) Recruitment is at:

Biweekly	2,030.68
Annual	52,797.68

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

**Resident Wage Incentive:**

Hourly	23.85	30.22
<b>Biweekly</b>	<b>1,908.38</b>	<b>2,417.46</b>
Annual	49,617.88	62,853.96

(5) Recruitment is at:

Biweekly	2,097.69
Annual	54,539.94

Employees with a minimum of three years of relevant job experience may be appointed at:

Biweekly	2,198.38
Annual	57,157.88

Employees with a minimum of four years of relevant job experience may be appointed at:

Biweekly	2,417.46
Annual	62,853.96

- (6) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,908.38	2,035.65	2,162.93	2,290.19	2,417.46
Annual	49,617.88	52,926.90	56,236.18	59,544.94	62,853.96

- (7) Recruitment is at:

Biweekly	2,160.62
Annual	56,176.12

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

- (8) Recruitment is at:

Biweekly	2,091.60
Annual	54,381.60

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

## SECTION 4: PROTECTIVE SERVICES

### 4G-Pay Range 831

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8)
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#### Effective Pay Period 8, 2021 (April 4, 2021)

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

Hourly	39.96	41.47	43.04	44.67	46.36	48.12
<b>Biweekly</b>	<b>3,197.18</b>	<b>3,317.61</b>	<b>3,443.01</b>	<b>3,573.30</b>	<b>3,708.83</b>	<b>3,849.85</b>
Annual	83,355.05	86,494.83	89,764.19	93,161.03	96,694.49	100,371.09

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

Hourly	40.23	41.73	43.30	44.93	46.62	48.38
<b>Biweekly</b>	<b>3,218.04</b>	<b>3,338.52</b>	<b>3,463.88</b>	<b>3,594.21</b>	<b>3,729.70</b>	<b>3,870.73</b>
Annual	83,898.90	87,039.98	90,308.30	93,706.19	97,238.61	100,915.46

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

Hourly	40.55	42.06	43.62	45.25	46.95	48.71
<b>Biweekly</b>	<b>3,244.14</b>	<b>3,364.63</b>	<b>3,489.97</b>	<b>3,620.30</b>	<b>3,755.82</b>	<b>3,896.84</b>
Annual	84,579.36	87,720.71	90,988.50	94,386.39	97,919.59	101,596.18

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

Hourly	40.68	42.19	43.76	45.38	47.08	48.84
<b>Biweekly</b>	<b>3,254.61</b>	<b>3,375.07</b>	<b>3,500.43</b>	<b>3,630.76</b>	<b>3,766.28</b>	<b>3,907.27</b>
Annual	84,852.33	87,992.89	91,261.21	94,659.10	98,192.30	101,868.11

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	37.77	39.20	40.68	42.22	43.82	45.49
<b>Biweekly</b>	<b>3,021.90</b>	<b>3,135.76</b>	<b>3,254.27</b>	<b>3,377.43</b>	<b>3,505.51</b>	<b>3,638.80</b>
Annual	78,785.25	81,753.74	84,843.47	88,054.42	91,393.65	94,868.71

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

Hourly	38.02	39.44	40.92	42.46	44.07	45.73
<b>Biweekly</b>	<b>3,041.61</b>	<b>3,155.48</b>	<b>3,273.99</b>	<b>3,397.15</b>	<b>3,525.26</b>	<b>3,658.53</b>
Annual	79,299.12	82,267.87	85,357.59	88,568.55	91,908.56	95,383.10

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

Hourly	38.33	39.75	41.23	42.77	44.37	46.04
<b>Biweekly</b>	<b>3,066.30</b>	<b>3,180.19</b>	<b>3,298.65</b>	<b>3,421.85</b>	<b>3,549.94</b>	<b>3,683.21</b>
Annual	79,942.82	82,912.09	86,000.52	89,212.52	92,552.01	96,026.54

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

Hourly	38.45	39.88	41.36	42.90	44.50	46.16
<b>Biweekly</b>	<b>3,076.21</b>	<b>3,190.04</b>	<b>3,308.52</b>	<b>3,431.72</b>	<b>3,559.79</b>	<b>3,693.08</b>
Annual	80,201.19	83,168.90	86,257.84	89,469.84	92,808.81	96,283.87

(7) Recruitment to be at the 4th step.

(8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

**4G-Pay Range 831D**

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8) (9)
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**Effective Pay Period 8, 2021 (April 4, 2021)**

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

Steps	4	5	6
Hourly	45.35	47.10	48.92
<b>Biweekly</b>	<b>3,627.79</b>	<b>3,767.85</b>	<b>3,913.62</b>
Annual	94,581.67	98,233.23	102,033.66

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

Hourly	45.62	47.37	49.19
<b>Biweekly</b>	<b>3,649.56</b>	<b>3,789.65</b>	<b>3,935.38</b>
Annual	95,149.24	98,801.59	102,600.98

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

Hourly	45.96	47.71	49.53
<b>Biweekly</b>	<b>3,676.81</b>	<b>3,816.86</b>	<b>3,962.63</b>
Annual	95,859.69	99,510.99	103,311.42

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

Hourly	46.10	47.85	49.67
<b>Biweekly</b>	<b>3,687.71</b>	<b>3,827.74</b>	<b>3,973.52</b>
Annual	96,143.87	99,794.65	103,595.34

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Steps	4	5	6
Hourly	43.07	44.73	46.46
<b>Biweekly</b>	<b>3,445.40</b>	<b>3,578.41</b>	<b>3,716.87</b>
Annual	89,826.50	93,294.26	96,904.11

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

Hourly	43.33	44.99	46.72
<b>Biweekly</b>	<b>3,466.08</b>	<b>3,599.12</b>	<b>3,737.53</b>
Annual	90,365.66	93,834.20	97,442.74

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

Hourly	43.65	45.31	47.04
<b>Biweekly</b>	<b>3,491.95</b>	<b>3,624.96</b>	<b>3,763.40</b>
Annual	91,040.12	94,507.88	98,117.21

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

Hourly	43.78	45.44	47.17
<b>Biweekly</b>	<b>3,502.30</b>	<b>3,635.30</b>	<b>3,773.75</b>
Annual	91,309.96	94,777.46	98,387.05

- (7) Recruitment to be at the 4th step.

- (8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

- (9) Certain Employees who supervise employees classified in Pay Range 808 shall receive a bi-weekly base salary increase that is 10% above the equivalent step and educational level for the rank supervised, unless the employee is already making 10% or more than those being supervised.

### 4I-Pay Range 835

Official Rate Biweekly

POLICE IDENTIFICATION SUPERVISOR (1) (2) (3) (4) (5) (6)

#### Effective Pay Period 8, 2021 (April 4, 2021)

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

Hourly	43.13	44.80	46.53	48.33	50.20	52.15
<b>Biweekly</b>	<b>3,450.51</b>	<b>3,583.75</b>	<b>3,722.39</b>	<b>3,866.46</b>	<b>4,016.35</b>	<b>4,172.02</b>
Annual	89,959.72	93,433.48	97,048.02	100,804.13	104,711.98	108,770.52

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

Hourly	43.39	45.05	46.79	48.59	50.46	52.41
<b>Biweekly</b>	<b>3,471.08</b>	<b>3,604.28</b>	<b>3,742.91</b>	<b>3,887.00</b>	<b>4,036.92</b>	<b>4,192.59</b>
Annual	90,496.01	93,968.73	97,583.01	101,339.64	105,248.27	109,306.81

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

Hourly	43.71	45.37	47.11	48.91	50.78	52.73
<b>Biweekly</b>	<b>3,496.75</b>	<b>3,629.96</b>	<b>3,768.59</b>	<b>3,912.69</b>	<b>4,062.56</b>	<b>4,218.25</b>
Annual	91,165.27	94,638.24	98,252.52	102,009.42	105,916.74	109,975.80

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

Hourly	43.84	45.50	47.24	49.04	50.91	52.86
<b>Biweekly</b>	<b>3,507.00</b>	<b>3,640.20</b>	<b>3,778.85</b>	<b>3,922.92</b>	<b>4,072.85</b>	<b>4,228.49</b>
Annual	91,432.50	94,905.21	98,520.02	102,276.13	106,185.02	110,242.77

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	40.77	42.34	43.98	45.68	47.45	49.29
<b>Biweekly</b>	<b>3,261.36</b>	<b>3,387.30</b>	<b>3,518.34</b>	<b>3,654.50</b>	<b>3,796.17</b>	<b>3,943.32</b>
Annual	85,028.31	88,311.75	91,728.15	95,278.03	98,971.57	102,807.98

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

Hourly	41.01	42.58	44.22	45.92	47.70	49.53
<b>Biweekly</b>	<b>3,280.80</b>	<b>3,406.70</b>	<b>3,537.73</b>	<b>3,673.89</b>	<b>3,815.61</b>	<b>3,962.73</b>
Annual	85,535.14	88,817.53	92,233.67	95,783.56	99,478.40	103,314.03

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

Hourly	41.31	42.89	44.52	46.23	48.00	49.84
<b>Biweekly</b>	<b>3,305.06</b>	<b>3,430.95</b>	<b>3,561.98</b>	<b>3,698.18</b>	<b>3,839.84</b>	<b>3,987.00</b>
Annual	86,167.63	89,449.77	92,865.91	96,416.83	100,110.11	103,946.78



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

Hourly	41.43	43.01	44.65	46.35	48.12	49.96
<b>Biweekly</b>	<b>3,314.77</b>	<b>3,440.65</b>	<b>3,571.69</b>	<b>3,707.87</b>	<b>3,849.57</b>	<b>3,996.70</b>
Annual	86,420.79	89,702.66	93,119.06	96,669.47	100,363.79	104,199.68

**4L-Pay Range 836**

Official Rate Biweekly

ADMINISTRATIVE LIEUTENANT OF POLICE (1) (2) (3) (4) (5) (6) (7) (8)
POLICE LIEUTENANT (1) (2) (3) (4) (5) (6) (7) (8)

**Effective Pay Period 8, 2021 (April 4, 2021)**

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

Hourly	44.80	46.53	48.33	50.20	52.15	54.18
<b>Biweekly</b>	<b>3,583.75</b>	<b>3,722.39</b>	<b>3,866.46</b>	<b>4,016.35</b>	<b>4,172.02</b>	<b>4,334.13</b>
Annual	93,433.48	97,048.02	100,804.13	104,711.98	108,770.52	112,996.96

(1) **Associate's Degree** – (an employee attained and maintained)

Hourly	45.05	46.79	48.59	50.46	52.41	54.43
<b>Biweekly</b>	<b>3,604.28</b>	<b>3,742.91</b>	<b>3,887.00</b>	<b>4,036.92</b>	<b>4,192.59</b>	<b>4,354.68</b>
Annual	93,968.73	97,583.01	101,339.64	105,248.27	109,306.81	113,532.73

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

Hourly	45.37	47.11	48.91	50.78	52.73	54.75
<b>Biweekly</b>	<b>3,629.96</b>	<b>3,768.59</b>	<b>3,912.69</b>	<b>4,062.56</b>	<b>4,218.25</b>	<b>4,380.35</b>
Annual	94,638.24	98,252.52	102,009.42	105,916.74	109,975.80	114,201.98

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

Hourly	45.50	47.24	49.04	50.91	52.86	54.88
<b>Biweekly</b>	<b>3,640.20</b>	<b>3,778.85</b>	<b>3,922.92</b>	<b>4,072.85</b>	<b>4,228.49</b>	<b>4,390.64</b>
Annual	94,905.21	98,520.02	102,276.13	106,185.02	110,242.77	114,470.25

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	42.34	43.98	45.68	47.45	49.29	51.21
<b>Biweekly</b>	<b>3,387.30</b>	<b>3,518.34</b>	<b>3,654.50</b>	<b>3,796.17</b>	<b>3,943.32</b>	<b>4,096.53</b>
Annual	88,311.75	91,728.15	95,278.03	98,971.57	102,807.98	106,802.39

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

Hourly	42.58	44.22	45.92	47.70	49.53	51.45
<b>Biweekly</b>	<b>3,406.70</b>	<b>3,537.73</b>	<b>3,673.89</b>	<b>3,815.61</b>	<b>3,962.73</b>	<b>4,115.94</b>
Annual	88,817.53	92,233.67	95,783.56	99,478.40	103,314.03	107,308.43

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

Hourly	42.89	44.52	46.23	48.00	49.84	51.75
<b>Biweekly</b>	<b>3,430.95</b>	<b>3,561.98</b>	<b>3,698.18</b>	<b>3,839.84</b>	<b>3,987.00</b>	<b>4,140.22</b>

Annual	89,449.77	92,865.91	96,416.83	100,110.11	103,946.78	107,941.45
(6) <b>Master's Degree or Higher</b> – (an employee attained and maintained)						
Hourly	43.01	44.65	46.35	48.12	49.96	51.87
<b>Biweekly</b>	<b>3,440.65</b>	<b>3,571.69</b>	<b>3,707.87</b>	<b>3,849.57</b>	<b>3,996.70</b>	<b>4,149.93</b>
Annual	89,702.66	93,119.06	96,669.47	100,363.79	104,199.68	108,194.60

- (7) Recruitment to be at the 4th step.
- (8) Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

### 4N-Pay Range 839

Official Rate Biweekly

CAPTAIN OF POLICE (1) (2) (3) (4) (5) (6) (7)

#### Effective Pay Period 8, 2021 (April 4, 2021)

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

Hourly	50.20	52.15	54.18	56.28	58.48	60.75
<b>Biweekly</b>	<b>4,016.35</b>	<b>4,172.02</b>	<b>4,334.13</b>	<b>4,502.70</b>	<b>4,678.05</b>	<b>4,860.32</b>
Annual	104,711.98	108,770.52	112,996.96	117,391.82	121,963.44	126,715.48

(1) **Associate's Degree** – (an employee attained and maintained)

Hourly	50.46	52.41	54.43	56.54	58.73	61.01
<b>Biweekly</b>	<b>4,036.92</b>	<b>4,192.59</b>	<b>4,354.68</b>	<b>4,523.20</b>	<b>4,698.61</b>	<b>4,880.85</b>
Annual	105,248.27	109,306.81	113,532.73	117,926.28	122,499.47	127,250.73

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

Hourly	50.78	52.73	54.75	56.86	59.05	61.33
<b>Biweekly</b>	<b>4,062.56</b>	<b>4,218.25</b>	<b>4,380.35</b>	<b>4,548.87</b>	<b>4,724.25</b>	<b>4,906.53</b>
Annual	105,916.74	109,975.80	114,201.98	118,595.54	123,167.94	127,920.24

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

Hourly	50.91	52.86	54.88	56.99	59.18	61.46
<b>Biweekly</b>	<b>4,072.85</b>	<b>4,228.49</b>	<b>4,390.64</b>	<b>4,559.12</b>	<b>4,734.52</b>	<b>4,916.80</b>
Annual	106,185.02	110,242.77	114,470.25	118,862.77	123,435.70	128,188.00

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	47.45	49.29	51.21	53.20	55.27	57.42
<b>Biweekly</b>	<b>3,796.17</b>	<b>3,943.32</b>	<b>4,096.53</b>	<b>4,255.86</b>	<b>4,421.61</b>	<b>4,593.88</b>
Annual	98,971.57	102,807.98	106,802.39	110,956.35	115,277.69	119,769.01

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

Hourly	47.70	49.53	51.45	53.44	55.51	57.67
<b>Biweekly</b>	<b>3,815.61</b>	<b>3,962.73</b>	<b>4,115.94</b>	<b>4,275.23</b>	<b>4,441.02</b>	<b>4,613.28</b>
Annual	99,478.40	103,314.03	107,308.43	111,461.35	115,783.73	120,274.80

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

Hourly	48.00	49.84	51.75	53.74	55.82	57.97
<b>Biweekly</b>	<b>3,839.84</b>	<b>3,987.00</b>	<b>4,140.22</b>	<b>4,299.51</b>	<b>4,465.24</b>	<b>4,637.54</b>
Annual	100,110.11	103,946.78	107,941.45	112,094.37	116,415.18	120,907.29

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

Hourly	48.12	49.96	51.87	53.86	55.94	58.09
<b>Biweekly</b>	<b>3,849.57</b>	<b>3,996.70</b>	<b>4,149.93</b>	<b>4,309.19</b>	<b>4,474.97</b>	<b>4,647.26</b>
Annual	100,363.79	104,199.68	108,194.60	112,346.74	116,668.86	121,160.70

(7) Recruitment to be at the 4th step.

**4P-Pay Range 842**

Official Rate Biweekly

DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4) (5) (6) (7)
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**Effective Pay Period 8, 2021 (April 4, 2021)**

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

Hourly	56.28	58.48	60.75	63.12	65.59	68.15
<b>Biweekly</b>	<b>4,502.70</b>	<b>4,678.05</b>	<b>4,860.32</b>	<b>5,049.97</b>	<b>5,247.17</b>	<b>5,452.26</b>
Annual	117,391.82	121,963.44	126,715.48	131,659.93	136,801.21	142,148.20

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

Hourly	56.54	58.73	61.01	63.38	65.85	68.41
<b>Biweekly</b>	<b>4,523.20</b>	<b>4,698.53</b>	<b>4,880.85</b>	<b>5,070.48</b>	<b>5,267.68</b>	<b>5,472.78</b>
Annual	117,926.28	122,497.39	127,250.73	132,194.65	137,335.94	142,683.19

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

Hourly	56.86	59.05	61.33	63.70	66.17	68.73
<b>Biweekly</b>	<b>4,548.87</b>	<b>4,724.25</b>	<b>4,906.53</b>	<b>5,096.18</b>	<b>5,293.37</b>	<b>5,498.44</b>
Annual	118,595.54	123,167.94	127,920.24	132,864.69	138,005.71	143,352.18

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

Hourly	56.99	59.18	61.46	63.83	66.30	68.86
<b>Biweekly</b>	<b>4,559.12</b>	<b>4,734.52</b>	<b>4,916.80</b>	<b>5,106.43</b>	<b>5,303.62</b>	<b>5,508.71</b>
Annual	118,862.77	123,435.70	128,188.00	133,131.92	138,272.95	143,619.94

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	53.20	55.27	57.42	59.66	61.99	64.42
<b>Biweekly</b>	<b>4,255.86</b>	<b>4,421.61</b>	<b>4,593.88</b>	<b>4,773.13</b>	<b>4,959.51</b>	<b>5,153.34</b>
Annual	110,956.35	115,277.69	119,769.01	124,442.32	129,301.51	134,354.93

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

Hourly	53.44	55.51	57.67	59.91	62.24	64.66
<b>Biweekly</b>	<b>4,275.23</b>	<b>4,441.02</b>	<b>4,613.28</b>	<b>4,792.52</b>	<b>4,978.90</b>	<b>5,172.77</b>
Annual	111,461.35	115,783.73	120,274.80	124,947.84	129,807.03	134,861.50

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

Hourly	53.74	55.82	57.97	60.21	62.54	64.96
<b>Biweekly</b>	<b>4,299.51</b>	<b>4,465.24</b>	<b>4,637.54</b>	<b>4,816.81</b>	<b>5,003.18</b>	<b>5,197.00</b>
Annual	112,094.37	116,415.18	120,907.29	125,581.12	130,440.05	135,493.21

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

Hourly	53.86	55.94	58.09	60.33	62.66	65.08
<b>Biweekly</b>	<b>4,309.19</b>	<b>4,474.97</b>	<b>4,647.26</b>	<b>4,826.50</b>	<b>5,012.88</b>	<b>5,206.72</b>
Annual	112,346.74	116,668.86	121,160.70	125,833.75	130,692.94	135,746.63

(7) Recruitment to be at the 4th step.

## SECTION 7: SKILLED CRAFT

### Pay Range 7QN

Official Rate Biweekly

BRICKLAYER, BUILDINGS (1) (6)
LANDSCAPE AND IRRIGATION SPECIALIST (2) (3) (7) (8)
MUNICIPAL SERVICES ELECTRICIAN APPRENTICE (4) (9)
SEWER MASON (1) (6)
WATER PLANT MACHINE REPAIRPERSON (5) (10)

### Wage Rate:

Hourly	33.67	33.90
<b>Biweekly</b>	<b>2,693.87</b>	<b>2,711.65</b>
Annual	70,040.62	70,502.90

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

Biweekly	2,799.20
Annual	72,779.20

- Recruitment is at:

Biweekly	2,711.65
Annual	70,502.90

- (4) Apprenticeship Position. Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75%, and 90% of the biweekly probationary increment rate for the Municipal Services Electrician, respectively:

Biweekly	1,580.40	1,896.48	2,370.60	2,844.72
Annual	41,090.40	49,308.48	61,635.60	73,962.72

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

Biweekly	2,154.71	2,716.14
Annual	56,022.46	70,619.64

- (6) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor’s License and/ or performing lead work assignments.

**Resident Wage Incentive:**

Hourly	34.68	34.91
<b>Biweekly</b>	<b>2,774.69</b>	<b>2,793.00</b>
Annual	72,141.94	72,618.00

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

Biweekly	2,883.18
Annual	74,962.68

- (9) Recruitment is at:

Biweekly	2,793.00
Annual	72,618.00

- (10) Apprenticeship Position. Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75%, and 90% of the biweekly probationary increment rate for the Municipal Services Electrician, respectively:

Biweekly	1,627.81	1,953.37	2,441.72	2,930.06
Annual	42,323.06	50,787.62	63,484.72	76,181.56

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

Biweekly	2,219.35	2,797.62
Annual	57,703.10	72,738.12

- (12) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor’s License and/ or performing lead work assignments.

**Pay Range 7RN**

Official Rate Biweekly

WATER PLANT STEAMFITTER (1) (2)
WATER PLANT STEAMFITTER – HVACR MECHANIC (1) (2)

**Wage Rate:**

Hourly	31.89	39.93
<b>Biweekly</b>	<b>2,551.03</b>	<b>3,194.38</b>
Annual	66,326.78	83,053.88

- (1) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

**Resident Wage Incentive:**

Hourly	32.84	41.13
<b>Biweekly</b>	<b>2,627.56</b>	<b>3,290.21</b>
Annual	68,316.56	85,545.46

- (2) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

**Pay Range 7SN**

Official Rate Biweekly

MUNICIPAL SERVICES ELECTRICIAN (1) (2)
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**Wage Rate:**

Hourly	39.51
<b>Biweekly</b>	<b>3,160.80</b>
Annual	82,180.80

- (1) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor License and/ or performing lead work.

**Resident Wage Incentive:**

Hourly	40.70
<b>Biweekly</b>	<b>3,255.62</b>
Annual	84,646.12

- (2) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor License and/or performing lead work assignments.