



Department of Employee Relations

Tom Barrett
Mayor

Makda Fessahaye
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

April 5, 2021
(REVISED)

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

Dear Committee Members:

To implement the rates of pay contained in the 2021 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Police Supervisors' Organization, we request your approval of the following amendments to Part I, Section 4 of the Salary Ordinance.

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

EFFECTIVE PAY PERIOD 8, 2021 (April 4, 2021)

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

4G-Pay Range 831
Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8)

Effective Pay Period 8, 2021 (April 4, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	39.96	41.47	43.04	44.67	46.36	48.12
Biweekly	3,197.18	3,317.61	3,443.01	3,573.30	3,708.83	3,849.85
Annual	83,355.05	86,494.83	89,764.19	93,161.03	96,694.49	100,371.09

(1) **Associate's Degree** – (an employee who has attained and maintained)



Hourly	40.23	41.73	43.30	44.93	46.62	48.38
Biweekly	3,218.04	3,338.52	3,463.88	3,594.21	3,729.70	3,870.73
Annual	83,898.90	87,039.98	90,308.30	93,706.19	97,238.61	100,915.46
(2) Bachelor's Degree – (an employee who has attained and maintained)						
Hourly	40.55	42.06	43.62	45.25	46.95	48.71
Biweekly	3,244.14	3,364.63	3,489.97	3,620.30	3,755.82	3,896.84
Annual	84,579.36	87,720.71	90,988.50	94,386.39	97,919.59	101,596.18
(3) Master's Degree or Higher – (an employee who has attained and maintained)						
Hourly	40.68	42.19	43.76	45.38	47.08	48.84
Biweekly	3,254.61	3,375.07	3,500.43	3,630.76	3,766.28	3,907.27
Annual	84,852.33	87,992.89	91,261.21	94,659.10	98,192.30	101,868.11

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	37.77	39.20	40.68	42.22	43.82	45.49
Biweekly	3,021.90	3,135.76	3,254.27	3,377.43	3,505.51	3,638.80
Annual	78,785.25	81,753.74	84,843.47	88,054.42	91,393.65	94,868.71
(4) Associate's Degree – (an employee who has attained and maintained)						
Hourly	38.02	39.44	40.92	42.46	44.07	45.73
Biweekly	3,041.61	3,155.48	3,273.99	3,397.15	3,525.26	3,658.53
Annual	79,299.12	82,267.87	85,357.59	88,568.55	91,908.56	95,383.10
(5) Bachelor's Degree – (an employee who has attained and maintained)						
Hourly	38.33	39.75	41.23	42.77	44.37	46.04
Biweekly	3,066.30	3,180.19	3,298.65	3,421.85	3,549.94	3,683.21
Annual	79,942.82	82,912.09	86,000.52	89,212.52	92,552.01	96,026.54
(6) Master's Degree or Higher – (an employee who has attained and maintained)						
Hourly	38.45	39.88	41.36	42.90	44.50	46.16
Biweekly	3,076.21	3,190.04	3,308.52	3,431.72	3,559.79	3,693.08
Annual	80,201.19	83,168.90	86,257.84	89,469.84	92,808.81	96,283.87

- (7) Recruitment to be at the 4th step.
- (8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

4G-Pay Range 831D

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8) (9)

Effective Pay Period 8, 2021 (April 4, 2021)



For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

<u>Steps</u>	<u>4</u>	<u>5</u>	<u>6</u>
Hourly	45.35	47.10	48.92
Biweekly	3,627.79	3,767.85	3,913.62
Annual	94,581.67	98,233.23	102,033.66

- (1) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	45.62	47.37	49.19
Biweekly	3,649.56	3,789.65	3,935.38
Annual	95,149.24	98,801.59	102,600.98

- (2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	45.96	47.71	49.53
Biweekly	3,676.81	3,816.86	3,962.63
Annual	95,859.69	99,510.99	103,311.42

- (3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	46.10	47.85	49.67
Biweekly	3,687.71	3,827.74	3,973.52
Annual	96,143.87	99,794.65	103,595.34

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

<u>Steps</u>	<u>4</u>	<u>5</u>	<u>6</u>
Hourly	43.07	44.73	46.46
Biweekly	3,445.40	3,578.41	3,716.87
Annual	89,826.50	93,294.26	96,904.11

- (4) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	43.33	44.99	46.72
Biweekly	3,466.08	3,599.12	3,737.53
Annual	90,365.66	93,834.20	97,442.74

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	43.65	45.31	47.04
Biweekly	3,491.95	3,624.96	3,763.40
Annual	91,040.12	94,507.88	98,117.21

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	43.78	45.44	47.17
Biweekly	3,502.30	3,635.30	3,773.75
Annual	91,309.96	94,777.46	98,387.05

- (7) Recruitment to be at the 4th step.



- (8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.
- (9) Certain Employees who supervise employees classified in Pay Range 808 shall receive a bi-weekly base salary increase that is 10% above the equivalent step and educational level for the rank supervised, unless the employee is already making 10% or more than those being supervised.

4I-Pay Range 835

Official Rate Biweekly

POLICE IDENTIFICATION SUPERVISOR (1) (2) (3) (4) (5) (6)
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Effective Pay Period 8, 2021 (April 4, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	43.13	44.80	46.53	48.33	50.20	52.15
Biweekly	3,450.51	3,583.75	3,722.39	3,866.46	4,016.35	4,172.02
Annual	89,959.72	93,433.48	97,048.02	100,804.13	104,711.98	108,770.52

(1) **Associate's Degree** – (an employee has attained and maintained)

Hourly	43.39	45.05	46.79	48.59	50.46	52.41
Biweekly	3,471.08	3,604.28	3,742.91	3,887.00	4,036.92	4,192.59
Annual	90,496.01	93,968.73	97,583.01	101,339.64	105,248.27	109,306.81

(2) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	43.71	45.37	47.11	48.91	50.78	52.73
Biweekly	3,496.75	3,629.96	3,768.59	3,912.69	4,062.56	4,218.25
Annual	91,165.27	94,638.24	98,252.52	102,009.42	105,916.74	109,975.80

(3) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	43.84	45.50	47.24	49.04	50.91	52.86
Biweekly	3,507.00	3,640.20	3,778.85	3,922.92	4,072.85	4,228.49
Annual	91,432.50	94,905.21	98,520.02	102,276.13	106,185.02	110,242.77

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	40.77	42.34	43.98	45.68	47.45	49.29
Biweekly	3,261.36	3,387.30	3,518.34	3,654.50	3,796.17	3,943.32
Annual	85,028.31	88,311.75	91,728.15	95,278.03	98,971.57	102,807.98

(4) **Associate's Degree** – (an employee has attained and maintained)



Hourly	41.01	42.58	44.22	45.92	47.70	49.53
Biweekly	3,280.80	3,406.70	3,537.73	3,673.89	3,815.61	3,962.73
Annual	85,535.14	88,817.53	92,233.67	95,783.56	99,478.40	103,314.03
(5) <u>Bachelor's Degree</u> – (an employee has attained and maintained)						
Hourly	41.31	42.89	44.52	46.23	48.00	49.84
Biweekly	3,305.06	3,430.95	3,561.98	3,698.18	3,839.84	3,987.00
Annual	86,167.63	89,449.77	92,865.91	96,416.83	100,110.11	103,946.78
(6) <u>Master's Degree or Higher</u> – (an employee has attained and maintained)						
Hourly	41.43	43.01	44.65	46.35	48.12	49.96
Biweekly	3,314.77	3,440.65	3,571.69	3,707.87	3,849.57	3,996.70
Annual	86,420.79	89,702.66	93,119.06	96,669.47	100,363.79	104,199.68

4L-Pay Range 836

Official Rate Biweekly

ADMINISTRATIVE LIEUTENANT OF POLICE (1) (2) (3) (4) (5) (6) (7) (8)
POLICE LIEUTENANT (1) (2) (3) (4) (5) (6) (7) (8)

Effective Pay Period 8, 2021 (April 4,2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	44.80	46.53	48.33	50.20	52.15	54.18
Biweekly	3,583.75	3,722.39	3,866.46	4,016.35	4,172.02	4,334.13
Annual	93,433.48	97,048.02	100,804.13	104,711.98	108,770.52	112,996.96
(1) <u>Associate's Degree</u> – (an employee attained and maintained)						
Hourly	45.05	46.79	48.59	50.46	52.41	54.43
Biweekly	3,604.28	3,742.91	3,887.00	4,036.92	4,192.59	4,354.68
Annual	93,968.73	97,583.01	101,339.64	105,248.27	109,306.81	113,532.73
(2) <u>Bachelor's Degree</u> – (an employee attained and maintained)						
Hourly	45.37	47.11	48.91	50.78	52.73	54.75
Biweekly	3,629.96	3,768.59	3,912.69	4,062.56	4,218.25	4,380.35
Annual	94,638.24	98,252.52	102,009.42	105,916.74	109,975.80	114,201.98
(3) <u>Master's Degree or Higher</u> – (an employee attained and maintained)						
Hourly	45.50	47.24	49.04	50.91	52.86	54.88
Biweekly	3,640.20	3,778.85	3,922.92	4,072.85	4,228.49	4,390.64
Annual	94,905.21	98,520.02	102,276.13	106,185.02	110,242.77	114,470.25

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	42.34	43.98	45.68	47.45	49.29	51.21
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Biweekly	3,387.30	3,518.34	3,654.50	3,796.17	3,943.32	4,096.53
Annual	88,311.75	91,728.15	95,278.03	98,971.57	102,807.98	106,802.39
(4) <u>Associate's Degree</u> – (an employee attained and maintained)						
Hourly	42.58	44.22	45.92	47.70	49.53	51.45
Biweekly	3,406.70	3,537.73	3,673.89	3,815.61	3,962.73	4,115.94
Annual	88,817.53	92,233.67	95,783.56	99,478.40	103,314.03	107,308.43
(5) <u>Bachelor's Degree</u> – (an employee attained and maintained)						
Hourly	42.89	44.52	46.23	48.00	49.84	51.75
Biweekly	3,430.95	3,561.98	3,698.18	3,839.84	3,987.00	4,140.22
Annual	89,449.77	92,865.91	96,416.83	100,110.11	103,946.78	107,941.45
(6) <u>Master's Degree or Higher</u> – (an employee attained and maintained)						
Hourly	43.01	44.65	46.35	48.12	49.96	51.87
Biweekly	3,440.65	3,571.69	3,707.87	3,849.57	3,996.70	4,149.93
Annual	89,702.66	93,119.06	96,669.47	100,363.79	104,199.68	108,194.60

(7) Recruitment to be at the 4th step.

(8) Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

4N-Pay Range 839

Official Rate Biweekly

CAPTAIN OF POLICE (1) (2) (3) (4) (5) (6) (7)

Effective Pay Period 8, 2021 (April 4, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	50.20	52.15	54.18	56.28	58.48	60.75
Biweekly	4,016.35	4,172.02	4,334.13	4,502.70	4,678.05	4,860.32
Annual	104,711.98	108,770.52	112,996.96	117,391.82	121,963.44	126,715.48

(1) **Associate's Degree** – (an employee attained and maintained)

Hourly	50.46	52.41	54.43	56.54	58.73	61.01
Biweekly	4,036.92	4,192.59	4,354.68	4,523.20	4,698.61	4,880.85
Annual	105,248.27	109,306.81	113,532.73	117,926.28	122,499.47	127,250.73

(2) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	50.78	52.73	54.75	56.86	59.05	61.33
Biweekly	4,062.56	4,218.25	4,380.35	4,548.87	4,724.25	4,906.53
Annual	105,916.74	109,975.80	114,201.98	118,595.54	123,167.94	127,920.24

(3) **Master's Degree or Higher** – (an employee attained and maintained)



Hourly	50.91	52.86	54.88	56.99	59.18	61.46
Biweekly	4,072.85	4,228.49	4,390.64	4,559.12	4,734.52	4,916.80
Annual	106,185.02	110,242.77	114,470.25	118,862.77	123,435.70	128,188.00

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	47.45	49.29	51.21	53.20	55.27	57.42
Biweekly	3,796.17	3,943.32	4,096.53	4,255.86	4,421.61	4,593.88
Annual	98,971.57	102,807.98	106,802.39	110,956.35	115,277.69	119,769.01

(4) **Associate's Degree** – (an employee attained and maintained)

Hourly	47.70	49.53	51.45	53.44	55.51	57.67
Biweekly	3,815.61	3,962.73	4,115.94	4,275.23	4,441.02	4,613.28
Annual	99,478.40	103,314.03	107,308.43	111,461.35	115,783.73	120,274.80

(5) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	48.00	49.84	51.75	53.74	55.82	57.97
Biweekly	3,839.84	3,987.00	4,140.22	4,299.51	4,465.24	4,637.54
Annual	100,110.11	103,946.78	107,941.45	112,094.37	116,415.18	120,907.29

(6) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	48.12	49.96	51.87	53.86	55.94	58.09
Biweekly	3,849.57	3,996.70	4,149.93	4,309.19	4,474.97	4,647.26
Annual	100,363.79	104,199.68	108,194.60	112,346.74	116,668.86	121,160.70

(7) Recruitment to be at the 4th step.

4P-Pay Range 842

Official Rate Biweekly

DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4) (5) (6) (7)
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Effective Pay Period 8, 2021 (April 4, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	56.28	58.48	60.75	63.12	65.59	68.15
Biweekly	4,502.70	4,678.05	4,860.32	5,049.97	5,247.17	5,452.26
Annual	117,391.82	121,963.44	126,715.48	131,659.93	136,801.21	142,148.20

(1) **Associate's Degree** – (an employee has attained and maintained)

Hourly	56.54	58.73	61.01	63.38	65.85	68.41
Biweekly	4,523.20	4,698.53	4,880.85	5,070.48	5,267.68	5,472.78
Annual	117,926.28	122,497.39	127,250.73	132,194.65	137,335.94	142,683.19

(2) **Bachelor's Degree** – (an employee has attained and maintained)



Hourly	56.86	59.05	61.33	63.70	66.17	68.73
Biweekly	4,548.87	4,724.25	4,906.53	5,096.18	5,293.37	5,498.44
Annual	118,595.54	123,167.94	127,920.24	132,864.69	138,005.71	143,352.18
(3) <u>Master's Degree or Higher</u> – (an employee has attained and maintained)						
Hourly	56.99	59.18	61.46	63.83	66.30	68.86
Biweekly	4,559.12	4,734.52	4,916.80	5,106.43	5,303.62	5,508.71
Annual	118,862.77	123,435.70	128,188.00	133,131.92	138,272.95	143,619.94

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	53.20	55.27	57.42	59.66	61.99	64.42
Biweekly	4,255.86	4,421.61	4,593.88	4,773.13	4,959.51	5,153.34
Annual	110,956.35	115,277.69	119,769.01	124,442.32	129,301.51	134,354.93
(4) <u>Associate's Degree</u> – (an employee has attained and maintained)						
Hourly	53.44	55.51	57.67	59.91	62.24	64.66
Biweekly	4,275.23	4,441.02	4,613.28	4,792.52	4,978.90	5,172.77
Annual	111,461.35	115,783.73	120,274.80	124,947.84	129,807.03	134,861.50
(5) <u>Bachelor's Degree</u> – (an employee has attained and maintained)						
Hourly	53.74	55.82	57.97	60.21	62.54	64.96
Biweekly	4,299.51	4,465.24	4,637.54	4,816.81	5,003.18	5,197.00
Annual	112,094.37	116,415.18	120,907.29	125,581.12	130,440.05	135,493.21
(6) <u>Master's Degree or Higher</u> – (an employee has attained and maintained)						
Hourly	53.86	55.94	58.09	60.33	62.66	65.08
Biweekly	4,309.19	4,474.97	4,647.26	4,826.50	5,012.88	5,206.72
Annual	112,346.74	116,668.86	121,160.70	125,833.75	130,692.94	135,746.63

(7) Recruitment to be at the 4th step.

A fiscal note that reflects the cost of the proposed amendments is included in file #201538.

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

Sincerely,



Nicole M. Fleck
Labor Negotiator

cc: Joann Bielinski
Alba Santiago
Sarah Sinsky
Christine Carlson



Renee Keinert
Thomas Klusman

NMF
Sal Ord Ltr_MPSO
Labr/MPSO/2021 Implementation

