



Department of Employee Relations

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REV 1/13/2026

To: Chris Lee  
Staff Assistant  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

From: Andrea Knickerbocker  
Human Resources Manager  
Department of Employee Relations  
City of Milwaukee

Date: January 9, 2026

Re: Common Council File No. 251523

Please make the following corrections to the 2026 Salary Ordinance:

Effective PP 22, 2025:

Under Section 4:

- Amend Pay range 4GN 831 by replacing all contents with the following:

**4GN-Pay Range 831**

Official Rate Biweekly

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

**Effective Pay Period 14, 2024 (June 23, 2024)**

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

|                 |                 |                 |                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 43.68           | 45.32           | 47.03           | 48.81           | 50.67           | 52.59           |
| <b>Biweekly</b> | <b>3,494.07</b> | <b>3,625.69</b> | <b>3,762.74</b> | <b>3,905.13</b> | <b>4,053.24</b> | <b>4,207.36</b> |
| Annual          | 91,095.39       | 94,526.92       | 98,100.00       | 101,812.32      | 105,673.75      | 109,691.88      |

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

|                 |                 |                 |                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 43.96           | 45.61           | 47.32           | 49.10           | 50.95           | 52.88           |
| <b>Biweekly</b> | <b>3,516.88</b> | <b>3,648.54</b> | <b>3,785.55</b> | <b>3,927.97</b> | <b>4,076.05</b> | <b>4,230.17</b> |
| Annual          | 91,690.08       | 95,122.65       | 98,694.69       | 102,407.79      | 106,268.44      | 110,286.57      |

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

|                 |                 |                 |                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 44.32           | 45.96           | 47.68           | 49.46           | 51.31           | 53.23           |
| <b>Biweekly</b> | <b>3,545.40</b> | <b>3,677.08</b> | <b>3,814.06</b> | <b>3,956.50</b> | <b>4,104.60</b> | <b>4,258.72</b> |
| Annual          | 92,433.64       | 95,866.73       | 99,437.99       | 103,151.60      | 107,012.78      | 111,030.91      |

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

|                 |                 |                 |                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 44.46           | 46.11           | 47.82           | 49.60           | 51.45           | 53.38           |
| <b>Biweekly</b> | <b>3,556.84</b> | <b>3,688.48</b> | <b>3,825.49</b> | <b>3,967.93</b> | <b>4,116.03</b> | <b>4,270.12</b> |
| Annual          | 92,731.90       | 96,163.94       | 99,735.99       | 103,449.60      | 107,310.78      | 111,328.13      |

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          | 41.48           | 43.05           | 44.67           | 46.36           | 48.12           | 49.95           |
| <b>Biweekly</b> | <b>3,318.72</b> | <b>3,443.75</b> | <b>3,573.92</b> | <b>3,709.17</b> | <b>3,849.82</b> | <b>3,996.20</b> |
| Annual          | 86,523.77       | 89,783.48       | 93,177.20       | 96,703.36       | 100,370.30      | 104,186.64      |

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

|                 |                 |                 |                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 41.75           | 43.32           | 44.94           | 46.64           | 48.39           | 50.22           |
| <b>Biweekly</b> | <b>3,340.37</b> | <b>3,465.41</b> | <b>3,595.56</b> | <b>3,730.82</b> | <b>3,871.51</b> | <b>4,017.87</b> |
| Annual          | 87,088.22       | 90,348.19       | 93,741.38       | 97,267.81       | 100,935.79      | 104,751.61      |

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

|                 |                 |                 |                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 42.09           | 43.66           | 45.28           | 46.97           | 48.73           | 50.56           |
| <b>Biweekly</b> | <b>3,367.48</b> | <b>3,492.54</b> | <b>3,622.65</b> | <b>3,757.96</b> | <b>3,898.62</b> | <b>4,044.97</b> |
| Annual          | 87,795.01       | 91,055.51       | 94,447.66       | 97,975.38       | 101,642.59      | 105,458.14      |

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

|                 |                 |                 |                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 42.23           | 43.79           | 45.42           | 47.11           | 48.87           | 50.70           |
| <b>Biweekly</b> | <b>3,378.36</b> | <b>3,503.36</b> | <b>3,633.48</b> | <b>3,768.78</b> | <b>3,909.42</b> | <b>4,055.82</b> |
| Annual          | 88,078.67       | 91,337.60       | 94,730.01       | 98,257.48       | 101,924.16      | 105,741.02      |

- (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.

- Add Pay Range 4GN 831D back into the Salary Ordinance and include the following contents as follows:

### **4GN-Pay Range 831D**

Official Rate Biweekly

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

### **Effective Pay Period 1, 2026 (December 21, 2025)**

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

|                 | <u>4</u>        | <u>5</u>        | <u>6</u>        |
|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 55.41           | 57.55           | 59.77           |
| <b>Biweekly</b> | <b>4,432.73</b> | <b>4,603.89</b> | <b>4,781.99</b> |
| Annual          | 115,567.60      | 120,029.99      | 124,673.31      |

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

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 55.74           | 57.88           | 60.11           |
| <b>Biweekly</b> | <b>4,459.35</b> | <b>4,630.52</b> | <b>4,808.57</b> |
| Annual          | 116,261.62      | 120,724.27      | 125,366.29      |

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

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 56.16           | 58.30           | 60.52           |
| <b>Biweekly</b> | <b>4,492.62</b> | <b>4,663.78</b> | <b>4,841.87</b> |
| Annual          | 117,129.02      | 121,591.40      | 126,234.47      |

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

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 56.32           | 58.46           | 60.69           |
| <b>Biweekly</b> | <b>4,505.97</b> | <b>4,677.07</b> | <b>4,855.17</b> |
| Annual          | 117,477.07      | 121,937.89      | 126,581.22      |

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:

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
|                 | <u>4</u>        | <u>5</u>        | <u>6</u>        |
| Hourly          | 52.62           | 54.65           | 56.77           |
| <b>Biweekly</b> | <b>4,209.88</b> | <b>4,372.39</b> | <b>4,541.58</b> |
| Annual          | 109,757.58      | 113,994.45      | 118,405.48      |

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

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 52.94           | 54.97           | 57.09           |
| <b>Biweekly</b> | <b>4,235.15</b> | <b>4,397.70</b> | <b>4,566.82</b> |
| Annual          | 110,416.41      | 114,654.32      | 119,063.52      |

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

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 53.33           | 55.37           | 57.48           |
| <b>Biweekly</b> | <b>4,266.78</b> | <b>4,429.30</b> | <b>4,598.45</b> |
| Annual          | 111,241.05      | 115,478.18      | 119,888.16      |

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

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| Hourly          | 53.49           | 55.52           | 57.64           |
| <b>Biweekly</b> | <b>4,279.41</b> | <b>4,441.93</b> | <b>4,611.08</b> |
| Annual          | 111,570.33      | 115,807.46      | 120,217.44      |

- (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.

Effective PP 1, 2026:

Under Pay Range 2FN:

- Delete the title 'Fire Dispatcher – Senior'
- Delete footnote (1) and renumber accordingly.

Under Pay Range 5HN:

- Delete the title '911 Telecommunicator'
- Delete footnotes (4) and (5) and renumber accordingly.

Under Pay Range 5LN:

- Delete the title '911 Dispatcher'
- Delete footnotes (1) and (4) and renumber accordingly.

Under Pay Range 7CN:

- Delete the title 'Equipment and Tool Mechanic 2 (2)'
- Add the title 'Equipment and Tool Mechanic 2 (2)'
- Delete the title 'Port Operations and Maintenance Technician 2 (5)'
- Add the title 'Port Operations and Maintenance Technician 2 (5)'

Please make the following corrections to the 2026 Position Ordinance:

Effective PP 18, 2023:

Under Department of City Development, Public Housing Programs Decision Unit:

Family Housing Unit:

- Delete 2 positions of 'Facilities Maintenance Mechanic (X)'
- Add 2 positions of 'HVAC Maintenance Technician 1 (X)'

Elderly and Disabled Housing:

- Delete 1 position of 'Facilities Maintenance Mechanic (X)'
- Add 1 position of 'HVAC Maintenance Technician 1 (X)'

Effective PP 1, 2025:

Under Department of Public Works – Operations Division, Fleet Services Section:

Training and Investigation:

- Delete 10 positions of 'Equipment Operator 1'
- Add 10 positions of 'Equipment Operator 3'

Dispatch Operations:

- Delete 44 positions of 'Equipment Operator 1'
- Add 44 positions of 'Equipment Operator 3'

One Milwaukee Demolition:

- Delete 4 positions of 'Equipment Operator 1'
- Add 4 positions of 'Equipment Operator 3'

Effective PP 1, 2026:

Under Comptroller, Payroll Administration Division:

- Delete 1 position of 'Time and Attendance Payroll Administrator Lead'
- Add 1 position of 'Time Tracking Lead'