



Department of Employee Relations

Tom Barrett
Mayor
Maria Monteagudo
Director
Renee Joos
Employee Benefits Director
Nicole M. Fleck
Labor Negotiator

October 26, 2018

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 2017-2020 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Professional Firefighters' Association, we request your approval of the following amendments to Part I, Section 4 of the Salary Ordinance.

**SALARY ORDINANCE AMENDMENTS
(Part I, Section 4, Milwaukee Professional Firefighters' Association)**

1. Effective Pay Period 1, 2017 (January 1, 2017):

4A-Pay Ranges 850 & 850P*
Official Rate Biweekly

FIREFIGHTER (1) (2) (3)
FIRE PARAMEDIC (1) (2) (3)

Effective Pay Period 1, 2017 (January 1, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 850

Biweekly	1,843.03	1,916.91	2,124.38	2,332.44	2,561.84	2,814.87	3,067.36
Monthly	4,004.20	4,164.72	4,615.47	5,067.50	5,565.90	6,115.64	6,664.21
Annual	48,050.42	49,976.58	55,385.62	60,810.04	66,790.83	73,387.68	79,970.46



Pay Range 850P*

Biweekly	1,861.45	1,936.05	2,145.64	2,355.78	2,587.49	2,843.02	3,098.04
Monthly	4,044.22	4,206.30	4,661.66	5,118.21	5,621.63	6,176.80	6,730.86
Annual	48,530.66	50,475.59	55,939.90	61,418.55	67,459.56	74,121.59	80,770.33

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

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

Pay Range 850

Biweekly	1,305.46	1,740.61	1,810.37	2,006.34	2,202.83	2,419.51	2,658.45	2,896.90
Monthly	2,836.27	3,781.68	3,933.24	4,359.01	4,785.91	5,256.67	5,775.80	6,293.86
Annual	34,035.21	45,380.19	47,198.93	52,308.15	57,430.92	63,080.08	69,309.59	75,526.32

Pay Range 850P*

Biweekly	1,770.94	1,828.47	2,026.40	2,224.86	2,443.69	2,685.03	2,925.86
Monthly	3,847.58	3,972.57	4,402.60	4,833.77	5,309.21	5,833.55	6,356.78
Annual	46,170.93	47,670.82	52,831.14	58,005.28	63,710.49	70,002.57	76,281.35

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy, an employee shall move to step 1 of the pay range.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service



4D-Pay Ranges 853 & 853P*
 Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

Effective Pay Period 1, 2017 (January 1, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 853

Biweekly	2,307.70	2,357.31	2,897.03	3,009.83	3,244.63
Monthly	5,013.75	5,121.54	6,294.14	6,539.21	7,049.35
Annual	60,165.03	61,458.44	75,529.71	78,470.57	84,592.14

Pay Range 853P*

Biweekly	2,330.77	2,380.87	2,926.01	3,039.92	3,277.08
Monthly	5,063.88	5,172.72	6,357.11	6,604.59	7,119.85
Annual	60,766.50	62,072.68	76,285.26	79,255.06	85,438.16

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

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

Pay Range 853

Biweekly	2,179.45	2,226.30	2,736.06	2,842.57	3,064.32
Monthly	4,735.11	4,836.90	5,944.42	6,175.82	6,657.60
Annual	56,821.37	58,042.82	71,332.99	74,109.86	79,891.20

Pay Range 853P*

Biweekly	2,201.25	2,248.58	2,763.41	2,870.98	3,094.97
Monthly	4,782.48	4,885.31	6,003.84	6,237.55	6,724.19
Annual	57,389.73	58,623.69	72,046.04	74,850.55	80,690.29

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties



- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4E-Pay Ranges 856 & 856P*

Official Rate Biweekly

ADMINISTRATIVE FIRE LIEUTENANT (1) (2)
FIRE LIEUTENANT (1) (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

Effective Pay Period 1, 2017 (January 1, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 856

Biweekly	2,957.59	3,071.04	3,189.00	3,311.63	3,439.28
Monthly	6,425.72	6,672.20	6,928.48	7,194.91	7,472.25
Annual	77,108.59	80,066.40	83,141.78	86,338.92	89,666.94

Pay Range 856P*

Biweekly	2,987.17	3,101.74	3,220.87	3,344.76	3,473.67
Monthly	6,489.98	6,738.90	6,997.72	7,266.89	7,546.96
Annual	77,879.79	80,866.79	83,972.68	87,202.67	90,563.54

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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



Pay Range 856

Biweekly	2,793.24	2,900.38	3,011.77	3,127.61	3,248.15
Monthly	6,068.65	6,301.42	6,543.43	6,795.11	7,056.99
Annual	72,823.76	75,617.05	78,521.14	81,541.26	84,683.91

Pay Range 856P*

Biweekly	2,821.19	2,929.37	3,041.91	3,158.88	3,280.64
Monthly	6,129.37	6,364.41	6,608.91	6,863.04	7,127.58
Annual	73,552.45	76,372.86	79,306.94	82,356.51	85,530.97

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-IIs in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

4J-Pay Range 857

Official Rate Biweekly

ADMINISTRATIVE FIRE CAPTAIN (1) (3)
FIRE CAPTAIN (1) (2) (3)
FIRE CAPTAIN-INCIDENT SAFETY OFFICER (1) (3)
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

Effective Pay Period 1, 2017 (January 1, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution



to the ERS per the City/Lo. 215 labor agreement

Pay Range 857

Biweekly	3,259.03	3,386.68	3,519.39	3,657.32	3,800.68	3,949.92
Monthly	7,080.63	7,357.97	7,646.29	7,945.96	8,257.43	8,581.67
Annual	84,967.57	88,295.58	91,755.52	95,351.56	99,089.15	102,980.05

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

Pay Range 857

Biweekly	3,077.93	3,198.48	3,323.82	3,454.07	3,589.47	3,730.42
Monthly	6,687.17	6,949.08	7,221.39	7,504.38	7,798.55	8,104.78
Annual	80,246.03	83,388.94	86,656.73	90,052.54	93,582.61	97,257.38

- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis.

2. Effective Pay Period 1, 2018 (December 31, 2017):

4A-Pay Ranges 850 & 850P*

Official Rate Biweekly

FIREFIGHTER (1) (2) (3)
FIRE PARAMEDIC (1) (2) (3)



Effective Pay Period 1, 2018 (December 31, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 850

Biweekly	1,884.50	1,960.04	2,172.18	2,384.92	2,619.48	2,878.20	3,136.38
Monthly	4,094.30	4,258.42	4,719.32	5,181.52	5,691.13	6,253.23	6,814.16
Annual	49,131.61	51,101.04	56,631.83	62,178.27	68,293.58	75,038.78	81,769.91

Pay Range 850P*

Biweekly	1,903.33	1,979.61	2,193.92	2,408.79	2,645.71	2,906.99	3,167.75
Monthly	4,135.21	4,300.94	4,766.55	5,233.38	5,748.12	6,315.78	6,882.31
Annual	49,622.53	51,611.26	57,198.63	62,800.60	68,977.44	75,789.38	82,587.77

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

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

Pay Range 850

Biweekly	1,341.36	1,788.48	1,860.16	2,061.51	2,263.41	2,486.05	2,731.56	2,976.56
Monthly	2,914.26	3,885.69	4,041.42	4,478.88	4,917.53	5,401.24	5,934.64	6,466.93
Annual	34,971.17	46,628.23	48,497.03	53,746.51	59,010.33	64,814.87	71,215.67	77,603.17

Pay Range 850P*

Biweekly	1,819.64	1,878.75	2,082.13	2,286.04	2,510.89	2,758.87	3,006.32
Monthly	3,953.38	4,081.81	4,523.68	4,966.69	5,455.21	5,993.97	6,531.59
Annual	47,440.61	48,981.70	54,284.10	59,600.33	65,462.49	71,927.68	78,379.06

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the



first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

- (2) While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy, an employee shall move to step 1 of the pay range.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service

4D-Pay Ranges 853 & 853P*

Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

Effective Pay Period 1, 2018 (December 31, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 853

Biweekly	2,359.62	2,410.35	2,962.21	3,077.55	3,317.63
Monthly	5,126.56	5,236.77	6,435.75	6,686.34	7,207.95
Annual	61,518.66	62,841.27	77,229.04	80,236.12	86,495.35

Pay Range 853P*

Biweekly	2,383.21	2,434.44	2,991.85	3,108.32	3,350.81
Monthly	5,177.81	5,289.11	6,500.15	6,753.20	7,280.03
Annual	62,133.69	63,469.33	78,001.80	81,038.34	87,360.40

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

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

Pay Range 853

Biweekly	2,239.38	2,287.52	2,811.30	2,920.74	3,148.59
Monthly	4,865.32	4,969.91	6,107.88	6,345.66	6,840.69
Annual	58,383.83	59,638.91	73,294.61	76,147.86	82,088.24



Pay Range 853P*

Biweekly	2,261.78	2,310.42	2,839.40	2,949.93	3,180.08
Monthly	4,913.99	5,019.66	6,168.93	6,409.07	6,909.10
Annual	58,967.83	60,235.95	74,027.21	76,908.89	82,909.23

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4E-Pay Ranges 856 & 856P*
Official Rate Biweekly

ADMINISTRATIVE FIRE LIEUTENANT (1) (2)
FIRE LIEUTENANT (1) (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

Effective Pay Period 1, 2018 (December 31, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 856

Biweekly	3,024.14	3,140.14	3,260.75	3,386.14	3,516.66
Monthly	6,570.30	6,822.33	7,084.37	7,356.79	7,640.36
Annual	78,843.65	81,867.93	85,012.41	88,281.51	91,684.35



Pay Range 856P*

Biweekly	3,054.38	3,171.53	3,293.34	3,420.02	3,551.83
Monthly	6,636.00	6,890.53	7,155.17	7,430.40	7,716.77
Annual	79,632.05	82,686.32	85,862.08	89,164.81	92,601.28

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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

Pay Range 856

Biweekly	2,870.05	2,980.14	3,094.59	3,213.62	3,337.47
Monthly	6,235.53	6,474.71	6,723.37	6,981.97	7,251.05
Annual	74,826.30	77,696.51	80,680.38	83,783.66	87,012.61

Pay Range 856P*

Biweekly	2,898.77	3,009.93	3,125.56	3,245.75	3,370.86
Monthly	6,297.92	6,539.43	6,790.65	7,051.78	7,323.59
Annual	75,575.07	78,473.17	81,487.81	84,621.34	87,883.13

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-IIs in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for



purposes of computing pension benefits and shall not be included in the determination of any other benefits.

4J-Pay Range 857

Official Rate Biweekly

ADMINISTRATIVE FIRE CAPTAIN (1) (3)
FIRE CAPTAIN (1) (2) (3)
FIRE CAPTAIN-INCIDENT SAFETY OFFICER (1) (3)
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

Effective Pay Period 1, 2018 (December 31, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 857

Biweekly	3,332.36	3,462.88	3,598.58	3,739.61	3,886.20	4,038.79
Monthly	7,239.95	7,523.52	7,818.34	8,124.75	8,443.23	8,774.75
Annual	86,879.38	90,282.23	93,820.12	97,496.97	101,318.78	105,297.02

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

Pay Range 857

Biweekly	3,162.57	3,286.44	3,415.23	3,549.06	3,688.18	3,833.01
Monthly	6,871.06	7,140.18	7,419.99	7,710.76	8,013.01	8,327.67
Annual	82,452.72	85,682.18	89,039.92	92,529.06	96,156.12	99,932.04

- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for



purposes of computing pension benefits and shall not be included in the determination of any other benefits.

- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis.

3. Effective Pay Period 1, 2019 (December 30, 2018)

4A-Pay Ranges 850 & 850P*

Official Rate Biweekly

FIREFIGHTER (1) (2) (3)
FIRE PARAMEDIC (1) (2) (3)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 850

Biweekly	1,922.19	1,999.24	2,215.62	2,432.62	2,671.87	2,935.76	3,199.11
Monthly	4,176.19	4,343.59	4,813.70	5,285.16	5,804.96	6,378.29	6,950.45
Annual	50,114.24	52,123.04	57,764.38	63,421.88	69,659.47	76,539.46	83,405.37

Pay Range 850P*

Biweekly	1,941.40	2,019.20	2,237.80	2,456.97	2,698.62	2,965.13	3,231.11
Monthly	4,217.92	4,386.95	4,861.89	5,338.06	5,863.07	6,442.10	7,019.97
Annual	50,615.07	52,643.43	58,342.64	64,056.72	70,356.88	77,305.17	84,239.65

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

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

Pay Range 850

Biweekly	1,378.25	1,837.66	1,911.31	2,118.20	2,325.65	2,554.42	2,806.68	3,058.42
Monthly	2,994.41	3,992.54	4,152.55	4,602.04	5,052.75	5,549.78	6,097.85	6,644.78
Annual	35,932.95	47,910.42	49,830.58	55,224.50	60,633.02	66,597.38	73,174.16	79,737.38



Pay Range 850P*

Biweekly	1,869.68	1,930.42	2,139.39	2,348.91	2,579.94	2,834.74	3,088.99
Monthly	4,062.10	4,194.07	4,648.08	5,103.29	5,605.23	6,158.81	6,711.20
Annual	48,745.23	50,328.81	55,776.95	61,239.44	67,262.72	73,905.72	80,534.38

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy, an employee shall move to step 1 of the pay range.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service

4D-Pay Ranges 853 & 853P*

Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 853

Biweekly	2,406.81	2,458.56	3,021.45	3,139.10	3,383.98
Monthly	5,229.08	5,341.51	6,564.46	6,820.07	7,352.10
Annual	62,748.97	64,098.17	78,773.52	81,840.82	88,225.19



Pay Range 853P*

Biweekly	2,430.87	2,483.13	3,051.69	3,170.49	3,417.83
Monthly	5,281.35	5,394.90	6,630.16	6,888.27	7,425.64
Annual	63,376.25	64,738.75	79,561.92	82,659.20	89,107.71

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

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

Pay Range 853

Biweekly	2,300.96	2,350.43	2,888.61	3,001.06	3,235.18
Monthly	4,999.11	5,106.59	6,275.85	6,520.16	7,028.81
Annual	59,989.31	61,279.07	75,310.19	78,241.92	84,345.76

Pay Range 853P*

Biweekly	2,323.98	2,373.96	2,917.48	3,031.05	3,267.53
Monthly	5,049.12	5,157.71	6,338.57	6,585.32	7,099.10
Annual	60,589.48	61,892.53	76,062.87	79,023.80	85,189.17

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4E-Pay Ranges 856 & 856P*

Official Rate Biweekly

ADMINISTRATIVE FIRE LIEUTENANT (1) (2)
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FIRE LIEUTENANT (1) (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 856

Biweekly	3,084.62	3,202.94	3,325.97	3,453.86	3,586.99
Monthly	6,701.70	6,958.77	7,226.07	7,503.92	7,793.16
Annual	80,420.45	83,505.22	86,712.79	90,047.06	93,517.95

Pay Range 856P*

Biweekly	3,115.47	3,234.96	3,359.21	3,488.42	3,622.87
Monthly	6,768.73	7,028.34	7,298.28	7,579.01	7,871.12
Annual	81,224.75	84,340.03	87,579.40	90,948.09	94,453.39

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

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

Pay Range 856

Biweekly	2,948.98	3,062.09	3,179.69	3,301.99	3,429.25
Monthly	6,407.01	6,652.76	6,908.26	7,173.97	7,450.45
Annual	76,884.12	79,833.06	82,899.06	86,087.59	89,405.44

Pay Range 856P*

Biweekly	2,978.49	3,092.70	3,211.51	3,335.01	3,463.56
Monthly	6,471.12	6,719.26	6,977.39	7,245.71	7,525.00
Annual	77,653.49	80,631.11	83,728.65	86,948.47	90,299.96

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties



- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-IIs in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

4J-Pay Range 857

Official Rate Biweekly

ADMINISTRATIVE FIRE CAPTAIN (1) (3)
FIRE CAPTAIN (1) (2) (3)
FIRE CAPTAIN-INCIDENT SAFETY OFFICER (1) (3)
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 857

Biweekly	3,399.01	3,532.14	3,670.55	3,814.40	3,963.92	4,119.57
Monthly	7,384.75	7,673.99	7,974.71	8,287.24	8,612.09	8,950.26
Annual	88,617.04	92,087.93	95,696.48	99,446.85	103,345.05	107,403.07

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



Pay Range 857

Biweekly	3,249.54	3,376.82	3,509.15	3,646.66	3,789.60	3,938.42
Monthly	7,060.01	7,336.54	7,624.05	7,922.80	8,233.36	8,556.69
Annual	84,720.15	88,038.52	91,488.55	95,073.63	98,800.28	102,680.23

- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis.

4. Effective Pay Period 1, 2020 (December 29, 2019)

4A-Pay Ranges 850 & 850P*

Official Rate Biweekly

FIREFIGHTER (1) (2) (3)
FIRE PARAMEDIC (1) (2) (3)

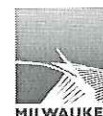
Effective Pay Period 1, 2020 (December 29, 2019)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 850

Biweekly	1,965.44	2,044.22	2,265.47	2,487.35	2,731.99	3,001.81	3,271.09
Monthly	4,270.15	4,441.31	4,922.00	5,404.06	5,935.57	6,521.79	7,106.83
Annual	51,241.83	53,295.73	59,064.04	64,848.77	71,226.88	78,261.47	85,281.99

Pay Range 850P*



Biweekly	1,985.08	2,064.63	2,288.15	2,512.25	2,759.34	3,031.85	3,303.81
Monthly	4,312.82	4,485.65	4,971.28	5,458.16	5,994.99	6,587.06	7,177.92
Annual	51,753.87	53,827.85	59,655.34	65,497.94	71,939.93	79,044.66	86,135.04

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

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

Pay Range 850

Biweekly	1,416.15	1,888.20	1,963.87	2,176.45	2,389.61	2,624.67	2,883.86	3,142.53
Monthly	3,076.75	4,102.34	4,266.74	4,728.60	5,191.71	5,702.41	6,265.53	6,827.52
Annual	36,921.05	49,228.07	51,200.90	56,743.16	62,300.55	68,428.89	75,186.35	81,930.24

Pay Range 850P*

Biweekly	1,921.10	1,983.51	2,198.22	2,413.51	2,650.89	2,912.70	3,173.94
Monthly	4,173.82	4,309.41	4,775.89	5,243.64	5,759.37	6,328.19	6,895.76
Annual	50,085.82	51,712.94	57,310.73	62,923.65	69,112.49	75,938.25	82,749.15

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy, an employee shall move to step 1 of the pay range.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service

4D-Pay Ranges 853 & 853P*



Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

Effective Pay Period 1, 2020 (December 29, 2019)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 853

Biweekly	2,460.96	2,513.88	3,089.43	3,209.73	3,460.12
Monthly	5,346.73	5,461.70	6,712.15	6,973.52	7,517.52
Annual	64,160.74	65,540.44	80,545.85	83,682.24	90,210.27

Pay Range 853P*

Biweekly	2,485.56	2,539.00	3,120.35	3,241.83	3,494.73
Monthly	5,400.18	5,516.28	6,779.33	7,043.26	7,592.72
Annual	64,802.10	66,195.36	81,351.98	84,519.14	91,112.60

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

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

Pay Range 853

Biweekly	2,364.24	2,415.07	2,968.05	3,083.59	3,324.15
Monthly	5,136.59	5,247.03	6,448.44	6,699.47	7,222.11
Annual	61,639.11	62,964.32	77,381.30	80,393.59	86,665.34

Pay Range 853P*

Biweekly	2,387.89	2,439.24	2,997.71	3,114.40	3,357.39
Monthly	5,187.98	5,299.54	6,512.88	6,766.41	7,294.33
Annual	62,255.70	63,594.47	78,154.58	81,196.86	87,531.95

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties



- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4E-Pay Ranges 856 & 856P*

Official Rate Biweekly

ADMINISTRATIVE FIRE LIEUTENANT (1) (2)
FIRE LIEUTENANT (1) (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

Effective Pay Period 1, 2020 (December 29, 2019)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 856

Biweekly	3,154.02	3,275.01	3,400.80	3,531.57	3,667.70
Monthly	6,852.48	7,115.35	7,388.64	7,672.76	7,968.52
Annual	82,229.81	85,384.19	88,663.71	92,073.07	95,622.18

Pay Range 856P*

Biweekly	3,185.57	3,307.75	3,434.79	3,566.91	3,704.38
Monthly	6,921.03	7,186.48	7,462.49	7,749.54	8,048.21
Annual	83,052.36	86,237.77	89,549.88	92,994.44	96,578.48

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

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



Pay Range 856

Biweekly	3,030.08	3,146.30	3,267.13	3,392.79	3,523.55
Monthly	6,583.21	6,835.71	7,098.23	7,371.24	7,655.33
Annual	78,998.51	82,028.53	85,178.74	88,454.88	91,863.98

Pay Range 856P*

Biweekly	3,060.40	3,177.75	3,299.83	3,426.72	3,558.81
Monthly	6,649.08	6,904.04	7,169.27	7,444.96	7,731.94
Annual	79,789.00	82,848.48	86,031.28	89,339.48	92,783.26

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-IIs in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

4J-Pay Range 857

Official Rate Biweekly

ADMINISTRATIVE FIRE CAPTAIN (1) (3)
FIRE CAPTAIN (1) (2) (3)
FIRE CAPTAIN-INCIDENT SAFETY OFFICER (1) (3)
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

Effective Pay Period 1, 2020 (December 29, 2019)

For those employees hired prior to October 3, 2011 who make the member contribution



to the ERS per the City/Lo. 215 labor agreement

Pay Range 857

Biweekly	3,475.49	3,611.61	3,753.14	3,900.22	4,053.11	4,212.26
Monthly	7,550.92	7,846.65	8,154.14	8,473.69	8,805.86	9,151.64
Annual	90,610.99	94,159.83	97,849.72	101,684.30	105,670.37	109,819.63

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

Pay Range 857

Biweekly	3,338.90	3,469.68	3,605.65	3,746.94	3,893.81	4,046.73
Monthly	7,254.16	7,538.29	7,833.70	8,140.67	8,459.77	8,792.00
Annual	87,049.89	90,459.51	94,004.44	97,688.08	101,517.19	105,504.03

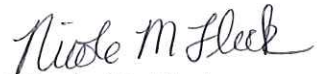
- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis.

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 170437.

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



Sincerely,



Nicole M. Fleck
Labor Negotiator

cc: Yvette Rowe
Andrea Knickerbocker
Christine Carlson
Renee Keinert

NMF
17-20 Sal Ord Rates
Labr/Lo215/2017 Negotiations/Implementation

