

CC # 200182 – Actual Salary Ordinance Changes

PART I

SECTION 4: PROTECTIVE SERVICES

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	1,907.07	1,983.51	2,198.22	2,413.51	2,650.89	2,912.70	3,173.94
Monthly	4,143.34	4,309.41	4,775.89	5,243.64	5,759.37	6,328.19	6,895.76
Annual	49,720.04	51,712.94	57,310.73	62,923.65	69,122.49	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

SECTION 5: PARAPROFESSIONALS

Pay Range 5IN

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT IV (1) (10)
EMERGENCY COMMUNICATIONS OPERATOR (2) (3) (4) (5) (6) (11) (12) (13) (14) (15)
FIRE DISPATCHER (3) (7) (8) (12) (16) (17)
HUMAN RESOURCES ASSISTANT (1) (10)
LIBRARY SECURITY INVESTIGATOR
PROGRAM ASSISTANT III (1) (10)
REVENUE COLLECTION SPECIALIST (1) (10)
WATER PLANT MAINTENANCE ASSISTANT (9) (18)

Wage Rate:

Hourly	22.28	26.28
Biweekly	1,782.59	2,102.67
Annual	46,347.34	54,669.42

- (1) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

- (2) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (3) Recruitment is at the minimum of the following range for Emergency Communications Operator and Fire Dispatcher. Appointment may be at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations. An employee who receives a satisfactory performance assessment at the six-month point of the probationary period will be paid at the second increment. An employee who passes the 18-month probation period will be paid at the third increment.

Biweekly	1,666.38	1,782.59	1,857.90	2,192.36
Annual	43,325.88	46,347.34	48,305.40	57,001.36

- (4) If an Emergency Communications Operator is assigned continuous peer training duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,258.13	2,325.87
Annual	58,711.38	60,472.62

If an Emergency Communications Operator is assigned intermittent peer training duties, that employee is to be paid an additional 5% when performing those duties.

- (5) If an Emergency Communications Operator is assigned continuous lead worker duties, that employee is to be paid an additional 7% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,345.83	2,600.60
Annual	60,991.58	67,615.60

- (6) The Emergency Communications Operators performing telecommunication duties, which are listed at the end of this footnote, are to be paid in the following range:

Biweekly	1,557.72	1,831.07
Annual	40,500.72	47,607.82

If an employee listed below is assigned continuous peer training duties, that employee is to be paid an additional 5% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	1,886.01	1,942.59
Annual	49,036.26	50,507.34

If an employee listed below is assigned either intermittent peer training or dispatch duties that employee is to be paid an additional 5% or at minimum the following rate when performing those duties.

Biweekly	1,857.90
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Annual	48,305.40
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Employees with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowski, Jessica Klos, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.

- (7) If a Fire Dispatcher is assigned continuous lead worker duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Fire Chief of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,258.13	2,325.88
Annual	58,711.38	60,472.88

- (8) A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid at the following rate while on that assignment:

Biweekly	2,345.83
Annual	60,991.58

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

Biweekly	1,837.65	1,890.65	1,943.65	1,996.65	2,049.65	2,102.65
Annual	47,778.90	49,156.90	50,534.90	51,912.90	53,290.90	54,668.90

Resident Wage Incentive:

Hourly	22.95	27.07
Biweekly	1,836.07	2,165.75
Annual	47,737.82	56,309.50

- (10) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

- (11) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (12) Recruitment is at the minimum of the following range for Emergency Communications Operator and Fire Dispatcher. Appointment may be at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations. An employee who receives a satisfactory performance assessment at the six-month point of the probationary period will be paid at the second increment. An employee who passes the 18-month probation period will be paid at the third increment.

Biweekly	1,666.38	1,782.59	1,857.90	2,192.36
Annual	43,325.88	46,347.34	48,305.40	57,001.36

- (13) If an Emergency Communications Operator is assigned continuous peer training duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,325.87	2,395.65
Annual	60,472.62	62,286.90

If an Emergency Communications Operator is assigned intermittent peer training duties, that employee is to be paid an additional 5% when performing those duties.

- (14) If an Emergency Communications Operator is assigned continuous lead worker duties, that employee is to be paid an additional 7% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,416.20	2,678.62
Annual	62,821.20	69,644.12

- (15) The Emergency Communications Operators performing telecommunication duties, which are listed at the end of this footnote, are to be paid in the following range:

Biweekly	1,604.45	1,886.00
Annual	41,715.70	49,036.00

If an employee listed below is assigned continuous peer training duties, that employee is to be paid an additional 5% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	1,942.59	2,000.87
Annual	50,507.34	52,022.62

If an employee listed below is assigned either intermittent peer training or dispatch duties that employee is to be paid an additional 5% or at least the minimum rate below when performing those duties.

Biweekly	1,913.64
Annual	49,754.64

Employees with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowski, Jessica Klos, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas

Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.

- (16) If a Fire Dispatcher is assigned continuous lead worker duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Fire Chief of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,325.87	2,395.66
Annual	60,472.62	62,287.16

- (17) A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid at the following rate while on that assignment:

Biweekly	2,416.20
Annual	62,821.20

- (18) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,892.78	1,947.37	2,001.96	2,056.55	2,111.14	2,165.73
Annual	49,212.28	50,631.62	52,050.96	53,470.30	54,889.64	56,308.98

SECTION 9: HOURLY, PART-TIME, INTERMITTENT

Pay Range 9LN

Official Rate Hourly

TEMPORARY ELECTION LABORER
TEMPORARY LANDSCAPE LABORER

Wage Rate:

Hourly	15.10
Biweekly	1,208.00
Annual	31,408.00

Resident Wage Incentive:

Hourly	15.55
Biweekly	1,244.24
Annual	32,350.24