



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

September 7, 2011

The Honorable
The Committee on Finance
and Personnel
Common Council
City of Milwaukee

Dear Committee Members:

To implement the rates of pay contained in the 2010-2012 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Police Supervisors' Organization, we request your approval of amendments to Section 19 of the Salary Ordinance.

1. **EFFECTIVE PAY PERIOD 1, 2010 (DECEMBER 27, 2009)**

The existing footnotes under these pay ranges are to be retained.

Under Pay Ranges 831 through 842, maintain the current biweekly rates of pay:

Pay Range 831

Official Rate - Biweekly

2,245.88 2,334.36 2,426.43 2,522.15 2,621.67 2,725.25

Pay Range 835

Official Rate - Biweekly

2,522.15 2,621.67 2,725.25 2,832.89 2,944.88 3,061.18

Pay Range 836

Official Rate - Biweekly

2,621.67 2,725.25 2,832.89 2,944.88 3,061.18 3,182.30

Pay Range 839

Official Rate - Biweekly

2,944.88 3,061.18 3,182.30 3,308.21 3,439.23 3,575.41

Pay Range 842

Official Rate - Biweekly

3,308.21 3,439.23 3,575.41 3,717.09 3,864.42 4,017.62

2. EFFECTIVE PAY PERIOD 1, 2011 (DECEMBER 26, 2010)

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 831

Official Rate - Biweekly

2,348.19 2,436.67 2,528.74 2,624.46 2,723.98 2,827.56

Pay Range 835

Official Rate - Biweekly

2,577.92 2,677.44 2,781.02 2,888.66 3,000.65 3,116.95

Pay Range 836

Official Rate - Biweekly

2,677.44 2,781.02 2,888.66 3,000.65 3,116.95 3,238.07

Pay Range 839

Official Rate - Biweekly

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

Pay Range 842

Official Rate - Biweekly

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

3. EFFECTIVE PAY PERIOD 1, 2012 (DECEMBER 25, 2011)

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 831

Official Rate - Biweekly

2,430.38 2,521.95 2,617.25 2,716.32 2,819.32 2,926.52

Add footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2012, and employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,446.25, 2,537.83, 2,633.12, 2,732.19, 2,835.20, 2,942.40."

Add footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,466.10, 2,557.68, 2,652.97 , 2,752.04, 2,855.05, 2,962.25."

Add footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,474.04, 2,565.62, 2,660.91, 2,759.98, 2,862.99, 2,970.19."

Pay Range 835

Official Rate - Biweekly

2,629.48 2,730.99 2,836.64 2,946.43 3,060.66 3,179.29

Add footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,645.13, 2,746.64, 2,852.29, 2,962.08, 3,076.31, 3,194.94."

Add footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,664.69, 2,766.20, 2,871.85, 2,981.64, 3,095.87, 3,214.50."

Add footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,672.51, 2,774.02, 2,879.67, 2,989.47, 3,103.70, 3,222.32."

Pay Range 836

Official Rate - Biweekly

2,730.99 2,836.64 2,946.43 3,060.66 3,179.29 3,302.83

Add footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,746.64, 2,852.29, 2,962.08, 3,076.31, 3,194.94, 3,318.48."

Add footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,766.20, 2,871.85, 2,981.64, 3,095.87, 3,214.50, 3,338.04."

Add footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,774.02, 2,879.67, 2,989.47, 3,103.70, 3,222.32, 3,345.87."

Pay Range 839

Official Rate - Biweekly

3,060.66 3,179.29 3,302.83 3,431.26 3,564.90 3,703.80

Add footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,076.31, 3,194.94, 3,318.48, 3,446.91, 3,580.55, 3,719.45."

Add footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,095.87, 3,214.50, 3,338.04, 3,466.47, 3,600.11, 3,739.01."

Add footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,103.70, 3,222.32, 3,345.87, 3,474.29, 3,607.93, 3,746.84."

Pay Range 842

Official Rate - Biweekly

3,431.26 3,564.90 3,703.80 3,848.32 3,998.59 4,154.87

Add footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,446.91, 3,580.55, 3,719.45, 3,863.96, 4,014.24, 4,170.51."

Add footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,466.47, 3,600.11, 3,739.01, 3,883.53, 4,033.80, 4,190.08."

Add footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,474.29, 3,607.93, 3,746.84, 3,891.35, 4,041.63, 4,197.90."

4. EFFECTIVE PAY PERIOD 14, 2012 (JUNE 24, 2012)

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 831

Official Rate - Biweekly

2,460.76 2,553.47 2,649.97 2,750.27 2,854.56 2,963.10

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,476.83, 2,569.55, 2,666.03, 2,766.34, 2,870.64, 2,979.18."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period

14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,496.93, 2,589.65, 2,686.13, 2,786.44, 2,890.74, 2,999.28."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,504.97, 2,597.69, 2,694.17, 2,794.48, 2,898.78, 3,007.32."

Pay Range 835

Official Rate - Biweekly

2,655.77 2,758.30 2,865.01 2,975.89 3,091.27 3,211.08

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,671.58, 2,774.11, 2,880.81, 2,991.70, 3,107.07, 3,226.89."

Replace footnote designation "2/" with the following: "2/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,691.34, 2,793.86, 2,900.57, 3,011.46, 3,126.83, 3,246.65."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,699.24, 2,801.76, 2,908.47, 3,019.36, 3,134.74, 3,254.54."

Pay Range 836

Official Rate - Biweekly

2,758.30 2,865.01 2,975.89 3,091.27 3,211.08 3,335.86

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,774.11, 2,880.81, 2,991.70, 3,107.07, 3,226.89, 3,351.66."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,793.86, 2,900.57, 3,011.46, 3,126.83, 3,246.65, 3,371.42."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,801.76, 2,908.47, 3,019.36, 3,134.74, 3,254.54, 3,379.33."

Pay Range 839

Official Rate - Biweekly

3,091.27 3,211.08 3,335.86 3,465.57 3,600.55 3,740.84

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,107.07, 3,226.89, 3,351.66, 3,481.38, 3,616.36, 3,756.64."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,126.83, 3,246.65, 3,371.42, 3,501.13, 3,636.11, 3,776.40."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,134.74, 3,254.54, 3,379.33, 3,509.03, 3,644.01, 3,784.31."

Pay Range 842

Official Rate - Biweekly

3,465.57 3,600.55 3,740.84 3,886.80 4,038.58 4,196.42

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,481.38, 3,616.36, 3,756.64, 3,902.60, 4,054.38, 4,212.22."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,501.13, 3,636.11, 3,776.40, 3,922.37, 4,074.14, 4,231.98."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,509.03, 3,644.01, 3,784.31, 3,930.26, 4,082.05, 4,239.88."

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the Memorandum of Understanding, Common Council File Number 110518.

We recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,



Troy M. Hamblin
Labor Negotiator

cc: Cynthia Ratliff
Gloria Ng
Melody Johnson
Faranda Wragg
Michelle Stein
Renee Keinert