



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

December 9, 2011

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

RE: File No. 111003

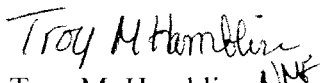
Dear Committee Members:

To implement the rates of pay contained in the 2010-2012 memorandum of understanding between the City of Milwaukee and the Milwaukee Police Association, Local #21 I.U.P.A., AFL-CIO, we request your approval of the attached amendments to the Salary Ordinance.

The costs of these amendments to the Salary Ordinance were included in the fiscal note attached to the resolution approving the memorandum of understanding.

In view of the foregoing, we recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,


Troy M. Hamblin *NMF*
Labor Negotiator

Attachments

cc: Faye Wragg
Michelle Stein
Marie Pettigrew
Martin Matson

TMH.NMF
111003 sal ord & ltr
labr\mpa\2010-11\Implementation

**SALARY ORDINANCE AMENDMENTS
(Section 18, Milwaukee Police Association)**

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

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

Under Pay Ranges 801 through 813, maintain the current biweekly rates of pay:

Pay Range 801

Official Rate - Biweekly

1,807.37 1,983.09 2,210.45 2,297.67 2,431.94

Pay Range 804

Official Rate - Biweekly

2,384.90 2,460.17 2,538.67

Pay Range 808

Official Rate - Biweekly

2,510.54 2,609.20 2,711.88

Pay Range 812

Official Rate - Biweekly

2,713.64 2,804.16 2,894.73

Pay Range 813

Official Rate - Biweekly

2,609.20 2,711.88 2,818.62 2,929.60 3,044.91 3,164.97

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

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 801

Official Rate - Biweekly

1,826.55 2,002.27 2,229.63 2,316.85 2,451.12

Pay Range 804

Official Rate – Biweekly

2,404.08 2,479.35 2,557.85

Pay Range 808

Official Rate - Biweekly

2,529.72 2,628.38 2,731.06

Pay Range 812

Official Rate - Biweekly

2,732.82 2,823.34 2,913.91

Pay Range 813

Official Rate - Biweekly

2,628.38 2,731.06 2,837.80 2,948.78 3,064.09 3,184.15

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

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 801

Official Rate - Biweekly

1,417.01 1,889.35 2,068.94 2,301.30 2,390.44 2,527.66

Add footnote designation “2/” which should read as follows: “2/ Upon graduation from the Fire and Police Academy an Employee shall move to Step 1.”

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: 1,905.03, 2,084.61, 2,316.98, 2,406.12, 2,543.34.”

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: 1,924.63, 2,104.22, 2,336.58, 2,425.72, 2,562.94.”

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: 1,932.47, 2,112.05, 2,344.42, 2,433.56, 2,570.78.”

Pay Range 804

Official Rate - Biweekly

2,456.97 2,533.90 2,614.12

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: 2,472.65, 2,549.57, 2,629.80."

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: 2,492.25, 2,569.18, 2,649.40."

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: 2,500.09, 2,577.01, 2,657.24."

Pay Range 808

Official Rate - Biweekly

2,585.37 2,686.20 2,791.14

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: 2,601.05, 2,701.88, 2,806.82."

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: 2,620.65, 2,721.48, 2,826.42."

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: 2,628.49, 2,729.32, 2,834.26."

Pay Range 812

Official Rate - Biweekly

2,792.94 2,885.45 2,978.02

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: 2,808.62, 2,901.13, 2,993.69."

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: 2,828.22, 2,920.73, 3,013.30."

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: 2,836.06, 2,928.57, 3,021.13."

Pay Range 813

Official Rate - Biweekly

2,686.20 2,791.14 2,900.23 3,013.65 3,131.50 3,254.20

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: 2,701.88, 2,806.82, 2,915.91, 3,029.33, 3,147.18, 3,269.88.”

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: 2,721.48, 2,826.42, 2,935.51, 3,048.93, 3,166.78, 3,289.48.”

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: 2,729.32, 2,834.26, 2,943.35, 3,056.77, 3,174.62, 3,297.32.”

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

Under Pay Ranges 801 through 813 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 801

Official Rate - Biweekly

1,436.15 1,914.86 2,096.87 2,332.37 2,422.71 2,561.78

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: 1,930.75, 2,112.75, 2,348.26, 2,438.60, 2,577.68.”

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: 1,950.61, 2,132.63, 2,368.12, 2,458.47, 2,597.54.”

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: 1,958.56, 2,140.56, 2,376.07, 2,466.41, 2,605.49.”

Pay Range 804

Official Rate - Biweekly

2,490.14 2,568.11 2,649.41

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: 2,506.03, 2,583.99, 2,665.30.”

Replace footnote designation “3/” with the following: “3/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,525.90, 2,603.86, 2,685.17.”

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: 2,533.84, 2,611.80, 2,693.11.”

Pay Range 808

Official Rate - Biweekly

2,620.27 2,722.46 2,828.82

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: 2,636.16, 2,738.36, 2,844.71."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,656.03, 2,758.22, 2,864.58."

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: 2,663.97, 2,766.17, 2,872.52."

Pay Range 812

Official Rate - Biweekly

2,830.64 2,924.40 3,018.22

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: 2,846.54, 2,940.30, 3,034.10."

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,866.40, 2,960.16, 3,053.98."

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: 2,874.35, 2,968.11, 3,061.92."

Pay Range 813

Official Rate - Biweekly

2,722.46 2,828.82 2,939.38 3,054.33 3,173.78 3,298.13

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: 2,738.36, 2,844.71, 2,955.27, 3,070.23, 3,189.67, 3,314.02."

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: 2,758.22, 2,864.58, 2,975.14, 3,090.09, 3,209.53, 3,333.89."

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: 2,766.17, 2,872.52, 2,983.09, 3,098.04, 3,217.48, 3,341.83."