



Department of Employee Relations

October 5, 2001

John O. Norquist
Mayor

Jeffrey Hansen
Director

Florence Dukes
Deputy Director

Frank Forbes
Labor Negotiator

Michael Brady
Employee Benefits Manager

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

Dear Committee Members:

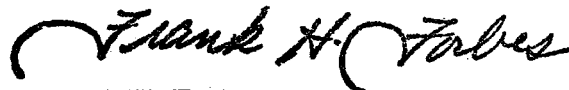
RE: File Number 000986

To implement the 2001 and 2002 rates of pay provided in the Base Salary provision of the 2001-2002 labor agreement between the City of Milwaukee and the Association of Law Enforcement Allied Services Personnel, Local #218, IUPA, AFL-CIO, (Police Support Services Personnel Unit), we are requesting 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 labor agreement.

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

Sincerely,



Frank H. Forbes
City Labor Negotiator

FHF:TG:pak

Attachment

c Pat Bock, w/attachments
Chief Arthur Jones
Val Watson

01-02 rop letter
labr/alea-clc

EFFECTIVE PAY PERIOD 1, 2001 (DECEMBER 24, 2000)

Under Pay Range 260, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,307.45 \$1,339.49 \$1,375.91 \$1,415.65 \$1,470.95

Delete the rates under Pay Range 290 and substitute therefor the following:

\$1,536.93 \$1,611.34 \$1,689.39 \$1,771.21 \$1,856.99 \$1,946.91

Under Pay Range 309, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$931.10, \$996.81, \$1,039.04, \$1,061.30, \$1,083.47, \$1,105.65, \$1,142.37

Under Pay Range 324, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,036.25, \$1,105.65, \$1,130.86, \$1,153.79, \$1,191.07

Under Pay Range 325, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,083.16, \$1,105.34, \$1,130.59, \$1,153.48, \$1,190.76.

Under Pay Range 335 delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,130.59, \$1,153.48, \$1,179.24, \$1,206.38, \$1,246.40.

Under Pay Range 340, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,153.79, \$1,179.56, \$1,206.69, 1,235.24, 1,276.78.

Under Pay Range 400, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$802.04, \$863.78, \$899.30, \$915.97, \$933.93, \$953.40, \$972.78, \$1,003.71.

Under Pay Range 405, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$893.83, \$908.33, \$946.11, \$962.72, \$980.79, \$1,000.23, \$1,019.70, \$1,050.53.

Under Pay Range 410, delete footnotes number 3, 4 and 7 and substitute therefor the following:

- 3/ Office Assistant II positions represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$931.07, \$952.20, \$992.22, \$1,014.46, \$1,036.67, \$1,058.84, \$1,095.62. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate: \$1,118.46.

Office Assistant II positions filled by Margaret Hall, Jeffrey Johnson, or Susan Leavey, represented by the Association of Law Enforcement Allied Services Personnel and assigned to the Stolen Vehicle Desk, shall be paid at the following rates: \$931.07, \$952.20, \$992.22, \$1,014.46, \$1,036.67, \$1,058.84, \$1,084.12, so long as he or she remains assigned to the Stolen Vehicle Desk. No other Office Assistant II shall be eligible for such rates.

Office Assistant II positions filled by Margaret Hall, Jeffrey Johnson, or Susan Leavey, represented by the Association of Law Enforcement Allied Services Personnel and assigned to the Stolen Vehicle Desk are eligible to receive two additional pay steps consisting of \$1,106.94 and \$1,144.19 biweekly, so long as he or she remains assigned to the Stolen Vehicle Desk. No other Office Assistant II shall be eligible for the two additional steps.

- 4/ Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$931.07, \$952.20, \$992.22, \$1,014.46, \$1,036.67, \$1,058.84, \$1,084.12. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate: \$1,118.46.

Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps consisting of \$1,106.94 and \$1,144.19 biweekly.

- 7/ Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$931.07, \$952.20, \$992.22, \$1,014.46, \$1,036.67, \$1,058.84, \$1,084.12.

Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps consisting of \$1,106.94 and \$1,144.19 biweekly.

Under Pay Range 415, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$978.31, \$996.81, \$1,039.04, \$1,061.30, \$1,083.47, \$1,105.65, \$1,142.37. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate: \$1,165.31.

Under Pay Range 424, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$978.02, \$996.56, \$1,038.75, \$1,061.00, \$1,083.16, \$1,106.63, \$1,132.36, \$1,171.02.

Under Pay Range 425, delete footnotes number 5 and 7 and the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and substitute therefor the following:

- 5/ If Margaret Hall, Jeffrey Johnson, or Susan Leavey is promoted to Office Assistant III and is assigned to the Stolen Vehicle Desk, he or she shall be eligible to receive two additional pay steps consisting of \$1,199.95 and \$1,229.97 biweekly, so long as he or she remains assigned to the Stolen Vehicle Desk. No other Office Assistant III shall be eligible for the two additional steps.
- 7/ Employees functioning as lead workers regularly assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps consisting of \$1,199.95 and \$1,229.97 biweekly.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,058.84, \$1,084.12, \$1,106.94, \$1,132.68, \$1,171.34. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,199.95 and \$1,229.97.

Under Pay Range 435, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,105.65, \$1,130.86, \$1,153.79, \$1,179.56, \$1,218.20. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,246.74 and \$1,276.78.

Delete the rates under Pay Range 441 and substitute therefor the following:

\$1,141.48 \$1,164.39 \$1,190.15 \$1,217.28 \$1,257.30

Under Pay Range 445, delete footnote number 6 and the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and substitute therefor the following:

- 6/ One position in the Milwaukee Police Department's "Transcription Unit" functioning as a group leader on the day shift to be eligible to receive two additional pay steps consisting of \$1,305.81 and \$1,335.84 biweekly.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,153.79 \$1,179.56, \$1,206.69, \$1,235.24, \$1,276.78. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,308.90, \$1,345.32 and \$1,384.37.

Under Pay Range 460, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,234.90, \$1,264.95, \$1,297.04, \$1,333.45, \$1,383.98.

Delete the rates under Pay Range 478 and substitute therefor the following:

\$1,177.49	\$1,207.02	\$1,260.57	\$1,317.30	\$1,376.58	\$1,454.22
\$1,512.91	\$1,571.28				

Delete the rates under Pay Range 490 and substitute therefor the following:

\$981.79	\$1,075.12	\$1,099.63	\$1,124.13	\$1,151.92	\$1,188.77
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Under Pay Range 500, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,105.65, \$1,130.86, \$1,153.79, \$1,179.56, \$1,218.20. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,246.74 and \$1,276.78.

Under Pay Range 505, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,153.79, \$1,179.56, \$1,206.69, \$1,235.24, \$1,276.78. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,308.90, \$1,345.32 and \$1,384.37.

Under Pay Range 535, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,333.45, \$1,372.48, \$1,413.15, \$1,456.82, \$1,516.03.

Under Pay Range 928, delete Pay Range 928 in its entirety and recreate it as follows:

Pay Range 928					
Hourly Rate:					
	\$10.54	\$11.14	\$11.75	\$12.35	\$13.10

Police Telecommunicator (Seasonal) 1/

1/ Employees to be advanced to the next step in the pay range after each season (June through September 1) of successful job experience.

Under Pay Range 939, delete Pay Range 939 in its entirety and recreate it as follows:

Pay Range 939		
Hourly Rate		
	\$11.64	\$11.93*

Police Services Specialist

*Active employees who have completed one year of service as a Police Services Specialist may advance to Step 2

EFFECTIVE PAY PERIOD 1, 2002 (DECEMBER 23, 2001)

Under Pay Range 260, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,346.67, \$1,379.67, \$1,417.19, \$1,458.12, \$1,515.08.

Delete the rates under Pay Range 290 and substitute therefor the following:

\$1,583.04 \$1,659.68 \$1,740.07 \$1,824.35 \$1,912.70 \$2,005.32

Under Pay Range 309, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$959.03, \$1,026.71, \$1,070.21, \$1,093.14, \$1,115.97, \$1,138.82, \$1,176.64.

Under Pay Range 324, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,067.34, \$1,138.82, \$1,164.79, \$1,188.40, \$1,226.80.

Under Pay Range 325, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,115.65, \$1,138.50, \$1,164.51, \$1,188.08, \$1,226.48.

Under Pay Range 335, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,164.51, \$1,188.08, \$1,214.62, \$1,242.57, \$1,283.79.

Under Pay Range 340, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,188.40, \$1,214.95, \$1,242.89, \$1,272.30, \$1,315.08.

Under Pay Range 400, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$826.10, \$889.69, \$926.28, \$943.45, \$961.95, \$982.00, \$1,001.96, \$1,033.82.

Under Pay Range 405, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$920.64, \$935.58, \$974.49, \$991.60, \$1,010.21, \$1,030.24, \$1,050.29, \$1,082.05.

Under Pay Range 410, delete footnotes number 3, 4 and 7 and substitute therefor the following:

- 3/ Office Assistant II positions represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$959.00, \$980.77, \$1,021.99, \$1,044.89, \$1,067.77, \$1,090.61, \$1,128.49. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate: \$1,152.01.

Office Assistant II positions filled by Margaret Hall, Jeffrey Johnson, or Susan Leavey, represented by the Association of Law Enforcement Allied Services Personnel and assigned to the Stolen Vehicle Desk, shall be paid at the following rates: : \$959.00, \$980.77, \$1,021.99, \$1,044.89, \$1,067.77, \$1,090.61, \$1,116.64, so long as they remain assigned to the Stolen Vehicle Desk. No other Office Assistant II shall be eligible for such rates.

Office Assistant II positions filled by Margaret Hall, Jeffrey Johnson, or Susan Leavey, represented by the Association of Law Enforcement Allied Services Personnel and assigned to the Stolen Vehicle Desk are eligible to receive two additional pay steps consisting of \$1,140.15 and \$1,178.52 biweekly, so long as they remain assigned to the Stolen Vehicle Desk. No other Office Assistant II shall be eligible for the two additional steps.

- 4/ Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$959.00, \$980.77, \$1,021.99, \$1,044.89, \$1,067.77, \$1,090.61, \$1,116.64. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate: \$1,152.01.

Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps consisting of \$1,140.15 and \$1,178.52 biweekly.

- 7/ Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$959.00, \$980.77, \$1,021.99, \$1,044.89, \$1,067.77, \$1,090.61, \$1,116.64.

Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps consisting of \$1,140.15 and \$1,178.52 biweekly.

Under Pay Range 415, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,007.66, \$1,026.71, \$1,070.21, \$1,093.14, \$1,115.97, \$1,138.82, \$1,176.64. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate: \$1,200.27.

Under Pay Range 424, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,007.36, \$1,026.46, \$1,069.91, \$1,092.83, \$1,115.65, \$1,139.83, \$1,166.33, 1,206.15.

Under Pay Range 425, delete footnotes number 5 and 7 and the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and substitute therefor the following:

5/ If Margaret Hall, Jeffrey Johnson, or Susan Leavey is promoted to Office Assistant III and is assigned to the Stolen Vehicle Desk, he or she shall be eligible to receive two additional pay steps consisting of \$1,235.95 and \$1,266.87 biweekly, so long as he or she remains assigned to the Stolen Vehicle Desk. No other Office Assistant III shall be eligible for the two additional steps.

7/ Employees functioning as lead workers regularly assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps consisting of \$1,235.95 and \$1,266.87.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,090.61, \$1,116.64, \$1,140.15, \$1,166.66, \$1,206.48. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,235.95 and \$1,266.87.

Under Pay Range 435, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,138.82, \$1,164.79, \$1,188.40, \$1,214.95, \$1,254.75. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,284.14 and \$1,315.08.

Delete the rates under Pay Range 441 and substitute therefor the following:

\$1,175.72 \$1,199.32 \$1,225.85 \$1,253.80 \$1,295.02

Under Pay Range 445, delete footnote number 6 and the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and substitute therefore the following:

- 6/ One position in the Milwaukee Police Department's "Transcription Unit" functioning as a group leader on the day shift to be eligible to receive two additional pay steps consisting of \$1,344.98 and \$1,375.92 biweekly.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,188.40, \$1,214.95, \$1,242.89, \$1,272.30, \$1,315.08. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,348.17, \$1,385.68 and \$1,425.90.

Under Pay Range 460, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,271.95, \$1,302.90, \$1,335.95, \$1,373.45, \$1,425.50.

Delete the rates under Pay Range 478 and substitute therefor the following:

\$1,212.81	\$1,243.23	\$1,298.39	\$1,356.82	\$1,417.88	\$1,497.85
\$1,558.30	\$1,618.42				

Delete the rates under Pay Range 490 and substitute therefor the following:

\$1,011.24	\$1,107.37	\$1,132.62	\$1,157.85	\$1,186.48	\$1,224.43
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Under Pay Range 500, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,138.82, \$1,164.79, \$1,188.40, \$1,214.95, \$1,254.75. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,284.14 and \$1,315.08.

Under Pay Range 505, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,188.40, \$1,214.95, \$1,242.89, \$1,272.30, \$1,315.08. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates: \$1,348.17, \$1,385.68 and \$1,425.90.

Under Pay Range 535, delete the paragraph referring to rates of pay for employees represented by the Association of Law Enforcement Allied Services Personnel and add the following paragraph:

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates: \$1,373.45, \$1,413.65, \$1,455.54, \$1,500.52, \$1,561.51.

Under Pay Range 928, delete Pay Range 928 in its entirety and recreate it as follows:

Pay Range 928					
Hourly Rate:					
	\$10.86	\$11.47	\$12.10	\$12.72	\$13.49

Police Telecommunicator (Seasonal) 1/

1/ Employees to be advanced to the next step in the pay range after each season (June through September 1) of successful job experience.

Under Pay Range 939, delete Pay Range 939 in its entirety and recreate it as follows:

Pay Range 939		
Hourly Rate		
	\$11.99	\$12.29*

Police Services Specialist

*Active employees who have completed one year of service as a Police Services Specialist may advance to Step 2

01-02 SAL ORD
LABR/ALEA-CLC