

Salary Ordinance Changes

Changes to Salary Grades and Footnotes for Positions in the Management Pay Plan

Effective Pay Period 1, 2008 (December 30, 2007), under Part I, delete Sec. 2 Management Employees in its entirety and substitute the following:

Sec. 2. Management Employees.

Rates for Section 2 (2008 rates in effect for salary grades 001-020)

Note: In no case shall the salary of any City official exceed that of the Mayor.

Salary Grade 001

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,404.13	1,684.87	1,965.61

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Administrative Services Specialist 1/
Executive Administrative Assistant I
Office Supervisor I
Pension Specialist

1/ For one position in the Sensitive Crimes Division of the Criminal Investigation Bureau of the Police Department, recruitment is authorized up to 6% above the minimum of the salary grade.

Salary Grade 002

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,496.24	1,795.34	2,094.43

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Administrative Specialist
Auditor
Building Maintenance Supervisor I
Building Services Supervisor
Claims Adjuster
Disability Specialist
Document Services Supervisor
Emerging Business Analyst
Equipment Inventory Supervisor
Executive Administrative Assistant II
Legislative Assistant 1/
Management Accountant
Network Coordinator-Assistant
Office Supervisor II

Payroll Coordinator
Pension Counselor
Purchasing Agent
Safety Specialist
Stores Assistant Supervisor

1/ Appointment limited to the minimum of the salary grade except as provided for current City employees in Part II, Sections f (2) and g of the Salary Ordinance.

Salary Grade 003

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,594.52	1,913.36	2,232.19

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Budget and Management Analyst
Diversity Specialist
Fleet Repair Supervisor 1
Housing Manager I
Human Resources Analyst
Human Resources Information Analyst
Inventory Supervisor
Labor Relations Analyst
Management Services Specialist
Occupational Health Nurse
Pension Specialist-Senior
Personnel Analyst
Sewer Examiner Supervisor
Trade Development Representative

Salary Grade 004

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,699.78	2,039.71	2,379.64

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Administrative Specialist-Senior
Auditor-Senior
Building Services Supervisor II
Claims Adjuster-Senior
Community Outreach Liaison
Compliance Analyst
Disability Specialist-Senior
Emerging Business Analyst-Senior
Employee Assistance Coordinator
Employee Benefits Analyst
Environmental Specialist Supervisor
Equipment Operations Supervisor I 1/ 2/
Fire Dispatch Supervisor 3/

Fiscal Review Analyst Associate
 Geographic Information Supervisor
 Health Insurance Specialist 4/
 Health Project Coordinator (ACHP)
 Health Project Coordinator (CCR)
 Health Project Coordinator –Emergency Preparedness
 Health Project Coordinator (FIMR)
 Health Project Coordinator - Immunizations
 Health Project Coordinator (Lead)
 Health Project Coordinator (MCHVP)
 Health Project Coordinator – Plain Talk
 Housing Manager II
 Inventory Manager
 Legislative Research Analyst Associate
 License Coordinator
 Management Accountant-Senior
 Meter Reader Assistant Supervisor
 Meter Repair Assistant Supervisor 5/
 Network Coordinator-Associate
 Parking Enforcement Supervisor
 Payroll Coordinator-Senior
 Purchasing Agent-Senior
 Safety Specialist-Senior 1/
 Sanitation Supervisor 1/6/
 Secretary, Board of Zoning Appeals
 Street Repair Supervisor 1/
 Systems Analyst-Assistant
 Technical Services Supervisor 1/
 Telecommunications Analyst-Assistant
 Tow Lot Supervisor
 Urban Forestry Supervisor 1/
 Vehicle Salvage Supervisor I

- 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 a rate equal to that received by newly appointed Sanitation Supervisors, Salary Grade 004.
- 3/ Appointments to be made at 24% above the minimum of the salary grade.
- 4/ Appointment shall be up to 10% above the minimum of the salary grade at the discretion of the Commissioner of Health.
- 5/ 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 result in an excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.
- 6/ Sanitation Supervisors to be appointed at a rate in Salary Grade 004 that is equal to the maximum rate paid to the Operations Driver/Worker classification. This rate shall be calculated on the basis of an 8.8 hour work day for the Operations Driver/Worker. Once appointed, subsequent salary adjustments for Operations Driver/Worker shall not result in further adjustment to the rate paid to Sanitation Supervisors. This amount may, however, be modified as a result of future across-the-board adjustments granted to management.

Salary Grade 005

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,811.90	2,174.35	2,536.80

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the program's guidelines as administered by the Department of Employee Relations.

Bridge Operator Supervisor
Budget and Management Analyst-Senior
Building Maintenance Supervisor II
Claims Adjuster Specialist
Customer Services Specialist
Diversity Specialist-Senior
DPW Customer Service Supervisor
DPW Inventory and Purchasing Coordinator
Field Operations Inspection Specialist 1/
Fleet Maintenance Supervisor
Fleet Repair Supervisor II 1/
Health Center Administrator
Housing Manager III
Housing Rehabilitation Coordinator
Human Resources Analyst-Senior
Human Resources Information Analyst-Senior
Injury and Violence Prevention Program Coordinator
Labor Relations Analyst-Senior
Lead Project Coordinator (CDBG)
Lead Project Coordinator (LDG)
Legislative Library Manager
Management Accounting Specialist
Management Services Adjuster
Mechanical Maintenance Supervisor
Medical Assistance Outreach Coordinator
Meter Reader Supervisor
Meter Repair Supervisor 2/
Nutritionist Coordinator
Occupational Health Nurse-Senior
Parking Operations Supervisor
Permits and Communications Specialist
Personnel Analyst-Senior
Printing and Stores Supervisor
Procurement Specialist
Public Information Coordinator
Rental Rehabilitation Specialist
Sewer Maintenance Program Manager
Sewer Operations Supervisor
Site Improvement Specialist
Street Operations Supervisor 1/
Telecommunications Specialist
Tobacco Control Program Coordinator
Training and Development Specialist
Vital Statistics Supervisor
Water Claims Specialist
Water Distribution Field Supervisor 2/
Water Marketing Specialist

- 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.

Salary Grade 006

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,931.00	2,317.33	2,703.66

Accountant III
 Architectural Services Specialist
 Assistant Principal Planner
 Auditing Specialist
 Budget and Management Analyst-Lead
 Building Maintenance Assistant Manager
 Building Services Manager 1/
 Community Lead Program Manager
 Contract Compliance Officer
 Contract Liaison Officer
 Economic Development Specialist
 EDP Auditor
 Environmental Health Supervisor
 Environmental Health Field Supervisor
 Environmental Policy Analyst
 Equipment Inventory Manager
 Equipment Operations and Training Manager 1/
 Financial Systems Analyst-Senior
 Fiscal Review Analyst-Senior
 GIS Developer
 Grant Monitor
 Health Communication Officer
 Health and Safety Officer
 Internet Services Coordinator
 Inventory Services Manager
 Investments and Financial Services Specialist
 Community Lead Program Manager
 Labor Relations Specialist
 Legislative Research Analyst-Senior
 Management Accounting Specialist-Senior
 Management and Accounting Officer
 Neighborhood Development Specialist
 Network Coordinator-Senior 2/
 Network Services Coordinator - Sr
 Nuisance Control Supervisor
 Parking Citation Review Manager
 Parking Enforcement Assistant Manager
 Pension Accounting Specialist
 Personnel Analyst-Lead
 Personnel Officer
 Plan Examination Assistant Supervisor

Police Payroll Supervisor
 Procurement Administrator
 Producer
 Program Manager
 Public Relations Supervisor
 Real Estate Specialist
 Residential Rehabilitation Supervisor
 Revenue and Financial Services Assistant
 Safety Supervisor 1/
 Senior Housing Manager
 Staff Assistant
 Systems Analyst-Associate
 Telecommunications Analyst-Associate
 Telecommunications Supervisor
 Tow Lot Assistant Manager
 Utilities Services Liaison 3/
 Water Distribution Business Systems Supervisor
 Water Maintenance Manager
 Water Research Chemist

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/ One position to be paid at rates within Salary Grade 008 while held by Kimberly Berry.

3/ One position to be paid at rates within Salary Grade 008 while held by William Van Clief.

Salary Grade 007

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,058.41	2,470.01	2,881.61

Accounting Supervisor
 Auditor-Lead
 Budget and Policy Specialist
 Building Codes Enforcement Supervisor
 Building Maintenance Manager
 Certification and Salary Systems Administrator
 Child Care Program Manager
 City Payroll Specialist
 Clinic Operations Manager
 Communicable and Infectious Disease Program Supervisor
 Compliance Officer
 Customer Services Manager
 Data Communications Specialist
 DCD Personnel Officer
 Document Services Manager
 Economic Development Specialist-Senior
 Electronic Technician Supervisor 1/
 Environmental Code Enforcement Supervisor
 Fire Dispatch Manager
 Fire Equipment Repairs Supervisor
 Fire Personnel Officer
 Fleet Repair Supervisor III 2/

Functional Applications Analyst 3/
 General Accounting Manager
 Health Personnel Officer
 Healthcare Outreach Coordinator
 Human Resources Representative
 Labor Relations Representative
 Lead Hazard Prevention Manager
 Legislative Fiscal Analyst-Lead
 Library Branch Manager
 Library Personnel Officer
 Manager of Nursing Practice
 Management Librarian
 Management Services Analyst
 MCHVP Program Manager
 Member Services Manager
 Plant and Equipment Repair Supervisor
 Plant Automation Specialist
 Principal Planner
 Property Management Program Coordinator
 Public Health Emergency Response Planning Coordinator
 Public Health Nurse Supervisor
 Recycling Specialist 2/
 Revenue Collection Manager
 Sanitation District Manager 2/
 School Health Manager
 Shop and Maintenance Supervisor 2/
 Staff Assistant to the Council President
 Staff Assistant to the Mayor-Senior
 Systems Coordinator
 Trade Development Representative-Senior
 Urban Forestry Manager 2/
 Water Quality Analyst
 Water information Systems Security Manager
 Water Security Manager 4/
 Well Women's Program Manager
 WIC Program Manager

1/ Recruitment may be up to 20% above the minimum of the salary grade.

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/ Recruitment is authorized up to 24% above the minimum of the salary grade.

4/ Recruitment may be at any rate in the salary grade.

Salary Grade 008

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,193.39	2,632.01	3,070.63

Accounting Manager-City Development
 Assistant Accounting Manager
 Assistant City Payroll Manager
 Assistant Grant Fiscal Manager

Budget and Management Special Assistant
 Building Codes Court Administrator
 Business Operations Manager
 Business Systems Coordinator
 Community Information Services Coordinator
 DPW Inventory and Purchasing Manager
 Electrical Services Supervisor I
 Emerging Business Enterprise Manager
 Engineering Systems Analyst
 Equipment Acquisition and Disposal Coordinator 1/
 Fire Equipment Repairs Manager
 Fiscal Planning Specialist
 GIS Developer - Senior
 Greenhouse and Nursery Manager
 Investments and Financial Services Coordinator
 Legislative Coordinator
 Legislative Research Supervisor
 Maintenance Operations Manager
 Municipal Health Services Program Manager
 Neighborhood Improvement Project Manager
 Network Administrator
 Pension Investment Analyst
 Plan Examination Supervisor
 Port Facilities Supervisor
 Project Manager 2/
 Public Works Accounting Manager
 Quality Assurance Coordinator 1/
 Security Operations Manager
 Staff Assistant-Senior
 Systems Analyst-Senior
 Systems Security Administrator
 Telecommunications Analyst-Senior
 Water Distribution Scheduling Manager 3/
 Water Meter Services Manager
 Water Revenue Manager
 Youth Development Coordinator

- 1/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- 2/ Recruitment is authorized up to 24% above the minimum of the salary grade.
- 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.

Salary Grade 009

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,338.81	2,806.51	3,274.21

Building Construction Inspection Supervisor
 Business Finance Manager

Business Operations Manager-Health
 Business Operations Manager – Neighborhood Services
 Commercial and Residential Rehabilitation Manager
 Community Relations Manager 5/
 Consumer Environmental Health Manager
 Council Administration Manager
 Council Records Manager
 Crime & Intelligence Specialist
 Data Base Analyst
 Diversity and Outreach Officer
 Economic Development Marketing Manager
 Election Services Manager
 Electrical Inspection Supervisor
 Epidemiologist
 Functional Applications Analyst-Senior 1/
 Grant Compliance Manager
 Healthcare Access and Services Manager
 Home Environmental Health Manager
 Information Systems Auditor-Senior
 Infrastructure Support Services Manager
 Labor Relations Officer
 Librarian V 2/
 Library Business Operations Manager
 License Division Assistant Manager
 Marketing and Public Relations Officer
 Maternal and Child Health Division Manager
 Mayor's Liaison Officer
 Neighborhood Development Manager
 Operations and Dispatch Manager 3/
 Parking Financial Manager
 Permits and Communications Manager
 Plumbing Inspection Supervisor
 Port Finance Officer
 Public Relations Manager
 Public Relations Officer
 Publications and Information Manager
 Research Services Specialist
 Sewer Services District Manager
 Special Assistant to the City Attorney
 Special Assistant to the City Treasurer
 Special Assistant to the Comptroller
 Staff Assistant-Manager
 Street Repair District Manager
 Supervising Assessor Assistant
 Systems Analyst-Lead
 Tow Lot Manager
 Water Distribution Construction Manager 4/
 Water Plant Automation Manager
 Water Plant Operations Manager-North
 Water Plant Operations Manager-South

1/ Recruitment is authorized up to 24% above the minimum of the salary grade.

2/ One position of Librarian V which functions as Circulation Manager for the Milwaukee Public 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.

- 3/ The incumbents of positions in this classification, 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 compensation for such overtime work.
- 4/ 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.
- 5/ One position filled by David Heard, to be paid rates consistent with Salary Grade 015.

Salary Grade 010

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,492.49	2,991.02	3,489.54

- Accounting Manager
- Alderman 1/ 4/
- Assistant Court Administrator
- Auditing Manager
- Building Codes Enforcement Manager
- Business Systems Supervisor
- Data Services Manager
- Electrical Services Manager
- Electrical Services Supervisor II 2/
- Environmental Code Enforcement Manager
- Fiscal Planning Specialist-Senior
- Grant-in-Aid Fiscal Coordinator
- Homeland Security Coordinator
- Legislative Coordinator-Senior
- Long Range Planning Manager
- Network Manager
- Operations and Maintenance Manager
- Parking Enforcement Manager
- Planning Administration Manager
- Police Buildings and Fleet Manager
- Research and Analysis Manager
- Sewer Services District Manager-Senior
- Special Assistant to the Mayor
- Telecommunications Engineer
- Water Accounting Manager
- Water Distribution Operations Manager 3/

1/ At the commencement of the 2004 term of office, the salary for members of the Common Council (Aldermen) was placed at the eighth step of the salary grade based on rates in effect at the commencement of the 2000 term (\$2,525.60 biweekly; \$65,665.60 annually). Effective Pay Period 10, 2005, the salary rate for Aldermen was placed at the fifth step of the salary grade in effect at the commencement of the 2004 term (\$2,587.06 biweekly; \$67,263.56 annually). Effective Pay Period 10, 2006, the salary rate for Aldermen was placed at the sixth step of the salary grade in effect at the commencement of the 2004 term (\$2,667.41 biweekly; \$69,352.66 annually). Effective Pay Period 10, 2007, Aldermen shall advance to the seventh step of the salary grade in effect at the commencement of the 2004 term (\$2,750.23 biweekly; \$71,505.98 annually). The foregoing rates and pay step progression are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

At the commencement of the 2004 term of office, the salary of the Common Council President was

placed at the twelfth step of the salary grade based on rates in effect at the commencement of the 2000 term (\$2,854.49 biweekly; \$74,216.74 annually). Effective pay period 10, 2005, the salary of the Common Council President was placed at the ninth step of the salary grade in effect at the commencement of the 2004 term (\$2,923.70 biweekly; \$76,016.20 annually). Effective Pay Period 10, 2006, the salary of the Common Council President was placed at the tenth step of the salary grade in effect at the commencement of the 2004 term (\$3,014.48 biweekly; \$78,376.48 annually). Effective Pay Period 10, 2007, the rate for the President shall advance to the eleventh step of the salary grade in effect at the commencement of the 2004 term (\$3,108.07 biweekly; \$80,809.82 annually). The foregoing rates and pay step progression are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

- 2/ 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 \$120.00 per pay period.
- 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.
- 4/ 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 increase by 2.5% (\$2,886.65 biweekly, \$75,052.90 annually). Effective Pay Period 10, 2010, the salary for Aldermen will increase by 2.5% (\$2,958.82 biweekly; \$76,929.32 annually). Effective Pay Period 10, 2011, the salary for Aldermen will increase by 2.5% (\$3,032.79 biweekly; \$78,852.54). 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 increase by 2.5% (\$3,262.23 biweekly; \$84,817.98 annually). Effective Pay Period 10, 2010, the salary for the Common Council President will increase by 2.5% (\$3,343.79 biweekly; \$86,938.54 annually). Effective Pay Period 10, 2011, the salary for the Common Council President will increase by 2.5% (\$3,427.38 biweekly; \$89,111.88 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances

Salary Grade 011

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,657.29	3,188.68	3,720.07

Administrative Services Manager
 Associate Director
 Bridge Maintenance Manager
 Budget and Management Reporting Manager
 Budget and Policy Manager
 City Economist
 City Payroll Manager
 COMPASS Project Policy Director
 Data Base Administrator
 Disease Control and Prevention Manager
 Electrical Services Manager-Senior
 ERS Financial Officer
 Executive Director-Deferred Compensation Board
 Finance and Planning Manager
 FMIS Project Manager (Application Specialist)

GIS Developer – Project Leader
 Information Systems Manager-MPD
 Information Technology Manager-MFD
 Legislative Fiscal Manager
 Legislative Reference Bureau Manager
 License Division Manager
 Marketing Development Services Manager
 Police Budget and Administration Manager
 Police Department Personnel Administrator
 Policy and Administration Manager
 Port Marketing Manager
 Safety Director
 Sanitation Area Manager
 Supervising Assessor
 Systems Analyst-Project Leader
 Telecommunications Analyst-Project Leader 1/
 Urban Forestry District Manager
 Water Business Manager
 Water Plant Manager-North
 Water Plant Manager-South

1/ Recruitment is authorized up to 28% above the minimum of the salary grade.

Salary Grade 012

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,831.79	3,398.14	3,964.49

Applications Development Manager
 Architectural Project Manager
 Assistant Planning Director
 Building Construction Inspection Division Manager
 Budget and Policy Manager-Senior
 Chief Microbiologist
 Chief Molecular Scientist
 Election Commission-Executive Director
 Enterprise Information Manager
 Environmental Sustainability Director
 Finance and Administration Manager
 Functional Applications Manager 1/
 Human Resources Manager
 Information Systems Manager-ERS 3/
 Inspector of Police 2/
 Investments and Financial Services Manager
 Legislative Fiscal Manager-Senior
 Library Technical Services Manager
 Management Civil Engineer-Senior
 Mechanical Engineer IV
 Neighborhoods Business Development Manager
 Network Planning Manager
 Permit and Development Center Manager
 Port Operations Supervisor
 Public Debt Specialist
 Public Works Personnel Administrator
 Revenue and Financial Services Specialist
 Sewer Services Manager

Structural Design Manager
 Traffic Control Engineer IV
 Water Distribution Manager
 Worker's Compensation and Safety Manager

- 1/ Recruitment is authorized up to 28% above the minimum of the salary grade.
- 2/ Appointment of Edward Liebrecht authorized at 24% above the minimum of Salary Grade 012.
- 3/ Ability to recruit at any rate within the salary grade with the approval of Employee Relations and the Chair of Finance & Personnel.

Salary Grade 013

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,018.02	3,621.78	4,225.53

Central Library and Special Projects Director
 Civil Engineer V
 Deputy City Clerk
 Electrical Engineer V
 Electrical Services Operations Manager
 Enterprise Systems Manager
 Fleet Operations Manager
 Forestry Services Manager
 Policy Planning Coordinator
 Sanitation Services Manager
 Special Deputy City Treasurer
 Street and Bridges Services Manager
 Street Lighting Engineer
 Traffic Control Engineer V
 Water Quality Manager

Salary Grade 014

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,217.43	3,860.99	4,504.55

Accounts Director
 Administration and Projects Manager
 Chief Court Administrator
 Deputy Chief of Police
 Employee Benefits Director
 Employees' Retirement System-Deputy Director
 Engineer in Charge
 Facilities Manager
 Fire and Police Commission Executive Director
 Financial Services Director
 Labor Negotiator 1/
 Neighborhood Services Operations Manager
 Public Works Coordination Manager
 Telecommunications Manager

- 1/ Recruitment may be at any rate in the salary grade, subject to approval by the Department of Employee

Relations and the Chair of the Committee on Finance and Personnel.

Salary Grade 015

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,429.28	4,115.08	4,800.87

Block Grant Director
Chief Assessor 1/
City Clerk 2/
City Purchasing Director
Deputy City Treasurer
Deputy Comptroller
Information Systems Manager
Neighborhood Libraries and Community Partnerships Director
Planning Director
Public Health Laboratories Director

1/ In the event that a position of Deputy Commissioner of Assessments or an equivalent is created, the classification of Chief Assessor shall revert back to Salary Grade 012.

2/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 016

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,655.01	4,386.14	5,117.27

Administration and Transportation Design Manager
Administrative Services Director
Assistant Chief of Police
Buildings and Fleet Superintendent
Chief Investment Officer 1/ 2/
Chief of Staff
Employees' Retirement System-Executive Director 1/
Environmental Manager
Environmental Services Superintendent
Health Operations Director
Infrastructure Operations Manager
Municipal Judge 3/ 4/
Water Works Superintendent

1/ Recruitment may be at any rate in the Salary Grade.

2/ Compensation may be at any rate in the Salary Grade upon approval of the Employees' Retirement System-Executive Director and the Annuity and Pension Board.

3/ 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 half day and \$220 per full day of courtroom session, as established by Resolution #951153.

4/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 017

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,895.91	4,675.17	5,454.42

Budget and Management Director
 Chief Information Officer
 City Treasurer 1/
 Comptroller 1/
 Deputy Commissioner-City Development
 Legislative Liaison Director
 Milwaukee Public Library Director
 Municipal Port Director

1/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 018

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
4,152.82	4,983.32	5,813.81

Administration Director
 Chief of Police
 City Engineer
 Commissioner-City Development
 Commissioner-Building Inspection
 Commissioner of Assessments
 Deputy City Attorney 1/
 Employee Relations Director
 Fire Chief
 Operations Division Director

1/ One position of Assistant City Attorney is to be vacant for each position of Deputy City Attorney that is filled.

Salary Grade 019

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
4,426.35	5,311.51	6,196.67

City Attorney 1/
 Commissioner-Health
 Commissioner-Public Works

1/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 020

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
4,717.81	5,661.50	6,605.19

Mayor 1/ 2/

1/ At the commencement of the 2004 term of office, the Mayor's salary was placed at the tenth step of the salary grade based on rates in effect at the commencement of the 2000 term (\$5,081.92 biweekly; \$132,129.92 annually). Effective pay period 10, 2005, the Mayor's salary was placed at the seventh

step of the salary grade in effect at the commencement of the 2004 term (\$5,205.64 biweekly; \$135,346.64 annually). Effective Pay Period 10, 2006, the Mayor's salary was placed at the eighth step of the salary grade in effect at the commencement of the 2004 term (\$5,367.29 biweekly; \$139,549.54 annually). Effective Pay Period 10, 2007, the Mayor shall advance to the ninth step of the salary grade in effect at the commencement of the 2004 term (\$5,533.95 biweekly; \$143,882.70 annually). The foregoing rates and pay step progression are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

(Note that for 2004, management Salary Grades 011-020 were frozen at 2003 rates of pay. However, starting PP 10, 2005, the rates for Mayor were based on the "delayed" 2004 rates in effect as of PP 1, 2005 (in italics.)

- 2/ 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 increase by 2.5% (\$5,808.43 biweekly; \$151,019.18 annually). Effective Pay Period 10, 2010, the Mayor's salary will increase by 2.5% (\$5,953.64 biweekly; \$154,794.64 annually). Effective Pay Period 10, 2011, the Mayor's salary will increase by 2.5% (\$6,102.48 biweekly; \$158,664.48 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.