

CC # 221611 – Actual Salary Ordinance Changes

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SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1FX

Official Rate Biweekly

| |
|------------------------------------------------------|
| CALL CENTER SUPERVISOR (1) |
| COMMUNICATIONS SYSTEMS MANAGER (2) (4) |
| COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (1) (2) |
| COUNCIL ADMINISTRATION MANAGER |
| COUNCIL RECORDS MANAGER |
| CUSTOMER SERVICE SPECIALIST (1) |
| ELECTION OPERATIONS AND TRAINING MANAGER (6) |
| EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (8) |
| FIRE DISPATCH ASSISTANT MANAGER (10) |
| FLEET REPAIR SUPERVISOR - SENIOR (4) (6) |
| FORESTRY SHOP AND MAINTENANCE MANAGER (4) (9) |
| IN REM PROPERTY DISPOSITION MANAGER |
| LICENSE DIVISION ASSISTANT MANAGER |
| OPERATIONS SERVICES MANAGER (4) |
| PROPERTY CONTROL MANAGER (3) |
| PROPERTY MAINTENANCE AND COMPLIANCE MANAGER (4) (9) |
| PUBLIC INFORMATION MANAGER (1) (2) |
| SEWER SERVICES DISTRICT MANAGER (7) |
| SPECIAL ENFORCEMENT SUPERVISOR |
| STREET REPAIR DISTRICT MANAGER (4) (7) |
| TAX COLLECTION AND ENFORCEMENT COORDINATOR (1) |
| TOW LOT MANAGER |
| URBAN FORESTRY MANAGER (4) (9) |
| WATER COLLECTIONS SUPERVISOR (1) |

| |
|-----------------------------------------|
| WATER CUSTOMER SERVICES SUPERVISOR (1) |
| WATER DISTRIBUTION SCHEDULING MANAGER |
| WATER INFORMATION TECHNOLOGY SUPERVISOR |
| WATER PLANT AUTOMATION SUPERVISOR (5) |
| WATER PLANTS MAINTENANCE SUPERVISOR (7) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 31.18 | 43.65 |
| Biweekly | 2,494.49 | 3,492.15 |
| Annual | 64,856.74 | 90,795.90 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,743.90 |
| Annual | 71,341.40 |

(2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,175.29 |
| Annual | 82,557.54 |

(4) 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.

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,653.98 |
| Annual | 69,003.48 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,804.50 |
| Annual | 72,917.00 |

(7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,288.52 |
| Annual | 85,501.52 |

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,930.17 |
| Annual | 76,184.42 |

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,993.93 |
| Annual | 77,842.18 |

(10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,364.67 |
| Annual | 87,481.42 |

Pay Range 1HX

Official Rate Biweekly

| |
|------------------------------------------------|
| ACCOUNTING MANAGER – CITY DEVELOPMENT (8) |
| ADMINISTRATIVE SERVICES MANAGER – ASSESSOR (8) |

| |
|------------------------------------------------------|
| ASSISTANT ACCOUNTING MANAGER (8) |
| ASSISTANT CITY PAYROLL MANAGER (8) |
| ASSISTANT GRANTS FISCAL MANAGER (8) |
| BENEFITS AND WELLNESS SUPERVISOR (8) |
| BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (4) |
| BUSINESS OPERATIONS MANAGER (8) |
| BUSINESS SYSTEMS MANAGER (1) (2) |
| COURT BUSINESS MANAGER (8) |
| CRIME AND INTELLIGENCE MANAGER |
| CUSTOMER SERVICES MANAGER (8) |
| DATABASE ADMINISTRATOR (1) |
| ELECTRICAL SERVICES MANAGER – SENIOR (4) (6) |
| ERS BUSINESS OPERATIONS ANALYST (8) |
| FACILITIES MANAGER (4) |
| FIRE INFORMATION SYSTEMS MANAGER (1) |
| FLEET OPERATIONS MANAGER (1) |
| FLEET REPAIRS MANAGER (1) |
| GIS DEVELOPER – PROJECT LEADER (1) |
| HUMAN RESOURCES SUPERVISOR (8) |
| IT PROJECT MANAGER (1) |
| LEGISLATIVE RESEARCH SUPERVISOR (8) |
| LIBRARY FACILITIES MANAGER (4) (6) |
| LIBRARY PUBLIC SERVICES AREA MANAGER (1) (7) |
| LICENSE DIVISION MANAGER (1) |
| OFFICE OF VIOLENCE PREVENTION OPERATIONS MANAGER (5) |
| PAY SERVICES SUPERVISOR (8) |
| PENSION ACCOUNTING MANAGER (8) |
| POLICE IDENTIFICATION ADMINISTRATOR |
| PROCUREMENT AND COMPLIANCE MANAGER (8) |
| PROCUREMENT MANAGER (8) |
| REAL ESTATE DEVELOPMENT SERVICES MANAGER (1) |
| SANITATION AREA MANAGER (1) |
| UCC OPERATIONS MANAGER (8) |
| URBAN FORESTRY DISTRICT MANAGER (3) |
| WATER BILLING AND COLLECTIONS MANAGER (8) |
| WATER CUSTOMER SERVICE MANAGER (8) |
| WATER PLANT AUTOMATION MANAGER (1) (3) |
| WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (8) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 35.43 | 49.60 |
| Biweekly | 2,834.17 | 3,967.70 |
| Annual | 73,688.42 | 103,160.20 |

- (1) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (2) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 3,448.89 |
|----------|----------|

- | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------|----------|-----------|
| (3) Recruitment is at: | Annual | 89,671.14 |
| | Biweekly | 3,340.53 |
| (4) Recruitment is at: | Annual | 86,853.78 |
| | Biweekly | 3,617.35 |
| (5) Recruitment is at: | Annual | 94,051.10 |
| | Biweekly | 2,958.08 |
| (6) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period. | Annual | 76,910.08 |
| | Biweekly | 2,958.08 |
| (7) Recruitment is at: | Annual | 85,785.18 |
| | Biweekly | 3,299.43 |
| (8) Recruitment is at: | Annual | 81,056.30 |
| | Biweekly | 3,117.55 |

Pay Range 1IX

Official Rate Biweekly

| |
|------------------------------------------------------------|
| ADMINISTRATIVE SERVICES MANAGER (9) |
| ARCHITECTURAL PROJECT MANAGER (1) (2) |
| ASSOCIATE DIRECTOR (9) |
| BRIDGE MAINTENANCE MANAGER (1) (2) |
| BUDGET MANAGER – CITY DEVELOPMENT (9) |
| BUILDING CODES COURT MANAGER (1) |
| BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (1) |
| BUSINESS FINANCE MANAGER (9) |
| CHIEF EQUITY OFFICER (1) (5) |
| CITY ATTORNEY HUMAN RESOURCES ADMINISTRATOR (9) |
| CITY PLANNING MANAGER (1) (4) (7) |
| CONSTRUCTION MANAGEMENT ENGINEER (1) (2) |
| CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (1) |
| COURT IT MANAGER |
| DCD HUMAN RESOURCES ADMINISTRATOR (9) |
| DEPUTY COURT ADMINISTRATOR |
| DEVELOPMENT PROJECTS MANAGER (1) |
| DNS HUMAN RESOURCES ADMINISTRATOR (9) |
| ELECTION COMMISSION – DEPUTY DIRECTOR (1) (8) |
| ELECTRICAL ENGINEER – SENIOR (1) (2) |
| EMERGENCY COMMUNICATIONS FINANCE MANAGER (9) |
| EMERGENCY COMMUNICATIONS HUMAN RESOURCES ADMINISTRATOR (9) |
| EMERGENCY COMMUNICATIONS MANAGER (5) |
| EMERGENCY COMMUNICATIONS PROJECT MANAGER (5) |
| ENTERPRISE RESOURCE PLANNING MANAGER (1) |

| |
|--------------------------------------------------------------|
| ENVIRONMENTAL SUSTAINABILITY DIRECTOR |
| ERS APPLICATIONS DEVELOPMENT MANAGER |
| ERS SYSTEMS MANAGER |
| FIRE HUMAN RESOURCES ADMINISTRATOR (9) |
| FIRE INFORMATION TECHNOLOGY MANAGER (1) |
| HEALTH BUDGET AND ADMINISTRATION MANAGER (9) |
| HEALTH HUMAN RESOURCES ADMINISTRATOR (9) |
| HOME ENVIRONMENTAL HEALTH DIRECTOR (1) |
| HOMELAND SECURITY DIRECTOR (1) |
| HUMAN RESOURCES COMPLIANCE OFFICER (9) |
| INFORMATION SERVICES MANAGER (1) |
| INFORMATION SERVICES MANAGER–MILWAUKEE POLICE DEPARTMENT (1) |
| INFRASTRUCTURE HUMAN RESOURCES ADMINISTRATOR (9) (10) |
| ITMD POLICY AND ADMINISTRATION MANAGER (9) |
| LEGISLATIVE REFERENCE BUREAU MANAGER (9) |
| LIBRARY HUMAN RESOURCES ADMINISTRATOR (9) |
| MANAGEMENT CIVIL ENGINEER – SENIOR (1) (2) |
| MANAGEMENT ENGINEER (1) (2) |
| MATERNAL AND CHILD HEALTH DIRECTOR (1) (8) |
| MECHANICAL ENGINEER IV (1) (2) |
| MPD SAFETY DIVISION MANAGER |
| NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER (1) |
| OPERATIONS HUMAN RESOURCES ADMINISTRATOR (9) (10) |
| PERMIT AND DEVELOPMENT CENTER MANAGER (1) (12) |
| POLICE FORENSIC SERVICES DIRECTOR (1) |
| POLICE HUMAN RESOURCES ADMINISTRATOR (9) |
| PORT FINANCE AND ADMINISTRATION OFFICER (9) |
| PORT OPERATIONS MANAGER (1) |
| PUBLIC HEALTH EMERGENCY RESPONSE PLANNING DIRECTOR (1) |
| PUBLIC HEALTH NURSING DIRECTOR (1) |
| REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (1) (3) |
| RETIREMENT PLAN MANAGER (9) |
| SAFETY MANAGER (9) |
| SEWER SERVICES MANAGER (1) (2) |
| SPECIAL ENFORCEMENT MANAGER (1) |
| STREETCAR SYSTEM MANAGER (1) (2) |
| STRUCTURAL DESIGN MANAGER (1) (2) |
| SURVEY GEOSPATIAL MANAGER (1) (2) |
| SYSTEMS INTEGRATION MANAGER (1) |
| TAX BILLING AND COLLECTIONS MANAGER (9) |
| TRAFFIC CONTROL ENGINEER IV (1) |
| TRAFFIC ENGINEER – SENIOR (1) (2) |
| TRANSPORTATION ENGINEERING PLANNER (1) (2) |
| VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (1) (11) |
| WATER ACCOUNTING MANAGER (9) |
| WATER BUSINESS OPERATIONS MANAGER (9) |
| WATER DISTRIBUTION MANAGER (1) |
| WATER INFORMATION TECHNOLOGY MANAGER (1) |
| WATER PLANTS OPERATIONS MANAGER (2) (6) |

| |
|------------------------------------------------------|
| WATER WORKS HUMAN RESOURCES ADMINISTRATOR (9) |
|------------------------------------------------------|

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 37.75 | 52.85 |
| Biweekly | 3,020.29 | 4,228.39 |
| Annual | 78,527.54 | 109,938.14 |

(1) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,617.35 |
| Annual | 94,051.10 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,468.83 |
| Annual | 90,189.58 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,614.95 |
| Annual | 93,988.70 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,660.10 |
| Annual | 95,162.60 |

(6) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(7) An employee possessing an AICP certification to be paid an additional 3%.

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,339.04 |
| Annual | 86,815.04 |

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,705.58 |
| Annual | 96,345.08 |

(10) The incumbents of the 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.

(11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,093.30 |
| Annual | 80,425.80 |

(12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,758.11 |
| Annual | 97,710.86 |

SECTION 2: PROFESSIONALS

Pay Range 2GN

Official Rate Biweekly

| |
|--------------------------------------------------|
| ARCHITECTURAL DESIGNER II (4) (12) |
| BENEFITS SERVICE COORDINATOR (17) |
| CIVIL ENGINEER II (4) (5) |
| DISEASE INTERVENTION SPECIALIST COORDINATOR (14) |
| DOULA PROGRAM COORDINATOR (15) |
| ELECTRICAL ENGINEER II (4) (5) |
| FIRE PROTECTION ENGINEER II (16) |
| GIS ANALYST (3) |
| HOUSING REHABILITATION SPECIALIST (6) |
| HRIS AUDIT COORDINATOR (17) (18) |
| INTELLIGENCE ANALYST (1) (11) |
| IT SUPPORT SPECIALIST – SENIOR (3) (11) |
| LEAD PROGRAM INFORMATION SPECIALIST |
| LIBRARIAN III (13) |
| MECHANICAL ENGINEER II (4) (5) |
| MECHANICAL PLAN EXAMINER II (16) |
| NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) |
| PLAN EXAMINER II (16) |
| PROGRAMMER ANALYST (3) (11) |
| PUBLIC HEALTH NURSE COORDINATOR (2) (8) |
| SENIOR WATER TREATMENT PLANT OPERATOR (10) |
| SPECIAL ENFORCEMENT INSPECTOR (6) (7) |
| TEST ADMINISTRATION COORDINATOR (17) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 25.74 | 36.05 |
| Biweekly | 2,059.54 | 2,883.62 |
| Annual | 53,548.04 | 74,974.12 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,170.88 |
| Annual | 56,442.88 |

(2) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,250.23 | 2,883.62 |
| Annual | 58,505.98 | 74,974.12 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,271.55 |
| Annual | 59,060.30 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,594.56 |
| Annual | 67,458.56 |

(5) An employee possessing a Professional Engineer License to be paid an additional 3%.

(6) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,487.04 | 2,958.34 |
| Annual | 64,663.04 | 76,916.84 |

- (7) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.
- (8) 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.
- (9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,439.48 |
| Annual | 63,426.48 |

- (10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,291.67 |
| Annual | 59,583.42 |

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

- (11) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (12) An employee possessing a Registered Architect License to be paid an additional 3%.
- (13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,619.85 |
| Annual | 68,116.10 |

- (14) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,504.32 |
| Annual | 65,112.32 |

- (15) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,218.65 |
| Annual | 57,684.90 |

- (16) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,883.62 |
| Annual | 74,974.12 |

- (17) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,500.14 |
| Annual | 65,003.64 |

- (18) To be paid rates consistent with a promotion to a HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.

Pay Range 2HN

Official Rate Biweekly

| |
|--------------------------------------|
| BOILER INSPECTOR (11) |
| BUILDING CONSTRUCTION INSPECTOR (11) |
| CHEMIST – SENIOR (13) |
| CRIME ANALYST I (15) |
| ELECTRICAL INSPECTOR (11) |

| |
|------------------------------------------------------|
| ELEVATOR INSPECTOR (11) |
| FACILITIES CONSTRUCTION PROJECT COORDINATOR (9) (11) |
| FACILITIES MAINTENANCE COORDINATOR (9) (11) |
| FORENSIC BALLISTICS SPECIALIST (12) |
| IT SUPPORT SPECIALIST – LEAD (1) |
| LABORATORY INFORMATION SYSTEMS SPECIALIST (13) |
| LABORATORY QUALITY ASSURANCE SPECIALIST (13) |
| MICROBIOLOGIST – SENIOR (13) |
| NETWORK ANALYST – SENIOR (1) (14) |
| PLUMBING INSPECTOR (11) |
| SENIOR PROPERTY APPRAISER 1 (2) (6) (7) |
| SENIOR PROPERTY APPRAISER 2 (3) (6) (7) |
| SENIOR PROPERTY APPRAISER 3 (4) (6) (7) |
| SENIOR PROPERTY APPRAISER 4 (5) (6) (7) |
| SPRINKLER CONSTRUCTION INSPECTOR (11) |
| VIROLOGIST – SENIOR (13) |
| WATER CHEMIST – SENIOR (13) |
| WATER MICROBIOLOGIST – SENIOR (13) |
| WATER QUALITY ANALYST (13) |
| WATER QUALITY ASSURANCE SPECIALIST (13) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 27.44 | 38.42 |
| Biweekly | 2,195.43 | 3,073.42 |
| Annual | 57,081.18 | 79,908.92 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,543.74 |
| Annual | 66,137.24 |

(2) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,530.24 | 2,685.12 |
| Annual | 65,786.24 | 69,813.12 |

Senior Property Appraiser 1 is a promotional opportunity for Property Appraiser 4. The promotional increase shall be to the minimum rate of pay for this title.

(3) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,689.03 | 3,012.15 |
| Annual | 69,914.78 | 78,315.90 |

Senior Property Appraiser 2 is a promotional opportunity for Senior Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

(4) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,857.79 | 3,012.15 |
| Annual | 74,302.54 | 78,315.90 |

Senior Property Appraiser 3 is a promotional opportunity for Senior Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

(5) To be paid in the following range:

| | | |
|----------|----------|----------|
| Biweekly | 3,037.11 | 3,223.02 |
|----------|----------|----------|

| | | |
|--------|-----------|-----------|
| Annual | 78,964.86 | 83,798.52 |
|--------|-----------|-----------|

Senior Property Appraiser 4 is a promotional opportunity for all Senior Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

- (6) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% while performing those duties.
- (7) An employee, when assigned as a 'Lead Property Appraiser' to be paid in the following rates upon certification by the Commissioner of Assessments of having attained and maintained the required credentials and job performance:

| | | |
|----------|-----------|-----------|
| Biweekly | 3,188.98 | 3,348.44 |
| Annual | 82,913.48 | 87,059.44 |

- (8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,620.29 |
| Annual | 68,127.54 |

- (9) An employee possessing a Professional Engineer License to be paid an additional 3%.

- (10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,455.19 |
| Annual | 63,834.94 |

- (11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,073.42 |
| Annual | 79,908.92 |

- (12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,198.53 |
| Annual | 57,161.78 |

- (13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,517.48 |
| Annual | 65,454.48 |

- (14) Appointment may be at any rate in the pay range with the approval of DER and Chair of the Committee on Finance and Personnel.

- (15) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,305.19 |
| Annual | 59,935.94 |

Pay Range 2HX

Official Rate Biweekly

| |
|-----------------------------------------------------------|
| BUSINESS SYSTEMS SPECIALIST |
| BUDGET AND POLICY SPECIALIST |
| COMMUNITY ANALYTICS ANALYST |
| COMMUNITY OUTREACH COORDINATOR |
| DATA AND EVALUATION COORDINATOR (2) |
| DATA COMMUNICATIONS SPECIALIST |
| GRANT COMPLIANCE COORDINATOR |
| LABOR RELATIONS REPRESENTATIVE |
| PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR (1) |
| RESEARCH AND POLICY COORDINATOR (2) |
| STAFF ASSISTANT – COMMON COUNCIL PRESIDENT |
| STAFF ASSISTANT TO THE MAYOR – SENIOR |

| |
|------------------------|
| SYSTEMS COORDINATOR |
| TECHNICAL WRITER (1) |
| WATER SECURITY MANAGER |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 27.44 | 38.42 |
| Biweekly | 2,195.43 | 3,073.42 |
| Annual | 57,081.18 | 79,908.92 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,455.19 |
| Annual | 63,834.94 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,304.30 |
| Annual | 59,911.80 |

Pay Range 2IN

Official Rate Biweekly

| |
|-------------------------------------------------------------|
| ARCHITECT III (2) (4) |
| CIVIL ENGINEER III (2) (6) |
| CRIME ANALYST II (10) |
| ELECTRICAL ENGINEER III (2) (6) |
| EMERGENCY COMMUNICATIONS OFFICER IV (8) |
| EMERGENCY COMMUNICATIONS OFFICER IV – TRAINING (8) |
| EMERGENCY COMMUNICATIONS OFFICER IV – QUALITY ASSURANCE (8) |
| ENGINEERING TECHNICIAN VI (1) |
| FACILITIES PROJECT COORDINATOR (2) (6) |
| LANDSCAPE ARCHITECT (2) (7) |
| MECHANICAL ENGINEER III (2) (6) |
| SENIOR TRANSPORTATION PLANNER (2) (5) |
| WATER CHEMIST PROJECT LEADER (9) |
| WATER PLANT AUTOMATION CONTROLS ENGINEER (9) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 29.24 | 40.94 |
| Biweekly | 2,339.39 | 3,275.04 |
| Annual | 60,824.14 | 85,151.04 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,704.91 |
| Annual | 70,327.66 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,854.01 |
| Annual | 74,204.26 |

(3) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,526.21 | 3,275.04 |
| Annual | 65,681.46 | 85,151.04 |

- (4) An employee possessing a Registered Architect License to be paid an additional 3%.
- (5) An employee possessing an AICP certification to be paid an additional 3%.
- (6) An employee possessing a Professional Engineer License to be paid an additional 3%.
- (7) Incentives for attaining and maintaining specific certifications with DER approval.
- (8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,691.74 |
| Annual | 69,985.24 |

- (9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,659.97 |
| Annual | 69,159.22 |

- (10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,456.35 |
| Annual | 63,865.10 |

Pay Range 2JN

Official Rate Biweekly

| |
|----------------------------------|
| BIOINFORMATICIAN (2) |
| CRIME ANALYST III (3) |
| FIRE PROTECTION ENGINEER III (1) |
| MECHANICAL PLAN EXAMINER III (1) |
| MICROBIOLOGIST – LEAD (2) |
| PLAN EXAMINER III (1) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 31.18 | 43.65 |
| Biweekly | 2,494.49 | 3,492.15 |
| Annual | 64,856.74 | 90,795.90 |

- (1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,288.52 |
| Annual | 85,501.52 |

- (2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,901.51 |
| Annual | 75,439.26 |

- (3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,619.23 |
| Annual | 68,099.98 |

PART II

SECTION 4: SALARY ADJUSTMENTS, SALARY ANNIVERSARY DATES AND LONGEVITY INCENTIVE PAY

- A. Salary Adjustments:** This section intentionally left blank.
- B. Salary Anniversary:** The Department of Employee Relations shall be authorized to create and administer guidelines establishing and maintaining salary anniversary dates as necessary. An employee's original salary anniversary date is established upon completion of 26 pay periods of service after appointment. In general, a new salary anniversary date is established upon promotion, demotion, or as determined by guidelines established by the Department of Employee Relations.
- C. Effective Pay Period 5, 2023,** after 5 years of service, a 1% longevity incentive bonus will be added to an employee's record. Longevity increases will happen once per year as allowed per the Budget Office, annually in Pay Period 5 of each year. Employees will only be eligible under this program for one longevity increase in their career

SECTION 5: PROMOTIONS AND SPECIAL PAY PRACTICES

- F. Loss of Commercial Driver's License (CDL):** An employee in a position requiring a Commercial Driver's License (CDL) who temporarily loses his or her CDL due to a non-commercial motor vehicle conviction or an off-duty commercial vehicle conviction shall have his or her pay reduced by 4% for the duration of the CDL suspension starting on the first day of the Pay Period following the official suspension of the CDL.