

CC #190438 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1IX

Official Rate Biweekly

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER
ASSISTANT DIRECTOR – LIBRARY INFORMATION TECHNOLOGY AND TECHNICAL SERVICES
AUDITING MANAGER (6) (13)
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (9)
CITY PLANNING MANAGER
CLINIC OPERATIONS DIRECTOR (2) (9)
CONSTRUCTION MANAGEMENT ENGINEER
CONSUMER ENVIRONMENTAL HEALTH DIVISION DIRECTOR
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (5) (12)
EMERGENCY COMMUNICATIONS MANAGER (4) (11)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (8)
ERS APPLICATIONS DEVELOPMENT MANAGER (6) (13)
ERS CHIEF FINANCIAL OFFICER (2) (9)
ERS SYSTEMS MANAGER (6) (13)
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (9)
FIRE INFORMATION TECHNOLOGY MANAGER (2) (9)
FUNCTIONAL APPLICATIONS MANAGER (3) (10)
GRANTS FISCAL MANAGER
HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (9)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER – MILWAUKEE POLICE DEPARTMENT (2) (9)
MANAGEMENT CIVIL ENGINEER – SENIOR
MANAGEMENT ENGINEER
MATERNAL AND CHILD HEALTH DIRECTOR (2) (9)
MECHANICAL ENGINEER IV
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (2) (9)
PORT OPERATIONS MANAGER
PUBLIC HEALTH NURSING DIRECTOR

REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (14)
REVENUE AND FINANCIAL SERVICES SPECIALIST
SEWER SERVICES MANAGER
SPECIAL ENFORCEMENT MANAGER (2) (9)
STREETCAR SYSTEM MANAGER
STRUCTURAL DESIGN MANAGER
SYSTEMS INTEGRATION MANAGER (2) (9)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5) (12)
TRANSPORTATION ENGINEERING PLANNER (5) (12)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (9)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2) (9)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATION MANAGER (5) (12)
WORKER’S COMPENSATION AND SAFETY MANAGER

Wage Rate:

Hourly	36.29	50.80
Biweekly	2,903.01	4,064.20
Annual	75,478.26	105,669.20

- (1) Recruitment may be up to the following rate with the approval of DER:

Biweekly	3,785.51
Annual	98,423.26

- (2) Recruitment 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 authorized up to the following rate with the approval of DER:

Biweekly	3,228.14
Annual	83,931.64

- (4) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,210.81
Annual	83,481.06

- (5) Recruitment is at:

Biweekly	3,269.23
Annual	84,999.98

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

- (7) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel:

Biweekly	3,334.13
Annual	86,687.38

Resident Wage Incentive:

Hourly	37.38	52.33
Biweekly	2,990.10	4,186.13
Annual	77,742.60	108,839.38

(8) Recruitment may be up to the following rate with the approval of DER:

Biweekly	3,899.08
Annual	101,376.08

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

(10) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,324.98
Annual	86,449.48

(11) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,307.13
Annual	85,985.38

(12) Recruitment is at:

Biweekly	3,367.31
Annual	87,550.06

(13) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

(14) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel:

Biweekly	3,434.15
Annual	89,287.90

Pay Range 1JX

Official Rate Biweekly

ASSESSMENT OPERATIONS DIRECTOR (1) (4)
CHIEF OF STAFF POLICE
CIVIL ENGINEER V
DEPUTY CITY CLERK
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2) (5)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2) (5)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2) (5)
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT
DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR
ELECTRICAL SERVICES OPERATIONS MANAGER (3) (6)
FLEET SERVICES MANAGER
FORESTRY SERVICES MANAGER
PARKING SERVICES MANAGER
POLICE PLANNING AND POLICY DIRECTOR
PUBLIC HEALTH DEPUTY LABORATORIES DIRECTOR
SANITATION SERVICES MANAGER

STREET AND BRIDGES SERVICES MANAGER

Wage Rate:

Hourly	38.67	54.15
Biweekly	3,093.92	4,331.80
Annual	80,441.92	112,626.80

(1) Recruitment is at:

Biweekly	3,684.62
Annual	95,800.12

(2) Recruitment 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 the following rate and may be at any point in the range with DER approval:

Biweekly	3,266.81
Annual	84,937.06

Resident Wage Incentive:

Hourly	39.83	55.77
Biweekly	3,186.74	4,461.75
Annual	82,855.24	116,005.50

(4) Recruitment is at:

Biweekly	3,795.16
Annual	98,674.16

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

(6) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,364.81
Annual	87,485.06

Pay Range 1KX

Official Rate Biweekly

ACCOUNTS DIRECTOR
CHIEF COURT ADMINISTRATOR
ELECTION COMMISSION – EXECUTIVE DIRECTOR
EMPLOYEE BENEFITS DIRECTOR
ENGINEER IN CHARGE
FINANCIAL OPERATIONS MANAGER
FINANCIAL SERVICES DIRECTOR
INVESTMENTS AND FINANCIAL SERVICES DIRECTOR
LABOR NEGOTIATOR (1) (2)
PUBLIC WORKS COORDINATION MANAGER
WATER PLANTS MANAGER (1) (2)
WATER QUALITY MANAGER (1) (2)

Wage Rate:

Hourly	41.23	57.72
Biweekly	3,298.35	4,617.84
Annual	85,757.10	120,063.84

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

Resident Wage Incentive:

Hourly	42.47	59.45
Biweekly	3,397.30	4,756.38
Annual	88,329.80	123,665.88

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

SECTION 2: PROFESSIONALS

Pay Range 2BN

Official Rate Biweekly

ADMINISTRATIVE SERVICES SPECIALIST
EXECUTIVE ADMINISTRATIVE ASSISTANT I
GRAPHIC DESIGNER II (3) (7)
LIBRARIAN ASSOCIATE (4) (8)
LIBRARY REFERENCE ASSISTANT (4) (8)
LIBRARY SERVICES ASSISTANT (4) (8)
LIBRARY TECHNOLOGY SPECIALIST (4) (8)
LIBRARY YOUTH EDUCATOR (2) (6)
OFFICE SUPERVISOR I
PENSION SPECIALIST
PUBLIC HEALTH EDUCATOR I (2) (6)
REAL ESTATE COORDINATOR I (1) (5)

Wage Rate:

Hourly	17.99	25.19
Biweekly	1,439.44	2,015.04
Annual	37,425.44	52,391.04

- (1) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

- (2) Recruitment is at:

Biweekly	1,577.90
Annual	41,025.40

(3) Recruitment is at:

Biweekly	1,682.03
Annual	43,732.78

(4) Recruitment is at:

Biweekly	1,554.58
Annual	40,419.08

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

Biweekly	1,669.70
Annual	43,412.20

Resident Wage Incentive:

Hourly	18.53	25.94
Biweekly	1,482.62	2,075.49
Annual	38,548.12	53,962.74

(5) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(6) Recruitment is at:

Biweekly	1,625.24
Annual	42,256.24

(7) Recruitment is at:

Biweekly	1,732.49
Annual	45,044.74

(8) Recruitment is at:

Biweekly	1,601.22
Annual	41,631.72

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

Biweekly	1,719.79
Annual	44,714.54

Pay Range 2CN

Official Rate Biweekly

ACCOUNTANT I (1) (4) (8) (11)
ADMINISTRATIVE SPECIALIST
ARTS PROJECT COORDINATOR (5) (12)
BRANCH LIBRARY SERVICES ASSISTANT (7) (14)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
BUSINESS ANALYST

CLAIMS ADJUSTER
DISABILITY SPECIALIST
DISEASE INTERVENTION SPECIALIST COORDINATOR
DOCUMENT SERVICES SUPERVISOR
EXECUTIVE ADMINISTRATIVE ASSISTANT II
HEALTH INFORMATION SPECIALIST (2) (5) (9) (12)
GRAPHIC DESIGNER – LEAD (5) (12)
LEGISLATIVE ASSISTANT (3) (10)
LIBRARY TECHNICIAN IV (7) (14)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (7) (14)
MEDIA SPECIALIST (6) (13)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (5) (12)
RECAST PROGRAM COORDINATOR (5) (12)
RENT ASSISTANCE INSPECTOR (6) (13)
RENT ASSISTANCE SPECIALIST II (6) (13)

Wage Rate:

Hourly	19.17	26.84
Biweekly	1,533.87	2,147.11
Annual	39,880.62	55,824.86

- (1) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,586.35	2,220.57
Annual	41,245.10	57,734.82

- (2) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,025.15
Annual	52,653.90

- (3) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

- (4) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

- (5) Recruitment is at:

Biweekly	1,748.96
Annual	45,472.96

- (6) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

- (7) Recruitment is at:

Biweekly	1,656.51
Annual	43,069.26

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

Biweekly	1,779.17
Annual	46,258.42

Resident Wage Incentive:

Hourly	19.75	27.64
Biweekly	1,579.89	2,211.52
Annual	41,077.14	57,499.52

(8) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,633.94	2,287.19
Annual	42,482.44	59,466.94

(9) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,085.90
Annual	54,233.40

(10) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(11) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(12) Recruitment is at:

Biweekly	1,801.43
Annual	46,837.18

(13) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(14) Recruitment is at:

Biweekly	1,706.21
Annual	44,361.46

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

Biweekly	1,832.55
Annual	47,646.30

Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (15)
CIVIL ENGINEER II (4) (15)
CRIME ANALYST (1) (12)
ELECTION SERVICES ADMINISTRATOR
ELECTRICAL ENGINEER II (4) (15)
FIRE PROTECTION ENGINEER II (4) (15)
GIS ANALYST (5) (16)
HOUSING REHABILITATION SPECIALIST (10) (21)
INTELLIGENCE ANALYST (1) (12)

IT SUPPORT SPECIALIST – SENIOR (3) (14)
LANDSCAPE ARCHITECT
LEAD WATER CHEMIST (9) (20)
MECHANICAL ENGINEER II (4) (15)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (17)
PROGRAMMER ANALYST (3) (14)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (13) (19)
SENIOR WATER TREATMENT PLANT OPERATOR (11) (22)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (17) (18)
TRAFFIC CONTROL ENGINEER II (4) (15)
WATER QUALITY ANALYST (5) (16)

Wage Rate:

Hourly	24.74	34.65
Biweekly	1,979.57	2,771.65
Annual	51,468.82	72,062.90

- (1) Recruitment is at:

Biweekly	2,086.58
Annual	54,251.08

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

Biweekly	2,426.79
Annual	63,096.54

- (2) **Career Ladder Position.** Recruitment is at the 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	2,162.85	2,771.65
Annual	56,234.10	72,062.90

- (3) Recruitment is at the following rate and may be at any point in the range with DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,183.34
Annual	56,766.84

- (4) Recruitment is at:

Biweekly	2,245.10
Annual	58,372.60

- (5) Recruitment is at:

Biweekly	2,183.34
Annual	56,766.84

- (6) **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	2,390.46	2,481.04	2,571.65	2,662.27	2,752.85	2,843.46
Annual	62,151.96	64,507.04	66,862.90	69,219.02	71,574.10	73,929.96

- (7) **Career Ladder Position.** An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.
- (8) **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.
- (9) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,114.62
Annual	54,980.12

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the 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	2,390.46	2,496.45	2,607.14	2,722.74	2,843.46
Annual	62,151.96	64,907.70	67,785.64	70,791.24	73,929.96

- (11) Minimum recruitment is at:

Biweekly	2,202.69
Annual	57,269.94

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

Resident Wage Incentive:

Hourly	25.49	35.69
Biweekly	2,038.96	2,854.80
Annual	53,012.96	74,224.80

- (12) Recruitment is at:

Biweekly	2,149.18
Annual	55,878.68

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

Biweekly	2,499.59
Annual	64,989.34

- (13) **Career Ladder Position.** Recruitment is at the 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	2,227.74	2,854.80
Annual	57,921.24	74,224.80

- (14) Recruitment is at the following rate and may be at any point in the range with DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,248.84
Annual	58,469.84

(15) Recruitment is at:

Biweekly	2,312.45
Annual	60,123.70

(16) Recruitment is at:

Biweekly	2,248.84
Annual	58,469.84

(17) **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	2,462.17	2,555.47	2,648.80	2,742.14	2,835.44	2,928.76
Annual	64,016.42	66,442.22	68,868.80	71,295.64	73,721.44	76,147.76

(18) **Career Ladder Position.** An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(19) **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.

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

Biweekly	2,178.06
Annual	56,629.56

(21) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the 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	2,462.17	2,571.34	2,685.35	2,804.42	2,928.76
Annual	64,016.42	66,854.84	69,819.10	72,914.92	76,147.76

(22) Minimum recruitment is at:

Biweekly	2,268.77
Annual	58,988.02

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

Pay Range 2HN

Official Rate Biweekly

BOILER INSPECTOR (9) (20)
BUILDING CONSTRUCTION INSPECTOR (9) (20)
CHEMIST – SENIOR (10) (21)
ELECTRICAL INSPECTOR (9) (20)
ELEVATOR INSPECTOR (9) (20)

FACILITIES CONSTRUCTION PROJECT COORDINATOR (3) (14)
FACILITIES MAINTENANCE COORDINATOR (3) (14)
FORENSIC BALLISTICS SPECIALIST (10) (21)
IT SUPPORT SPECIALIST – LEAD (4) (15)
LABORATORY INFORMATION SYSTEMS SPECIALIST (5) (16)
MICROBIOLOGIST – SENIOR (10) (21)
NETWORK ANALYST – SENIOR (1) (12)
NURSE TRAINING COORDINATOR (8) (19)
PLUMBING INSPECTOR (9) (20)
SENIOR PROPERTY APPRAISER (2) (6) (7) (13) (17) (18)
SPRINKLER CONSTRUCTION INSPECTOR (9) (20)
VIROLOGIST – SENIOR (10) (21)
WATER CHEMIST PROJECT LEADER (11) (22)
WATER MICROBIOLOGIST – SENIOR (10) (21)
WATER QUALITY ASSURANCE SPECIALIST (10) (21)

Wage Rate:

Hourly	26.38	36.93
Biweekly	2,110.18	2,954.08
Annual	54,864.68	76,806.08

(1) Recruitment is at:

Biweekly	2,444.96
Annual	63,568.96

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

Biweekly	2,651.90
Annual	68,949.40

(2) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any increment in the range based upon credentials with the approval of DER. Employees will advance to the next rate in the range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,431.99	2,584.61	2,746.81	2,919.18
Annual	63,231.74	67,199.86	71,417.06	75,898.68

(3) Recruitment is at:

Biweekly	2,445.18
Annual	63,574.68

(4) Recruitment is at:

Biweekly	2,444.96
Annual	63,568.96

(5) Recruitment is at:

Biweekly	2,359.85
Annual	61,356.10

- (6) **Career Ladder Position.** An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% when assigned those functions.
- (7) **Career Ladder Position.** An employee designated as a "Lead Property Appraiser" by the Commissioner of Assessment will be paid these rates upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	3,065.15	3,218.41
Annual	79,693.90	83,678.66

- (8) Recruitment is at

Biweekly	2,236.81
Annual	58,157.06

- (9) **Career Ladder Position.** Recruitment is at the minimum the following range. Employees will advance to the next rate in the following range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,444.96	2,546.78	2,648.60	2,750.42	2,852.24	2,954.08
Annual	63,568.96	66,216.28	68,863.60	71,510.92	74,158.24	76,806.08

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

Biweekly	2,113.16
Annual	54,942.16

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

Biweekly	2,254.16
Annual	58,608.16

Resident Wage Incentive:

Hourly	27.17	38.03
Biweekly	2,173.49	3,042.70
Annual	56,510.74	79,110.20

- (12) Recruitment is at:

Biweekly	2,518.31
Annual	65,476.06

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

Biweekly	2,731.46
Annual	71,017.96

- (13) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any increment in the range based upon credentials with the approval of DER. Employees will advance to the next rate in the range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,504.95	2,662.15	2,829.21	3,006.76
Annual	65,128.70	69,215.90	73,559.46	78,175.76

- (14) Recruitment is at:

Biweekly	2,518.54
Annual	65,482.04

(15) Recruitment is at:

Biweekly	2,518.31
Annual	65,476.06

(16) Recruitment is at:

Biweekly	2,430.65
Annual	63,196.90

(17) **Career Ladder Position.** An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% when assigned those functions.

(18) **Career Ladder Position.** An employee designated as a "Lead Property Appraiser" by the Commissioner of Assessment will be paid these rates upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	3,157.10	3,314.96
Annual	82,084.60	86,188.96

(19) Recruitment is at:

Biweekly	2,303.91
Annual	59,901.66

(20) **Career Ladder Position.** Recruitment is at the minimum the following range. Employees will advance to the next rate in the following range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,518.31	2,623.18	2,728.06	2,832.93	2,937.81	3,042.70
Annual	65,476.06	68,202.68	70,929.56	73,656.18	76,383.06	79,110.20

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

Biweekly	2,176.55
Annual	56,590.30

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

Biweekly	2,321.78
Annual	60,366.28

Pay Range 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (5)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BENEFITS AND WELLNESS COORDINATOR (4) (8)
BUSINESS FINANCE OFFICER
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST

CITY PAYROLL SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR
DATA COMMUNICATIONS SPECIALIST
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR
FIRE AND POLICE COMMISSION INVESTIGATOR/AUDITOR
FUNCTIONAL APPLICATIONS ANALYST (2) (6)
HUMAN RESOURCES REPRESENTATIVE (4) (8)
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (4) (8)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
RECAST PROGRAM MANAGER (4) (8)
SENIOR PLANNER (3) (7)
SENIOR PLANNER – ARCHITECTURAL DESIGN (3) (7)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
TRADE DEVELOPMENT REPRESENTATIVE – SENIOR
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (5)
WATER WORKS PERSONNEL OFFICER

Wage Rate:

Hourly	26.38	36.93
Biweekly	2,110.18	2,954.08
Annual	54,864.68	76,806.08

- (1) Recruitment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	2,329.60
Annual	60,569.60

- (3) Recruitment is at:

Biweekly	2,307.70
Annual	60,000.20

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

Resident Wage Incentive:

Hourly	27.17	38.03
Biweekly	2,173.49	3,042.70
Annual	56,510.74	79,110.20

- (5) Recruitment may be at any rate in the pay range with the approval of DER.
- (6) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	2,399.49
Annual	62,386.74

(7) Recruitment is at:

Biweekly	2,376.93
Annual	61,800.18

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

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (3) (9)
ASSISTANT CITY PAYROLL MANAGER
BUDGET AND MANAGEMENT SPECIAL ASSISTANT
BUSINESS SYSTEMS COORDINATOR
DCD ACCOUNTANT LEAD
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FIRE HEALTH AND SAFETY MANAGER
FISCAL PLANNING SPECIALIST (2) (8)
FLEET SYSTEMS MANAGER (1) (7)
GIS DEVELOPER – SENIOR
GRANT BUDGET SPECIALIST
INSPECTOR GENERAL (6) (12)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (5) (11)
LIBRARY CONSTRUCTION PROJECT MANAGER (4) (10)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST
STAFF ASSISTANT – SENIOR
SUBSTANCE ABUSE PREVENTION AND CONTROL PROGRAM MANAGER
SYSTEMS ANALYST – SENIOR (5) (11)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
WATER SYSTEMS ANALYST – SENIOR
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

Hourly	28.11	39.35
Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

(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 ex-

cessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (2) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,898.02
Annual	75,348.52

- (3) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.

- (4) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

- (5) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
 (6) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

- (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 for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,984.96
Annual	77,608.96

- (9) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
 (10) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

- (11) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
 (12) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 2JX

Official Rate Biweekly

BUSINESS SYSTEMS ADMINISTRATOR
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER
DATABASE ANALYST (2) (7)

EARLY CHILDHOOD PROGRAM DIRECTOR (2) (7)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (4) (9)
EPIDEMIOLOGIST
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (5) (10)
GRANT COMPLIANCE MANAGER
HUMAN RESOURCES COMPLIANCE OFFICER
INFORMATION SYSTEMS AUDITOR (5) (10)
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (2) (7)
MAYOR'S LIAISON OFFICER
PORT FINANCE OFFICER
PRINCIPAL PLANNER (3) (8)
RESOURCE RECOVERY PROGRAM MANAGER (1) (6)
RISK MANAGEMENT AND SAFETY OFFICER (2) (7)
STAFF ASSISTANT MANAGER
STRATEGIC DEVELOPMENT MANAGER
SYSTEMS ANALYST – LEAD
VIOLENCE PREVENTION RESEARCH COORDINATOR

Wage Rate:

Hourly	29.97	41.96
Biweekly	2,397.63	3,356.55
Annual	62,338.38	87,270.30

- (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 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	2,705.16
Annual	70,334.16

- (4) Dan Casanova is authorized at the following rate:

Biweekly	3,379.34
Annual	87,862.84

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

Resident Wage Incentive:

Hourly	30.87	43.22
Biweekly	2,469.56	3,457.25
Annual	64,208.56	89,888.50

- (6) 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 ex-

cessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(7) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(8) Recruitment is at:

Biweekly	2,786.31
Annual	72,444.06

(9) Dan Casanova is authorized at the following rate:

Biweekly	3,480.72
Annual	90,498.72

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

SECTION 7: SKILLED CRAFT

Pay Range 7MN

Official Rate Biweekly

CARPENTER LEADWORKER (1) (2) (3) (4)
IRONWORKER (1) (3)

Wage Rate:

Hourly	29.70	30.29
Biweekly	2,376.33	2,423.19
Annual	61,784.58	63,002.94

(1) Employees in job classifications 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	2,407.03
Annual	62,582.78

Resident Wage Incentive:

Hourly	30.60	31.20
Biweekly	2,447.62	2,495.89
Annual	63,638.12	64,893.14

(3) Employees in job classifications 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.

(4) Recruitment is at:

Biweekly	2,479.24
Annual	64,460.24

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8KN

Official Rate Biweekly

OPERATIONS DRIVER WORKER (1) (2) (3) (4) (6) (7) (8) (9)
SEWER REPAIR CREW LEADER (5) (10)

Wage Rate:

Hourly	19.54	25.48
Biweekly	1,563.20	2,038.47
Annual	40,643.20	53,000.22

- (1) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader or assigned to drive during a general ice control and snow plow operation to be paid an additional 1% biweekly. An employee assigned to drive during a general ice control and snow plowing operation to be paid a minimum of:

Biweekly	1,770.40
Annual	46,030.40

- (2) An employee assigned to drive a Roll-off Truck, Top Load Packer, Fuel Truck, or Vac-All to be paid an additional 3% biweekly. An employee assigned to drive a Street Sweeper or Utility Tow Truck to be paid an addition 5% biweekly.
- (3) An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.
- (4) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.
- (5) Recruitment is at:

Biweekly	1,699.57
Annual	44,188.82

Resident Wage Incentive:

Hourly	20.13	26.25
Biweekly	1,610.10	2,099.62
Annual	41,862.60	54,590.12

- (6) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader or assigned to drive during a general ice control and snow plow operation to be paid an additional 1% biweekly. An employee assigned to drive during a general ice control and snow plowing operation to be paid a minimum of:

Biweekly	1,823.51
Annual	47,411.26

- (7) An employee assigned to drive a Roll-off Truck, Top Load Packer, Fuel Truck, or Vac-All to be paid an additional 3% biweekly. An employee assigned to drive a Street Sweeper or Utility Tow Truck to be paid an addition 5% biweekly.
- (8) An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.
- (9) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.
- (10) Recruitment is at:

Biweekly	1,750.56
Annual	45,514.56

Pay Range 8PN

Official Rate Biweekly

SPECIAL EQUIPMENT OPERATOR III (1) (2) (3) (5) (6) (7)
WATER CHIEF REPAIR WORKER (4) (8)

Wage Rate:

Hourly	25.26	29.03
Biweekly	2,020.49	2,322.40
Annual	52,532.74	60,382.40

- (1) An employee assigned to operate the Backhoe, Pavement Grinder, and Bulldozer (Demolition) to be paid in the following range:

Biweekly	2,372.96	2,468.83
Annual	61,696.96	64,189.58

- (2) An employee assigned to operate the Gradall or Excavator (Road) to be paid an additional 2% over the Special Equipment Operator III rate of pay.
- (3) An employee assigned to operate the Excavator (Demolition) to be paid an additional 5% over the Special Equipment Operator III rate of pay.
- (4) An employee who attains and maintains a Class A CDL to be paid an additional 1% biweekly.

Resident Wage Incentive:

Hourly	26.01	29.90
Biweekly	2,081.10	2,392.07
Annual	54,108.60	62,193.82

- (5) An employee assigned to operate the Backhoe, Pavement Grinder, and Bulldozer (Demolition) to be paid in the following range:

Biweekly	2,444.15	2,542.89
Annual	63,547.90	66,115.14

- (6) An employee assigned to operate the Gradall or Excavator (Road) to be paid an additional 2% over the Special Equipment Operator III rate of pay.
- (7) An employee assigned to operate the Excavator (Demolition) to be paid an additional 5% over the Special Equipment Operator III rate of pay.

(8) An employee who attains and maintains a Class A CDL to be paid an additional 1% biweekly.