

# CC # 210202 – Actual Salary Ordinance Changes

## PART I

### SECTION 2: PROFESSIONALS

#### Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (25)
ADMINISTRATIVE SUPPORT SPECIALIST
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (27)
CITY PAYROLL SPECIALIST (19) (38)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (24)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (1) (20)
GEOGRAPHIC INFORMATION SPECIALIST (7) (26)
HEALTH AND SAFETY SPECIALIST
HUMAN RESOURCES ANALYST
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD PROGRAM INFORMATION SPECIALIST (7) (26)
LEAD RISK ASSESSOR III (7) (26)
LIBRARIAN I (15) (34)
LIBRARY EDUCATION OUTREACH SPECIALIST (9) (28)
LIBRARY VOLUNTEER COORDINATOR
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (18) (37)
PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER 1 (10) (14) (29) (33)
PROPERTY APPRAISER 2 (11) (14) (30) (33)
PROPERTY APPRAISER 3 (12) (14) (31) (33)
PROPERTY APPRAISER 4 (13) (14) (32) (33)
PROPERTY MANAGER (8) (27)
PUBLIC HEALTH NURSE 1 (3) (4) (22) (23)
PUBLIC HEALTH SOCIAL WORKER 1 (1) (20)
PURCHASING AGENT (17) (36)
REAL ESTATE COORDINATOR II (8) (27)
RENT ASSISTANCE SPECIALIST III (2) (8) (21) (27)
SAFETY SPECIALIST (16) (35)
TEST ADMINISTRATION COORDINATOR

**Wage Rate:**

Hourly	20.43	28.60
<b>Biweekly</b>	<b>1,634.62</b>	<b>2,288.38</b>
Annual	42,500.12	59,497.88

- (1) Recruitment is at the following rate and may be at any point in the range based on experience and credentials with the approval of DER.

Biweekly	2,040.46
Annual	53,051.96

- (2) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,183.52
Annual	56,771.52

shall advance to:

Biweekly	2,205.35
Annual	57,339.10

- (3) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,040.16
Annual	53,044.16

- (4) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (5) Recruitment is at:

Biweekly	1,830.14
Annual	47,583.64

and may be up to the following rate with the approval of DER:

Biweekly	1,969.04
Annual	51,195.04

- (6) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

- (7) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

- (8) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

- (9) Recruitment is at:

Biweekly	1,940.44
Annual	50,451.44

- (10) To be paid in the following range:

Biweekly	1,906.46	2,023.15
Annual	49,567.96	52,601.92

- (11) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this

title.

Biweekly	2,026.10	2,150.11
Annual	52,678.60	55,902.86

- (12) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,153.25	2,285.05
Annual	55,984.50	59,411.30

- (13) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,288.38	2,428.45
Annual	59,497.88	63,139.70

- (14) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% when performing those duties.

- (15) Recruitment is at:

Biweekly	1,765.39
Annual	45,900.14

and may be up to the following rate with the approval of DER:

Biweekly	1,896.12
Annual	49,299.12

- (16) Recruitment is at:

Biweekly	1,742.53
Annual	45,305.78

- (17) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

- (18) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

and may be up to the following rate with the approval of DER:

Biweekly	1,950.62
Annual	50,716.12

- (19) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

and may be at any point in the range based on experience and credentials with approval of DER.

### **Resident Wage Incentive:**

Hourly	21.05	29.46
<b>Biweekly</b>	<b>1,683.66</b>	<b>2,357.03</b>
Annual	43,775.16	61,282.78

- (20) Recruitment is at the following rate and may be at any point in the range based on experience and credentials with the approval of DER.

Biweekly	2,101.67
Annual	54,643.42

- (21) Employees who pass the National Fire Academy Five Core courses for the State Fire

Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,249.03
Annual	58,474.78

shall advance to:

Biweekly	2,271.51
Annual	59,059.26

- (22) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,101.36
Annual	54,635.36

- (23) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (24) Recruitment is at:

Biweekly	1,885.04
Annual	49,011.04

and may be up to the following rate with the approval of DER:

Biweekly	2,028.11
Annual	52,730.86

- (25) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

- (26) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

- (27) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

- (28) Recruitment is at:

Biweekly	1,998.65
Annual	51,964.90

- (29) To be paid in the following range:

Biweekly	1,963.65	2,083.84
Annual	51,054.90	54,179.84

- (30) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,086.88	2,214.61
Annual	54,258.88	57,579.86

- (31) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,217.85	2,353.60
Annual	57,664.10	61,193.60

- (32) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all

Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,357.03	2,501.30
Annual	61,282.78	65,033.80

(33) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% when performing those duties.

(34) Recruitment is at:

Biweekly	1,818.35
Annual	47,277.10

and may be up to the following rate with the approval of DER:

Biweekly	1,953.00
Annual	50,778.00

(35) Recruitment is at:

Biweekly	1,794.81
Annual	46,665.06

(36) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(37) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

and may be up to the following rate with the approval of DER:

Biweekly	2,009.14
Annual	52,237.64

(38) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

and may be at any point in the range based on experience and credentials with approval of DER.

## Pay Range 2EN

Official Rate Biweekly

ARCHITECTURAL DESIGNER I (17) (36)
ATHLETIC TRAINER
CIVIL ENGINEER I (1) (20)
COMMUNITY OUTREACH SPECIALIST (14) (33)
DOULA
ELECTRICAL ENGINEER I (1) (20)
FATHERHOOD INVOLVEMENT SPECIALIST 2 (16) (35)
FIRE PROTECTION ENGINEER I (15) (34)
HOUSING PROGRAMS SPECIALIST (12) (31)
INVESTIGATOR/ADJUSTER (2) (3) (21) (22)
IT SUPPORT SPECIALIST (11) (30)
LABORATORY DATA SPECIALIST (4) (23)
LACTATION COUNSELOR (14) (33)
LEAD PROJECT SPECIALIST
LIBRARIAN II (10) (29)
LIBRARY CIRCULATION SERVICES COORDINATOR (4) (18) (23) (37)

LIBRARY MARKETING SPECIALIST
LIBRARY SERVICES COORDINATOR (4) (18) (19) (23) (37) (38)
LIBRARY TECHNICAL SERVICES COORDINATOR (4) (18) (23) (37)
MECHANICAL ENGINEER I (1) (20)
MEDIA PRODUCER (6) (25)
PLAN EXAMINER SPECIALIST (7) (26)
PUBLIC HEALTH NURSE 2 (8) (9) (27) (28)
PUBLIC HEALTH SOCIAL WORKER 2 (16) (35)
WATER CHEMIST (5) (24)
WATER TREATMENT PLANT OPERATOR (13) (32)

**Wage Rate:**

Hourly	21.78	30.49
<b>Biweekly</b>	<b>1,742.53</b>	<b>2,439.48</b>
Annual	45,305.78	63,426.48

- (1) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,267.08
Annual	58,944.08

- (2) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,802.13	2,522.97
Annual	46,855.38	65,597.22

- (3) Recruitment is at:

Biweekly	2,028.83
Annual	52,749.58

- (4) Recruitment is at:

Biweekly	1,950.62
Annual	50,716.12

- (5) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	1,810.00
Annual	47,060.00

- (6) To be paid the following biweekly rates:

Biweekly	1,925.13	2,474.58
Annual	50,053.38	64,339.08

- (7) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

Biweekly	2,160.38	2,570.54
Annual	56,169.88	66,843.04

- (8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,142.15	2,439.48
Annual	55,695.90	63,426.48

(9) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master’s degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(10) Recruitment is at:

Biweekly	1,881.93
Annual	48,930.18

and may be up to the following rate with the approval of DER:

Biweekly	2,021.31
Annual	52,554.06

(11) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,950.62
Annual	50,716.12

(12) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,042.62	2,135.33	2,232.25	2,333.56	2,439.48
Annual	53,108.12	55,518.58	58,038.50	60,672.56	63,426.48

(13) Minimum recruitment is at the following rate. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

Biweekly	1,762.81
Annual	45,833.06

(14) Recruitment is at:

Biweekly	2,040.15
Annual	53,043.90

(15) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

(16) Recruitment is at the following rate and may be at any point in the pay range based on experience and credentials with the approval of DER.

Biweekly	2,142.48
Annual	55,704.48

(17) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,267.08
Annual	58,944,.08

(18) Recruitment may be at any rate in the range with the approval of DER.

(19) Additional one-time \$400 incentive for completing reference coursework.

**Resident Wage Incentive:**

Hourly	22.44	31.41
<b>Biweekly</b>	<b>1,794.81</b>	<b>2,512.66</b>
Annual	46,665.06	65,329.16

- (20) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,335.09
Annual	60,712.34

- (21) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,856.19	2,598.66
Annual	48,260.94	67,565.16

- (22) Recruitment is at:

Biweekly	2,089.69
Annual	54,331.94

- (23) Recruitment is at:

Biweekly	2,009.14
Annual	52,237.64

- (24) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	1,864.30
Annual	48,471.80

- (25) To be paid the following biweekly rates:

Biweekly	1,982.88	2,548.82
Annual	51,554.88	66,269.32

- (26) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

Biweekly	2,225.19	2,647.66
Annual	57,854.94	68,839.16

- (27) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,206.41	2,512.66
Annual	57,366.66	65,329.16

- (28) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (29) Recruitment is at:

Biweekly	1,938.39
Annual	50,398.14

and may be up to the following rate with the approval of DER:

Biweekly	2,081.95
Annual	54,130.70

- (30) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,009.14
Annual	52,237.64

- (31) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City



Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,103.90	2,199.39	2,299.22	2,403.57	2,512.66
Annual	54,701.40	57,184.14	59,779.72	62,492.82	65,329.16

(32) Minimum recruitment is at the following rate. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

Biweekly	1,815.69
Annual	47,207.94

(33) Recruitment is at:

Biweekly	2,101.35
Annual	54,635.10

(34) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

(35) Recruitment is at the following rate and may be at any point in the pay range based on experience and credentials with the approval of DER.

Biweekly	2,206.75
Annual	57,375.50

(36) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,335.09
Annual	60,712.34

(37) Recruitment may be at any rate in the range with the approval of DER.

(38) Additional one-time \$400 incentive for completing reference coursework.

## Pay Range 2FN

Official Rate Biweekly

CHEMIST (5) (14)
ENVIRONMENTAL HEALTH COORDINATOR (8) (17)
ENVIRONMENTAL RISK OFFICER (1) (10)
FATHERHOOD INVOLVEMENT SPECIALIST 3 (9) (18)
FIRE DISPATCHER – SENIOR (5) (6) (14) (15)
LIBRARIAN III (7) (16)
MECHANICAL PLAN EXAMINER II (2) (11)
MICROBIOLOGIST (5) (14)
PLAN EXAMINER II (2) (11)
PUBLIC HEALTH NURSE 3 (3) (4) (12) (13)
PUBLIC HEALTH SOCIAL WORKER 3 (9) (18)
VIROLOGIST (5) (14)
WATER MICROBIOLOGIST (5) (14)

## Wage Rate:

Hourly	23.22	32.51
<b>Biweekly</b>	<b>1,857.47</b>	<b>2,600.60</b>
Annual	48,294.22	67,615.60

- (1) **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 – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,039.77	2,151.92	2,264.08	2,376.23	2,488.42	2,600.58
Annual	53,034.02	55,949.92	58,866.08	61,781.98	64,698.92	67,615.08

- (2) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

Biweekly	2,554.73	2,757.88
Annual	66,422.98	71,704.88

- (3) **Career Ladder Position.** Recruitment is at minimum of the following range. Employees will advance at 2% of the employee’s base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,386.92	2,600.60
Annual	62,059.92	67,615.60

- (4) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master’s degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (5) Recruitment may be at any rate in the pay range with the approval of DER.

- (6) Recruitment is at the minimum of the following range for Fire Dispatcher – Senior:

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

- (7) Recruitment is at the following rate:

Biweekly	2,006.12
Annual	52,159.12

and may be up to the following rate with the approval of DER:

Biweekly	2,154.74
Annual	56,023.24

- (8) Recruitment is at the following rate:

Biweekly	2,286.54
Annual	59,450.04

- (9) Recruitment is at the following rate and may be at any point in the range based upon experience and credentials with approval of DER.

Biweekly	2,249.60
Annual	58,489.60

**Resident Wage Incentive:**

Hourly	23.91	33.48
<b>Biweekly</b>	<b>1,913.19</b>	<b>2,678.62</b>
Annual	49,742.94	69,644.12

- (10) **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 – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,100.96	2,216.48	2,332.00	2,447.52	2,563.07	2,678.60
Annual	54,624.96	57,628.48	60,632.00	63,635.52	66,639.82	69,643.60

- (11) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

Biweekly	2,631.37	2,840.62
Annual	68,415.62	73,856.12

- (12) **Career Ladder Position.** Recruitment is at minimum of the following range. Employees will advance at 2% of the employee’s base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,458.53	2,678.62
Annual	63,921.78	69,644.12

- (13) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master’s degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (14) Recruitment may be at any rate in the pay range with the approval of DER.

- (15) Recruitment is at the minimum of the following range for Fire Dispatcher – Senior:

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

- (16) Recruitment is at:

Biweekly	2,066.30
Annual	53,723.80

and may be up to the following rate with the approval of DER:

Biweekly	2,219.38
Annual	57,703.88

- (17) Recruitment is at:

Biweekly	2,355.14
Annual	61,233.64

- (18) Recruitment is at the following rate and may be at any point in the range based upon experience and credentials with approval of DER.

Biweekly	2,317.09
Annual	60,244.34

## Pay Range 2FX

Official Rate Biweekly

ASSOCIATE AUDITOR (6) (12)
BUDGET AND MANAGEMENT ANALYST – SENIOR
CERTIFICATION AND COMMUNICATIONS COORDINATOR
COMMUNITY OUTREACH PROJECT LIAISON
COMPLIANCE PROGRAMS COORDINATOR
CREATIVE DESIGN AND BRAND SPECIALIST
DIVERSITY RECRUITER
DPW OPERATIONS BUSINESS ANALYST
EVENTS AND OUTREACH COORDINATOR
FINANCE SPECIALIST
FIRE AND POLICE COMMISSION AUDITOR
HUMAN RESOURCES ANALYST – SENIOR (5) (11)
INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR
LABOR RELATIONS ANALYST – SENIOR

LEAD PROJECT COORDINATOR (CDBG)
PERMITS AND COMMUNICATIONS SPECIALIST
PERSONNEL ANALYST – SENIOR
PURCHASING AGENT - SENIOR (4) (10)
RESEARCH AND POLICY ANALYST
RECRUITER
SAFETY SPECIALIST – SENIOR (1) (2) (3) (7) (8) (9)
SANITATION PROJECT ANALYST (1) (7)
WATER CLAIMS SPECIALIST
WATER MARKETING SPECIALIST
WORKER’S COMPENSATION ANALYST (5) (11)
WORKFORCE GRANT SPECIALIST
WORKFORCE OUTREACH SPECIALIST

**Wage Rate:**

Hourly	23.40	32.51
<b>Biweekly</b>	<b>1,871.92</b>	<b>2,600.60</b>
Annual	48,669.92	67,615.60

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (2) Recruitment is at:

Biweekly	1,979.57
Annual	51,468.82

- (3) Additional 5% when assigned lead or supervisory assignments.
- (4) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.
- (5) Recruitment may be at any rate in the range with the approval of DER.
- (6) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

**Resident Wage Incentive:**

Hourly	24.10	33.48
<b>Biweekly</b>	<b>1,928.08</b>	<b>2,678.62</b>
Annual	50,130.08	69,644.12

- (7) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (8) Recruitment is at:

Biweekly	2,038.96
Annual	53,012.96

- (9) Additional 5% when assigned lead or supervisory assignments.
- (10) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

- (11) Recruitment may be at any rate in the range with the approval of DER.
- (12) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

**Pay Range 2IN**

Official Rate Biweekly

ARCHITECT III (5) (10)
BICYCLE AND PEDESTRIAN COORDINATOR (3) (8)
CIVIL ENGINEER III (3) (8)
ELECTRICAL ENGINEER III (3) (8)
ENGINEERING TECHNICIAN VI (1) (6)
FACILITIES PROJECT COORDINATOR (3) (8)
LAND SURVEYOR (2) (7)
MECHANICAL ENGINEER III (3) (8)
WATER PLANT AUTOMATION CONTROLS ENGINEER (4) (9)

**Wage Rate:**

Hourly	28.11	39.35
<b>Biweekly</b>	<b>2,248.55</b>	<b>3,147.86</b>
Annual	58,462.30	81,844.36

- (1) Recruitment is at:

Biweekly	2,599.87
Annual	67,596.62

- (2) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

and may be up to the following rate with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel:

- (3) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,743.19
Annual	71,322.94

- (4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any step in the range based upon experience and credentials with the approval of DER. 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	2,428.12	2,548.08	2,668.03	2,787.99	2,907.95	3,027.90	3,147.86
Annual	63,131.12	66,250.08	69,368.78	72,487.74	75,606.70	78,725.40	81,844.36

- (5) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,743.19
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Annual	71,322.94
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**Resident Wage Incentive:**

Hourly	28.95	40.53
<b>Biweekly</b>	<b>2,316.01</b>	<b>3,242.30</b>
Annual	60,216.26	84,299.80

(6) Recruitment is at:

Biweekly	2,677.87
Annual	69,624.62

(7) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

and may be up to the following rate with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel:

Biweekly	2,956.10
Annual	76,858.60

(8) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,825.49
Annual	73,462.74

(9) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any step in the range based upon experience and credentials with the approval of DER. 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	2,500.96	2,624.52	2,748.07	2,871.63	2,995.19	3,118.74	3,242.30
Annual	65,024.96	68,237.52	71,449.82	74,662.38	77,874.94	81,087.24	84,299.80

(10) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,825.49
Annual	73,462.74

## SECTION 3: TECHNICIANS

### Pay Range 3BN

Official Rate Biweekly

GEOGRAPHIC INFORMATION TECHNICIAN I
SANITATION INSPECTOR (1) (2)

### Wage Rate:

Hourly	15.91	19.22
<b>Biweekly</b>	<b>1,273.15</b>	<b>1,537.30</b>
Annual	33,101.90	39,969.80

(1) Recruitment is at:

Biweekly	1,394.31
Annual	36,252.06

**Resident Wage Incentive:**

Hourly	16.39	19.79
<b>Biweekly</b>	<b>1,311.34</b>	<b>1,583.42</b>
Annual	34,094.84	41,168.92

(2) Recruitment is at:

Biweekly	1,436.14
Annual	37,339.64

**Pay Range 3DN**

Official Rate Biweekly

ENGINEERING DRAFTING TECHNICIAN I (3) (6)
ENGINEERING TECHNICIAN I (3) (6)
MEDICAL LABORATORY TECHNICIAN (2) (5)
PARKING METER TECHNICIAN (1) (4)

**Wage Rate:**

Hourly	18.29	21.35
<b>Biweekly</b>	<b>1,463.16</b>	<b>1,707.66</b>
Annual	38,042.16	44,399.16

(1) Recruitment is at:

Biweekly	1,544.61
Annual	40,159.86

(2) Recruitment is at \$1,565.15 biweekly (\$40,693.90 annual) and may be at any rate in the pay range based upon experience and credentials with DER approval.

(3) Recruitment is at:

Biweekly	1,480.11
Annual	38,482.86

**Resident Wage Incentive:**

Hourly	18.84	21.99
<b>Biweekly</b>	<b>1,507.05</b>	<b>1,758.89</b>
Annual	39,183.30	45,731.14

(4) Recruitment is at:

Biweekly	1,590.95
Annual	41,364.70

(5) Recruitment is at \$1,612.10 biweekly (\$41,914.60 annual) and may be at any rate in the pay range based upon experience and credentials with DER approval.

(6) Recruitment is at:

Biweekly	1,524.51
Annual	39,637.26

## Pay Range 3FN

Official Rate Biweekly

ENGINEERING DRAFTING TECHNICIAN II (2) (4)
ENGINEERING TECHNICIAN II (2) (4)
GEOGRAPHIC INFORMATION TECHNICIAN II
HELPDESK SPECIALIST I (1) (3)
PROPERTY ASSESSMENT TECHNICIAN I

## Wage Rate:

Hourly	18.51	22.68
<b>Biweekly</b>	<b>1,481.08</b>	<b>1,814.25</b>
Annual	38,508.08	47,170.50

(1) Recruitment is at:

Biweekly	1,595.65
Annual	41,486.90

(2) Recruitment is at:

Biweekly	1,616.54
Annual	42,030.04

## Resident Wage Incentive:

Hourly	19.07	23.36
<b>Biweekly</b>	<b>1,525.51</b>	<b>1,868.68</b>
Annual	39,663.26	48,585.68

(3) Recruitment is at:

Biweekly	1,643.52
Annual	42,731.52

(4) Recruitment is at:

Biweekly	1,665.04
Annual	43,291.04



## Pay Range 3HN

Official Rate Biweekly

MAINTENANCE TECHNICIAN III (1) (4)
PUBLIC WORKS INSPECTOR I (2) (3) (5) (6)

### Wage Rate:

Hourly	21.03	24.35
<b>Biweekly</b>	<b>1,682.03</b>	<b>1,948.03</b>
Annual	43,732.78	50,648.78

(1) Recruitment is at:

Biweekly	1,709.95
Annual	44,458.70

(2) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional eighty (\$80) dollars biweekly.

(3) Recruitment is at:

Biweekly	1,754.63
Annual	45,620.38

### Resident Wage Incentive:

Hourly	21.66	25.08
<b>Biweekly</b>	<b>1,732.49</b>	<b>2,006.47</b>
Annual	45,044.74	52,168.22

(4) Recruitment is at:

Biweekly	1,761.25
Annual	45,792.50

(5) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional eighty (\$80) dollars biweekly.

(6) Recruitment is at:

Biweekly	1,807.27
Annual	46,989.02

## Pay Range 3LN

Official Rate Biweekly

BRIDGES AND PUBLIC BUILDINGS INSPECTOR (1) (8)
COMMERCIAL CODE ENFORCEMENT INSPECTOR (4) (11)
ENVIRONMENTAL HEALTH SPECIALIST (5) (12)
DRIVER TRAINING INSTRUCTOR
LEAD RISK ASSESSOR I (7) (14)
PUBLIC WORKS INSPECTOR II (2) (3) (6) (9) (10) (13)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR (4) (11)

### Wage Rate:

Hourly	20.45	28.41
<b>Biweekly</b>	<b>1,636.11</b>	<b>2,272.88</b>
Annual	42,538.86	59,094.88

- (1) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

- (2) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.
- (3) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.
- (4) **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 – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,636.11	1,731.26	1,897.83	2,053.02	2,208.87	2,272.88
Annual	42,538.86	45,012.76	49,343.58	53,378.52	57,430.62	59,094.88

- (5) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be up to the second step in the range. Employees will advance to the next rate in the range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,897.83	1,967.53	2,039.79	2,114.71	2,192.37	2,272.88
Annual	49,343.58	51,155.78	53,034.54	54,982.46	57,001.62	59,094.88

- (6) Recruitment is at:

Biweekly	1,930.09
Annual	50,182.34

- (7) Recruitment is at:

Biweekly	1,897.83
Annual	49,343.58

and may be at any point in the range with the approval of DER.

### Resident Wage Incentive:

Hourly	21.06	29.26
<b>Biweekly</b>	<b>1,685.19</b>	<b>2,341.07</b>
Annual	43,814.94	60,867.82

- (8) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

- (9) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay

period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.

- (10) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.
- (11) **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 – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,685.19	1,783.20	1,954.76	2,114.61	2,275.14	2,341.07
Annual	43,814.94	46,363.20	50,823.76	54,979.86	59,153.64	60,867.82

- (12) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be up to the second step in the range. Employees will advance to the next rate in the range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,954.76	2,026.56	2,100.98	2,178.15	2,258.14	2,341.07
Annual	50,823.76	52,690.56	54,625.48	56,631.90	58,711.64	60,867.82

- (13) Recruitment is at:

Biweekly	1,987.99
Annual	51,687.74

- (14) Recruitment is at:

Biweekly	1,954.77
Annual	50,824.02

and may be at any point in the range with the approval of DER.

### Pay Range 3NN

Official Rate Biweekly

ENGINEERING DRAFTING TECHNICIAN IV (1) (5)
ENGINEERING TECHNICIAN IV (1) (5)
PROGRAMMER II (2) (3) (6) (7)
SIDEWALK REPAIR SPECIALIST (4) (8)

### Wage Rate:

Hourly	21.61	29.47
<b>Biweekly</b>	<b>1,728.79</b>	<b>2,357.54</b>
Annual	44,948.54	61,296.04

- (1) Recruitment is at:

Biweekly	1,930.09
Annual	50,182.34

- (2) Appointment may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,028.83
Annual	52,749.58

- (3) Recruitment is at:

Biweekly	1,897.83
Annual	49,343.58

(4) Recruitment is at:

Biweekly	2,123.10
Annual	55,200.60

**Resident Wage Incentive:**

Hourly	22.26	30.35
<b>Biweekly</b>	<b>1,780.65</b>	<b>2,428.27</b>
Annual	46,296.90	63,135.02

(5) Recruitment is at:

Biweekly	1,987.99
Annual	51,687.74

(6) Appointment may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,089.69
Annual	54,331.94

(7) Recruitment is at:

Biweekly	1,954.76
Annual	50,823.76

(8) Recruitment is at:

Biweekly	2,186.79
Annual	56,856.54

**Pay Range 3QN**

Official Rate Biweekly

**Wage Rate:**

Hourly	25.43	32.72
<b>Biweekly</b>	<b>2,034.33</b>	<b>2,617.23</b>
Annual	52,892.58	68,047.98

**Resident Wage Incentive:**

Hourly	26.19	33.70
<b>Biweekly</b>	<b>2,095.36</b>	<b>2,695.75</b>
Annual	54,479.36	70,089.50

**Pay Range 3RN**

Official Rate Biweekly

ASSESSMENT TECHNICIAN II
ENGINEERING DRAFTING TECHNICIAN V (1) (2)
ENGINEERING TECHNICIAN V (1) (2)

**Wage Rate:**

Hourly	25.77	33.47
<b>Biweekly</b>	<b>2,061.44</b>	<b>2,677.61</b>
Annual	53,597.44	69,617.86

(1) Recruitment is at:

Biweekly	2,175.91
Annual	56,573.66

**Resident Wage Incentive:**

Hourly	26.54	34.47
<b>Biweekly</b>	<b>2,123.28</b>	<b>2,757.94</b>
Annual	55,205.28	71,706.44

(2) Recruitment is at:

Biweekly	2,241.19
Annual	58,270.94

## SECTION 5: PARAPROFESSIONALS

**Pay Range 5GN**

Official Rate Biweekly

ACCOUNTING PROGRAM ASSISTANT III
DATABASE SPECIALIST (1) (2)
HEALTH ACCOUNTING ASSISTANT
IT SUPPORT ASSOCIATE (1) (2)

**Wage Rate:**

Hourly	20.00	24.01
<b>Biweekly</b>	<b>1,600.39</b>	<b>1,921.00</b>
Annual	41,610.14	49,946.00

(1) Recruitment is at:

Biweekly	1,622.51
Annual	42,185.26

**Resident Wage Incentive:**

Hourly	20.61	24.73
<b>Biweekly</b>	<b>1,648.40</b>	<b>1,978.63</b>
Annual	42,858.40	51,444.38

(2) Recruitment is at:

Biweekly	1,671.19
Annual	43,450.94

# SECTION 7: SKILLED CRAFT

## Pay Range 7ON

Official Rate Biweekly

AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (6) (13)
CARPENTER SUPERVISOR (1) (8)
FIRE EQUIPMENT MACHINIST (4) (11)
FIRE EQUIPMENT WELDER (4) (11)
FIRE MECHANIC (4) (11)
FLEET SERVICE WELDER (6) (13)
HVAC MAINTENANCE TECHNICIAN – SENIOR (3) (10)
IRONWORKER SUPERVISOR (1) (2) (8) (9)
VEHICLE SERVICES TECHNICIAN (5) (7) (12) (14)

### Wage Rate:

Hourly	31.61	31.65
<b>Biweekly</b>	<b>2,529.04</b>	<b>2,532.27</b>
Annual	65,755.04	65,839.02

- (1) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

- (2) Recruitment is at:

Biweekly	2,532.27
Annual	65,839.02

- (3) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,817.40	2,524.87
Annual	47,252.40	65,646.62

- (4) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 5% when performing special assignments.

- (5) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

- (6) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

- (7) An employee who attains and maintains a CNG Inspector certification will receive an additional 5% of their base rate.

**Resident Wage Incentive:**

Hourly	32.56	32.60
<b>Biweekly</b>	<b>2,604.91</b>	<b>2,608.24</b>
Annual	67,727.66	67,814.24

(8) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

(9) Recruitment is at:

Biweekly	2,608.24
Annual	67,814.24

(10) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,871.92	2,600.62
Annual	48,669.92	67,616.12

(11) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 5% when performing special assignments.

(12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

(13) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

(14) An employee who attains and maintains a CNG Inspector certification will receive an additional 5% of their base rate.

**Pay Range 7QN**

Official Rate Biweekly

BRICKLAYER, BUILDINGS (1) (7)
LANDSCAPE AND IRRIGATION SPECIALIST (2) (3) (8) (9)
MUNICIPAL SERVICES ELECTRICIAN APPRENTICE (4) (6) (10) (12)
SEWER MASON (1) (7)
WATER PLANT MACHINE REPAIRPERSON (5) (10)

**Wage Rate:**

Hourly	33.67	33.90
<b>Biweekly</b>	<b>2,693.87</b>	<b>2,711.65</b>
Annual	70,040.62	70,502.90

- (1) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.
- (2) When assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, positions shall be paid at:

Biweekly	2,799.20
Annual	72,779.20

- (3) Recruitment is at:

Biweekly	2,711.65
Annual	70,502.90

- (4) Apprenticeship Position. Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75%, and 90% of the biweekly probationary increment rate for the Municipal Services Electrician, respectively:

Biweekly	1,580.40	1,896.48	2,370.60	2,844.72
Annual	41,090.40	49,308.48	61,635.60	73,962.72

- (5) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	2,154.71	2,716.14
Annual	56,022.46	70,619.64

- (6) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor's License and/ or performing lead work assignments.

**Resident Wage Incentive:**

Hourly	34.68	34.91
<b>Biweekly</b>	<b>2,774.69</b>	<b>2,793.00</b>
Annual	72,141.94	72,618.00

- (7) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.
- (8) When assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, positions shall be paid at:

Biweekly	2,883.18
Annual	74,962.68

- (9) Recruitment is at:

Biweekly	2,793.00
Annual	72,618.00

- (10) Apprenticeship Position. Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75%, and 90% of the biweekly probationary increment rate for the Municipal Services Electrician, respectively:



Biweekly	1,627.81	1,953.37	2,441.72	2,930.06
Annual	42,323.06	50,787.62	63,484.72	76,181.56

(11) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	2,219.35	2,797.62
Annual	57,703.10	72,738.12

(12) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor's License and/ or performing lead work assignments.

## SECTION 9: HOURLY, PART-TIME, INTERMITTENT

### Pay Range 9PN

Official Rate Biweekly

ENGINEERING INTERN (1) (3)
GRADUATE INTERN (2) (4)
TRAFFIC OPERATIONS ASSISTANT (1) (3)

### Wage Rate:

Hourly	14.28	17.96
<b>Biweekly</b>	<b>1,142.40</b>	<b>1,436.80</b>
Annual	29,702.40	37,356.80

(1) Recruitment is at:

Biweekly	1,436.80
Annual	37,356.80

(2) Graduate Interns attending law school may be hired up to:

Biweekly	1,264.80
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### Resident Wage Incentive:

Hourly	14.71	18.50
<b>Biweekly</b>	<b>1,176.67</b>	<b>1,479.90</b>
Annual	30,593.42	38,477.40

(3) Recruitment is at:

Biweekly	1,479.90
Annual	38,477.40

(4) Graduate Interns attending law school may be hired up to:

Biweekly	1,302.74
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