



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

June 21, 2016

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

Dear Committee Members:

This file implements changes in the Salary Ordinance with respect to rates of pay provided to sworn employees in the Police Department represented by the Milwaukee Police Supervisors' Organization. Below are corrections that are needed in the Salary Ordinance in order to update the hourly and annual rates of pay for pay ranges 831- 842 as the rates do not currently reflect the actual hourly and annual rates based on the official bi-weekly rates of pay. We request your approval of the following amendments to Part I, Section 4 of the Salary Ordinance.

**SALARY ORDINANCE AMENDMENTS
(Part I, Section 4)**

1. EFFECTIVE PAY PERIOD 1, 2016 (December 20, 2015)

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement will receive the following rates of pay:

Pay Range 831

Hourly	35.75	37.10	38.50	39.96	41.47	43.05
Biweekly	2,860.03	2,967.76	3,079.93	3,196.51	3,317.72	3,443.87
Annual	74,565.07	77,373.74	80,298.17	83,337.58	86,497.70	89,786.61

Pay Range 835

Hourly	38.58	40.07	41.62	43.23	44.91	46.65
Biweekly	3,086.65	3,205.84	3,329.86	3,458.74	3,592.83	3,732.08
Annual	80,473.37	83,580.83	86,814.21	90,174.29	93,670.21	97,300.66



Pay Range 836

Hourly	40.07	41.62	43.23	44.91	46.65	48.46
Biweekly	3,205.84	3,329.86	3,458.74	3,592.83	3,732.08	3,877.09
Annual	83,580.83	86,814.21	90,174.29	93,670.21	97,300.66	101,081.27

Pay Range 839

Hourly	44.91	46.65	48.46	50.35	52.31	54.35
Biweekly	3,592.83	3,732.08	3,877.09	4,027.87	4,184.74	4,347.79
Annual	93,670.21	97,300.66	101,081.27	105,012.32	109,102.15	113,353.09

Pay Range 842

Hourly	50.35	52.31	54.35	56.47	58.67	60.97
Biweekly	4,027.87	4,184.74	4,347.79	4,517.44	4,693.84	4,877.30
Annual	105,012.32	109,102.15	113,353.09	117,776.11	122,375.11	127,158.18

2. EFFECTIVE PAY PERIOD 14, 2016 (JUNE 19, 2016)

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement will receive the following rates of pay:

Pay Range 831

Hourly	35.93	37.28	38.69	40.16	41.68	43.26
Biweekly	2,874.33	2,982.60	3,095.33	3,212.49	3,334.31	3,461.09
Annual	74,937.89	77,760.64	80,699.67	83,754.20	86,930.22	90,235.56

Pay Range 835

Hourly	38.78	40.27	41.83	43.45	45.13	46.88
Biweekly	3,102.08	3,221.87	3,346.51	3,476.03	3,610.79	3,750.74
Annual	80,875.66	83,998.75	87,248.29	90,625.07	94,138.45	97,787.15

Pay Range 836

Hourly	40.27	41.83	43.45	45.13	46.88	48.71
Biweekly	3,221.87	3,346.51	3,476.03	3,610.79	3,750.74	3,896.48
Annual	83,998.75	87,248.29	90,625.07	94,138.45	97,787.15	101,586.80

Pay Range 839

Hourly	45.13	46.88	48.71	50.6	52.57	54.62
Biweekly	3,610.79	3,750.74	3,896.48	4,048.01	4,205.66	4,369.53
Annual	94,138.45	97,787.15	101,586.80	105,537.40	109,647.56	113,919.89

Pay Range 842

Hourly	50.60	52.57	54.62	56.75	58.97	61.27
Biweekly	4,048.01	4,205.66	4,369.53	4,540.03	4,717.31	4,901.69
Annual	105,537.40	109,647.56	113,919.89	118,365.07	122,987.01	127,794.06

3. EFFECTIVE PAY PERIOD 25, 2016 (November 20, 2016)

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement will receive the following rates of pay:

Pay Range 831

Hourly	36.11	37.47	38.89	40.36	41.89	43.48
Biweekly	2,888.70	2,997.51	3,110.81	3,228.55	3,350.98	3,478.40
Annual	75,312.53	78,149.37	81,103.26	84,172.91	87,364.83	90,686.86

Pay Range 835

Hourly	38.97	40.47	42.04	43.67	45.36	47.12
Biweekly	3,117.59	3,237.98	3,363.24	3,493.41	3,628.84	3,769.49
Annual	81,280.02	84,418.76	87,684.47	91,078.19	94,609.04	98,275.99

Pay Range 836

Hourly	40.47	42.04	43.67	45.36	47.12	48.95
Biweekly	3,237.98	3,363.24	3,493.41	3,628.84	3,769.49	3,915.96
Annual	84,418.76	87,684.47	91,078.19	94,609.04	98,275.99	102,094.67

Pay Range 839

Hourly	45.36	47.12	48.95	50.85	52.83	54.89
Biweekly	3,628.84	3,769.49	3,915.96	4,068.25	4,226.69	4,391.38
Annual	94,609.04	98,275.99	102,094.67	106,065.09	110,195.84	114,489.55

Pay Range 842

Hourly	50.85	52.83	54.89	57.03	59.26	61.58
Biweekly	4,068.25	4,226.69	4,391.38	4,562.73	4,740.90	4,926.20
Annual	106,065.09	110,195.84	114,489.55	118,956.89	123,602.03	128,433.07

4. EFFECTIVE PAY PERIOD 1, 2016 (December 20, 2015)

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

Pay Range 831

Hourly	33.79	35.06	36.39	37.77	39.20	40.69
Biweekly	2,703.24	2,805.07	2,911.09	3,021.28	3,135.84	3,255.08
Annual	70,477.33	73,132.18	75,896.27	78,769.08	81,755.83	84,864.58

Pay Range 835

Hourly	36.47	37.88	39.34	40.86	42.45	44.09
Biweekly	2,917.44	3,030.09	3,147.32	3,269.13	3,395.87	3,527.49
Annual	76,061.83	78,998.77	82,055.13	85,230.89	88,535.18	91,966.70

Pay Range 836

Hourly	37.88	39.34	40.86	42.45	44.09	45.81
Biweekly	3,030.09	3,147.32	3,269.13	3,395.87	3,527.49	3,664.55
Annual	78,998.77	82,055.13	85,230.89	88,535.18	91,966.70	95,540.05

Pay Range 839

Hourly	42.45	44.09	45.81	47.59	49.44	51.37
Biweekly	3,395.87	3,527.49	3,664.55	3,807.06	3,955.33	4,109.44
Annual	88,535.18	91,966.70	95,540.05	99,255.49	103,121.10	107,138.97

Pay Range 842

Hourly	47.59	49.44	51.37	53.37	55.46	57.62
Biweekly	3,807.06	3,955.33	4,109.44	4,269.79	4,436.52	4,609.92
Annual	99,255.49	103,121.10	107,138.97	111,319.52	115,666.41	120,187.20

5. EFFECTIVE PAY PERIOD 14, 2016 (JUNE 19, 2016)

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

Pay Range 831

Hourly	33.96	35.24	36.57	37.95	39.39	40.89
Biweekly	2,716.76	2,819.10	2,925.65	3,036.39	3,151.52	3,271.36
Annual	70,829.81	73,497.96	76,275.87	79,163.02	82,164.63	85,289.03

Pay Range 835

Hourly	36.65	38.07	39.54	41.07	42.66	44.31
Biweekly	2,932.03	3,045.24	3,163.06	3,285.48	3,412.85	3,545.13
Annual	76,442.21	79,393.76	82,465.49	85,657.16	88,977.87	92,426.60

Pay Range 836

Hourly	38.07	39.54	41.07	42.66	44.31	46.04
Biweekly	3,045.24	3,163.06	3,285.48	3,412.85	3,545.13	3,682.87
Annual	79,393.76	82,465.49	85,657.16	88,977.87	92,426.60	96,017.68

Pay Range 839

Hourly	42.66	44.31	46.04	47.83	49.69	51.62
Biweekly	3,412.85	3,545.13	3,682.87	3,826.10	3,975.11	4,129.99
Annual	88,977.87	92,426.60	96,017.68	99,751.89	103,636.79	107,674.74

Pay Range 842

Hourly	47.83	49.69	51.62	53.64	55.73	57.91
Biweekly	3,826.10	3,975.11	4,129.99	4,291.14	4,458.70	4,632.97
Annual	99,751.89	103,636.79	107,674.74	111,876.15	116,244.68	120,788.14

6. EFFECTIVE PAY PERIOD 25, 2016 (November 20, 2016)

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

Pay Range 831

Hourly	34.13	35.42	36.75	38.14	39.59	41.10
Biweekly	2,730.34	2,833.20	2,940.28	3,051.57	3,167.28	3,287.72
Annual	71,183.86	73,865.57	76,657.30	79,558.79	82,575.51	85,715.56

Pay Range 835

Hourly	36.83	38.26	39.74	41.27	42.87	44.54
Biweekly	2,946.69	3,060.47	3,178.88	3,301.91	3,429.91	3,562.86
Annual	76,824.42	79,790.82	82,877.94	86,085.51	89,422.65	92,888.85

Pay Range 836

Hourly	38.26	39.74	41.27	42.87	44.54	46.27
Biweekly	3,060.47	3,178.88	3,301.91	3,429.91	3,562.86	3,701.28
Annual	79,790.82	82,877.94	86,085.51	89,422.65	92,888.85	96,497.66

Pay Range 839

Hourly	42.87	44.54	46.27	48.07	49.94	51.88
Biweekly	3,429.91	3,562.86	3,701.28	3,845.23	3,994.99	4,150.64
Annual	89,422.65	92,888.85	96,497.66	100,250.64	104,155.09	108,213.11

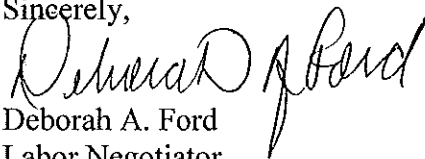
Pay Range 842

Hourly	48.07	49.94	51.88	53.91	56.01	58.2
Biweekly	3,845.23	3,994.99	4,150.64	4,312.60	4,480.99	4,656.13
Annual	100,250.64	104,155.09	108,213.11	112,435.64	116,825.81	121,391.96

A fiscal note that reflects the cost of the proposed amendments is attached.

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

Sincerely,


Deborah A. Ford
Labor Negotiator

cc: Cynthia Ratliff
Faranda Wragg
Michelle Stein
Renee Keinert