

CC # 230780 – Actual Salary Ordinance Changes

Effective PP 18, 2023 (August 20, 2023)

SECTION 1: OFFICIALS AND ADMINISTRATORS:

Pay Range 1IX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER (9)
ARCHITECTURAL PROJECT MANAGER (1) (2)
ASSOCIATE DIRECTOR (9)
BOZA ADMINISTRATIVE MANAGER (4)
BUDGET MANAGER – CITY DEVELOPMENT (9)
BUILDING MAINTENANCE SUPERVISOR (16)
BUSINESS FINANCE MANAGER (9)
CARPENTER MANAGER (14)
CHIEF EQUITY OFFICER (1) (5)
CITY ATTORNEY HUMAN RESOURCES ADMINISTRATOR (9)
CITY PLANNING MANAGER (1) (4) (7)
COMMUNICATIONS SYSTEMS MANAGER (6) (10)
CONSTRUCTION MANAGEMENT ENGINEER (1) (2)
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (1) (2)
COURT IT MANAGER
DCD HUMAN RESOURCES ADMINISTRATOR (9)
DEPUTY COURT ADMINISTRATOR
DEVELOPMENT PROJECTS MANAGER (1)
DISTRICT CODE ENFORCEMENT SUPERVISOR (3)
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 PROJECT MANAGER (5)
EMERGENCY COMMUNICATIONS SUPERVISOR – TRAINING (13)
EMERGENCY COMMUNICATIONS SUPERVISOR – QUALITY ASSURANCE (13)
EMERGENCY RESPONSE PLANNING DIRECTOR
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)
FLEET REPAIR MANAGER (9)
HEALTH BUDGET AND ADMINISTRATION MANAGER (9)
HEALTH DATA AND EVALUATION DIRECTOR (2)
HEALTH HUMAN RESOURCES ADMINISTRATOR (9)

HEALTH STRATEGY DIRECTOR (2)
HOME ENVIRONMENTAL HEALTH DIRECTOR (1) (2)
HOMELAND SECURITY DIRECTOR (1)
HOUSING REHABILITATION MANAGER (15)
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)
MECHANICAL ENGINEER IV (1) (2)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER (1)
OPERATIONS HUMAN RESOURCES ADMINISTRATOR (9) (10)
PARKING ENFORCEMENT MANAGER (8)
PENSION ACCOUNTING MANAGER (9)
PERMIT AND DEVELOPMENT CENTER MANAGER (1) (11)
POLICE FORENSIC SERVICES DIRECTOR (1) (12)
POLICE HUMAN RESOURCES ADMINISTRATOR (9)
PORT FINANCE AND ADMINISTRATION OFFICER (9)
SAFETY MANAGER (9)
SPECIAL ENFORCEMENT SUPERVISOR (15)
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)
TOW LOT MANAGER (8)
TRAFFIC CONTROL ENGINEER IV (1)
TRAFFIC ENGINEER – SENIOR (1) (2)
TRANSPORTATION ENGINEERING PLANNER (1) (2)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (1) (2)
WATER ACCOUNTING MANAGER (9)
WATER BUSINESS OPERATIONS MANAGER (9)
WATER INFORMATION TECHNOLOGY MANAGER (1)
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	3,141.69
Annual	81,683.94

(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) Recruitment is at:

Biweekly	3,597.76
Annual	93,541.76

(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	3,758.11
Annual	97,710.86

(12) Recruitment is at:

Biweekly	3,374.38
Annual	97,093.88

(13) Recruitment is at:

Biweekly	3,448.89
Annual	89,671.14

(14) Recruitment is at:

Biweekly	3,461.15
Annual	89,989.90

(15) Recruitment is at:

Biweekly	3,588.62
Annual	93,304.12

(16) Recruitment is at:

Biweekly	3,742.19
Annual	97,296.94

SECTION 2: PROFESSIONALS

Pay Range 2LX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY II (3) (4)
BUDGET AND FISCAL POLICY ANALYST IV (2)
COURT APPLICATIONS AND SOFTWARE DEVELOPER (2)
DEVELOPMENT PROJECTS COORDINATOR (1)
EMERGENCY COMMUNICATIONS SYSTEMS ADMINISTRATOR (2)
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (2)
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER (1)
ERS DATABASE ADMINISTRATOR (2)
ERS SERVER ADMINISTRATOR (2)
ERS SOFTWARE DEVELOPER (2)
FISCAL PLANNING SPECIALIST (2)
LEGISLATIVE FISCAL MANAGER (1)
POLICY AND ADMINISTRATION MANAGER (1)
PUBLIC SAFETY SYSTEMS ADMINISTRATOR (1) (2)
RISK MANAGEMENT AND SAFETY OFFICER (2)
SENIOR IT AUDITOR (2)
SYSTEMS ANALYST – PROJECT LEADER (1) (2)
TELECOMMUNICATIONS ANALYST - PROJECT LEADER (2)

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	3,117.55
Annual	81,056.30

- (3) Recruitment is at:

Biweekly	3,216.65
Annual	83,632.90

- (4) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

SECTION 7: SKILLED CRAFT

Pay Range 7EN

Official Rate Biweekly

BOILER INSPECTOR 2 (3)
BUILDING CONSTRUCTION INSPECTOR 2 (8)
CARPENTER 2 (6) (9)
CEMENT FINISHER HELPER 2 (6) (9)
COMMERCIAL CODE ENFORCEMENT INSPECTOR 4 (1)
EMERGENCY VEHICLE MECHANIC 1 (5) (11)
EQUIPMENT AND TOOL MECHANIC LEAD (5) (10)
FIRE PROTECTION ENGINEER 1
HVAC MAINTENANCE TECHNICIAN 2 (2) (11) (12)
INDUSTRIAL MACHINE REPAIR MECHANIC 2 (2)
NURSERY SPECIALIST (7) (15) (16)
PLUMBING INSPECTOR 1 (4)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR 4 (1)
SPRINKLER CONSTRUCTION INSPECTOR 1
URBAN FORESTRY SPECIALIST (7) (16) (17) (18)
VEHICLE BODY REPAIR / PAINTING TECHNICIAN 1 (5)
VEHICLE SERVICE WRITER (5) (14) (15)
VEHICLE SERVICES TECHNICIAN 1 (5) (13)

Wage Rate:

Hourly	27.50	36.04
Biweekly	2,199.96	2,883.35
Annual	57,198.96	74,967.10

(1) Recruitment is at:

Biweekly	2,261.81
Annual	58,807.06

(2) Recruitment is at:

Biweekly	2,268.00
Annual	58,968.00

(3) Recruitment is at:

Biweekly	2,297.50
Annual	59,735.00

(4) Recruitment is at:

Biweekly	2,302.04
Annual	59,853.04

(5) Recruitment is at:

Biweekly	2,304.88
Annual	59,926.88

(6) Recruitment is at:

Biweekly	2,310.54
Annual	60,074.04

(7) Recruitment is at:

Biweekly	2,381.77
Annual	61,926.02

(8) Recruitment is at:

Biweekly	2,485.62
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Annual	64,626.12
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- (9) 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.
- (10) Employees in DPW – Forestry who are assigned shop oversight duties shall receive an additional 5%
- (11) Employees will receive an addition 5% when performing special assignments.
- (12) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to oversight duties for a full shift.
- (13) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.
- (14) Employees will receive an additional 3% when performing special assignments.
- (15) Additional 5% biweekly when performing Lead Worker duties.
- (16) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
- (17) Additional 3% biweekly when assigned to operate the Grapple Saw.
- (18) Additional 5% biweekly when performing core forestry duties.

Pay Range 7GN

Official Rate Biweekly

BRICKLAYER HELPER 2 (6)
ELECTRICAL INSPECTOR 2 (2)
ELECTRICAL WORKER (2)
EMERGENCY VEHICLE MECHANIC 3 (3) (9)
ENVIRONMENTAL RISK OFFICER 2 (4)
MACHINIST 3 (5) (9)
MASON HELPER 2 (6)
PAINTER 3 (1) (6)
PORT OPERATIONS AND MAINTENANCE TECHNICIAN 3 (10)
VEHICLE BODY REPAIR / PAINTING TECHICIAN 3 (3)
VEHICLE SERVICES TECHNICIAN 3 (3) (7)
WELDER 3 (3) (8) (9)

Wage Rate:

Hourly	31.24	40.35
Biweekly	2,499.35	3,228.04
Annual	64,983.10	83,929.04

(1) Recruitment is at:

Biweekly	2,595.73
Annual	67,488.98

(2) Recruitment is at:

Biweekly	2,629.73
Annual	68,372.98

(3) Recruitment is at:

Biweekly	2,630.77
Annual	68,400.02

(4) Recruitment is at:

Biweekly	2,697.42
Annual	70,132.92

(5) Recruitment is at:

Biweekly	2,708.85
Annual	70,430.10

(6) 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.

(7) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.

(8) Employees will receive an additional 5% incentive for lead work.

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

(10) Recruitment is at:

Biweekly	2,729.19
Annual	70,958.94

Pay Range 7JN

Official Rate Biweekly

BOILER INSPECTOR 4 (1)
CARPENTER 4 (2) (9)
CEMENT FINISHER (2) (9)
ELECTRICAL INSPECTOR 3 (5)
ELEVATOR INSPECTOR 2 (3)
HOUSING REHABILITATION SPECIALIST 3 (4)
IRONWORKER 4 (8) (9)
MUNICIPAL SERVICES ELECTRICIAN APPRENTICE (6) (7)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR 3 (4)
PAINTER SENIOR (9)
SPECIAL ENFORCEMENT INSPECTOR 3 (4) (10)

Wage Rate:

Hourly	37.85	49.42
Biweekly	3,028.35	3,953.27
Annual	78,737.10	102,785.02

(1) Recruitment is at:

Biweekly	3,063.31
Annual	79,646.06

(2) Recruitment is at:

Biweekly	3,080.69
Annual	80,097.94

(3) Recruitment is at:

Biweekly	3,095.81
Annual	80,491.06

(4) Recruitment is at:

Biweekly	3,107.04
Annual	80,783.04

(5) Recruitment is at:

Biweekly	3,155.69
Annual	82,047.94

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

Biweekly	1,753.15	2,103.77	2,629.73	3,155.69
Annual	45,581.90	54,698.02	68,372.98	82,047.94

(7) An employee appointed as a Municipal Services Electrician Apprentice with a biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the requirements of the apprentice training program equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee's former rate of pay.

(8) Recruitment is at:

Biweekly	3,220.58
Annual	83,735.08

(9) 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.

(10) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

Pay Range 7KN

Official Rate Biweekly

BRICKLAYER (3) (6)
BUILDING CONSTRUCTION INSPECTOR 4 (1)
CARPENTER SENIOR (6)
FIRE PROTECTION ENGINEER 3 (2)
HOUSING REHABILITATION SPECIALIST 4 (1)
HVAC MAINTENANCE TECHNICIAN 4 (4) (8) (9)
INDUSTRIAL MACHINE REPAIR MECHANIC 4 (4)
MASON (3) (6)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR 4 (1)
PLUMBING INSPECTOR 3 (5)
SPECIAL ENFORCEMENT INSPECTOR 4 (1) (7)
SPRINKLER CONSTRUCTION INSPECTOR 3 (2)

Wage Rate:

Hourly	40.43	52.98
Biweekly	3,234.73	4,238.65

Annual	84,102.98	110,204.90
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(1) Recruitment is at:

Biweekly	3,262.38
Annual	84,821.88

(2) Recruitment is at:

Biweekly	3,299.92
Annual	85,797.92

(3) Recruitment is at:

Biweekly	3,332.46
Annual	86,643.96

(4) Recruitment is at:

Biweekly	3,402.00
Annual	88,452.00

(5) Recruitment is at:

Biweekly	3,453.04
Annual	89,779.04

(6) 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.

(7) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(8) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to oversight duties for a full shift.

(9) Employees will receive an additional 5% when performing special assignments or lead duties.

Pay Range 7MN

Official Rate Biweekly

ELEVATOR INSPECTOR 4 (2)
INDUSTRIAL MACHINE REPAIRPERSON 5
LANDSCAPE AND IRRIGATION SPECIALIST (1)
PLUMBING INSPECTOR 4 (1)
WATER PLANT STEAMFITTER
WATER PLANT STEAMFITTER – HVACR MECHANIC

Wage Rate:

Hourly	47.25	63.33
Biweekly	3,780.00	5,066.88
Annual	98,280.00	131,738.88

(1) Recruitment is at:

Biweekly	3,836.69
Annual	99,753.94

(2) Recruitment is at:

Biweekly	4,127.77
Annual	107,322.02

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8AN

Official Rate Biweekly

CITY LABORER (7) (8)
CODE ENFORCEMENT INTERN 1 (9)
CUSTODIAL WORKER 1 (1) (2) (3) (4) (5) (6)

Wage Rate:

Hourly	21.15	25.26
Biweekly	1,691.62	2,021.15
Annual	43,982.12	52,549.90

- (1) One position in the Buildings and Grounds Division of the Police Department shall receive \$5.00 biweekly additional, while assigned to the operation of the floor scrubbing machine.
- (2) Employees shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.
- (3) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24-hour day plowing snow or salting.
- (4) Positions in the Milwaukee Public Library regularly assigned to the Central Library shall receive an additional fifty cents (\$0.50) per hour while assigned to the Automotive Services Unit as a backup delivery driver to operate the delivery truck.
- (5) Employees in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.
- (6) Positions in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.
- (7) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour.
- (8) Employees who attain and maintain a CDL to be paid an additional 3% biweekly.
- (9) Recruitment is at:

Biweekly	1,611.08
Annual	41,888.08

Pay Range 8DN

Official Rate Biweekly

INVENTORY CONTROL ASSISTANT 2
SANITATION INSPECTOR 1 (1)
TOW LOT CREW LEADER
TRAFFIC SIGN WORKER

YARD ATTENDANT (2)

Wage Rate:

Hourly	24.42	28.33
Biweekly	1,953.84	2,266.45
Annual	50,799.84	58,927.70

- (1) Employees will receive an additional 5% when performing special assignments.
- (2) An employee to be compensated an additional 3% when assigned to perform Brine Operation duties.

Pay Range 8EN

Official Rate Biweekly

BRIDGE OPERATOR – LEAD (6)
CART MAINTENANCE TECHNICIAN (1)
ELECTRICAL SERVICES LABORER 2 (2)
EQUIPMENT OPERATOR 1 (2) (3) (4) (5)
INFRASTRUCTURE REPAIR WORKER 2
INVENTORY CONTROL ASSISTANT 3
LOCATOR TECHNICIAN (7)
SANITATION INSPECTOR 2 (8)
SEWER REPAIR WORKER 2
URBAN FORESTRY LABORER (2) (4)
WATER REPAIR WORKER 2
WATER METER TECHNICIAN

Wage Rate:

Hourly	25.64	30.64
Biweekly	2,051.53	2,453.85
Annual	53,339.78	63,800.10

- (1) Recruitment is at:

Biweekly	1,517.54
Annual	39,456.04

- (2) Recruitment is at:

Biweekly	2,115.38
Annual	54,999.88

- (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) Employees in a title with a pay range lower than the pay range for ODW, who are assigned to drive during a GIC, shall receive a promotion to the title of ODW with a 3% increase or the pay range minimum whichever is higher and receive the 1% GIC assignment pay.

Employees in a title with a pay range that is the same as the pay range for ODW, who are assigned to drive during a GIC, shall be paid at the minimum of the ODW pay range or their current base rate (plus any additional pay related to certifications attained and approved by DER) whichever is higher and receive the 1% GIC assignment pay.

Employees in a title with a pay range that is higher than the pay range for ODW, who are assigned to drive during a GIC shall receive their current base rate, plus any additional pay related to certifications attained and approved by DER, and receive the 1% GIC assignment pay.

Titles assigned to drive during a GIC include: Cement Finisher, Cement Finisher Helper, City Laborer, Infrastructure Repair Crew Leader, Electrical Worker, Infrastructure Repair Worker, Laborer (Electrical Services), Operations Driver/Worker, Sewer Crew Leader, Sewer Examiner, Sewer Field Investigator, Sewer Laborer I, Sewer Laborer II, Sewer Mason, Sewer Repair Crew Leader, Special Equipment Operator I, Special Equipment Operator II, Special Equipment Operator III, Special Laborer (Electrical Services), Traffic Sign Worker II, Urban Forestry Arborist Apprentice, Urban Forestry Crew Leader, Urban Forestry Laborer, Urban Forestry Specialist, and Urban Forestry Technician.

- (6) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.
- (7) Employees will receive an additional 5% incentive for lead work.
- (8) Employees will receive an additional 5% when performing special assignments.

Pay Range 8HN

Official Rate Biweekly

SPECIAL EQUIPMENT OPERATOR I

Wage Rate:

Hourly	29.39	34.13
Biweekly	2,351.27	2,730.47
Annual	61,133.02	70,992.22

PART II – ADMINISTRATION

SECTION 5: PROMOTIONS AND SPECIAL PAY PRACTICES

A. Promotions: This section applies to all promotions- promotions from one position to a higher level position, promotion after reclassification, promotion after under-fill, promotion after reallocation, and temporary promotional appointments. The salary adjustment after promotion will be in accordance with the following table.

Promotions into a position within the following pay ranges:	
Technicians	Pay Ranges 3AN to 3VN

Paraprofessionals Administrative Support Skilled Craft Service & Maintenance Part-time and Intermittent Protective Services and 4N & 4P	Pay Ranges 5AN to 5ON Pay Ranges 6AN to 6ON Pay Ranges 7AN to 7MN Pay Ranges 8AN to 8JN Pay Ranges 9AN to 9UN Pay Ranges 4A to 4L	Shall be at the rate of pay 5% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest. In accordance with applicable provisions within the Collective Bargaining Agreement.
Promotions into a position within the following pay ranges:		
Officials & Administrators Professionals Non Represented Protective Services	Pay Ranges 1AX to 1GX Pay Ranges 2AN to 2JN Pay Ranges 2EX to 2KX Pay Range 4MX	Shall be at the rate of pay 7% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest. In accordance with applicable provisions within the Pay Range.
Promotions into a position within the following pay ranges:		
Officials & Administrators Professionals Non-Represented Protective Services Non-Represented Protective Services 4RX	Pay Ranges 1HX to 1XX Pay Ranges 2LX to 2TX Pay Ranges 4QX and 4SX Pay Range 4OX and	Shall be at the rate of pay 10% above the rate of pay prior to the promotion or the minimum of the new pay range (or the footnoted minimum recruitment rate) whichever is greatest. In accordance with applicable provisions within the Pay Range.

Appointment to a position in a pay range with a lower maximum rate may be considered a promotion as determined by the Department of Employee Relations.

The Department of Employee Relations shall certify and authorize the salary rates after promotions. In calculating the promotion rate, all base wages and applicable supplemental pay practices as determined by the Department of Employee Relations shall be considered. At no time shall the rate after promotion exceed the maximum of the pay range associated with the new position title.

Effective Pay Period 9 2022 (April 17, 2022), an employee given an emergency appointment to a title in Section 3, 5, 6, 7 or 8 of the Salary Ordinance shall receive a 3% increase above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate, whichever is greatest. Emergency appointments to a title in the same pay range or a pay range with a lower maximum are not promotions.

Pay Range Restructuring - When an existing pay range is restructured based on labor market considerations as determined by DER, the employee will retain his/her rate of pay unless it is below the minimum of the new pay range, or a footnoted rate, when applicable.