



MEMORANDUM

LEGISLATIVE REFERENCE BUREAU

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To: Ald. James A Bohl, Jr.
From: Dana J. Zelazny, Legislative Reference Bureau
Date: January 5, 2018
Subject: SALARY INCREASE COMPARISON BETWEEN VARIOUS CITY EMPLOYEE CATEGORIES

This memo was prepared in response to your request for a comparison of salary increases for General City employees, protective services employees and Common Council members.

The attached table shows “across the board” salary increases granted to General City employees, Management employees, members of the Milwaukee Police Association and members of Local 215 (firefighters).

The table below shows the actual 2008 and 2017 salaries for Council members, Police Officers (Step 1) and Firefighters (Step 1).

Council Member, Police Officer and Firefighter Salaries, 2008-2017

	2008 Salary	2017 Salary		Overall Increase
Council Member	\$ 73,222		\$ 73,222	0%
Police Officer, Step 1	\$ 45,263	(hired after 10/3/11)	\$ 57,122	30.3%
		(hired before 10/3/11)	\$ 60,453	37.9%
Police Sergeant, Step 1	\$ 56,592	(hired after 10/3/11)	\$ 72,586	28.3%
		(hired before 10/3/11)	\$ 76,796	35.7%
Firefighter, Step 1	\$ 35,022	(hired after 10/3/11)	\$ 44,368	26.7%
		(hired before 10/3/11)	\$ 46,979	34.1%

If you have any other question related to this matter, please let me know.

Across the Board Increases – Various Categories of City Employees, 2008 – 2017

Year	Management	Police (MPA)	Fire (Local 215)	General City
2008	2.0%	3.25%	3.0%	1.0% PP 1, 2008 1.0% PP 14, 2008
2009	0%	\$359 + 3.0% (1)	\$359 + 3.0% (1)	1.0% PP 1, 2009 1.0% PP 14, 2009
2010	0%	0%	0%	0%
2011	0%	\$19.18 biweekly PP 1, 2011	\$325 PP 1, 2011(2) + \$23.08 biweekly for Firefighter, Fire Paramedic and Heavy Equipment Operator and \$42.31 biweekly for Lieutenant and Vehicle Operations Instructor 2.95% PP 26, 2011	0%
2012	0%	\$575 for PR 801 PP 1, 2012 + 2.2% PP 1, 2012 1.35% PP 14, 2012 (3)	1.0% PP 14, 2012	0%
2013	1.5% (4)	2.0% PP 1, 2013 0.5% PP 14, 2013	2.0% PP 1, 2013	1.5% (4)
2014	1.0% (5)	2.0% PP 1, 2014 0.5% PP 14, 2014	1.0% PP 1, 2014 1.0% PP 14, 2014	1.0% (5)
2015	0%	2.25% PP 1, 2015 0.25% PP 14, 2015	2.0% PP 1, 2015 + 1.0% PP 1, 2015 for Fire Paramedic and EMT-II Cert	0%; however, eligible employees received 3.9% salary adjustments to offset increased employee pension contributions.
2016	Under a pay for performance system, merit-based increases of 2-4% of the mid-point of an employee's salary range may have been awarded	Hired on or after Oct 3, 2011: \$28.77 biweekly + 2.5% PP 1, 2016 0.5% PP 14, 2016 Hired prior to Oct 3, 2011 \$28.77 biweekly + 2.0% PP 1, 2016 0.5% PP 14, 2016 0.5% PP 25, 2016	2.0% PP 1, 2016 2.0% PP 14, 2016 0.25% PP 25, 2016	Under a pay for performance system, merit-based increases of 2% of an employee's salary may have been awarded
2017	Under a pay for performance system, merit-based increases of 2-4% of the mid-point of an employee's salary range may have been awarded	2.0% PP 1, 2017	TBD	Under a pay for performance system, merit-based increases of 2% an employee's salary may have been awarded

(1) For 2009, the base of all salaried is increased by \$359, and then increased another 3% on top of the base.

(2) For 2011, the base of all salaries is increased by \$325.

(3) For 2012, the base of all salaries is increased by \$575 and then increased another 2.2% in Pay Period 26, 2011 and then increased by 1.35% in Pay Period 14, 2012.

- (4) For 2013, effective Pay Period 14 + Lump Sum for Pay Periods 1-13 for Residents.
- (5) For 2014, effective Pay Period 14 + Lump Sum for Pay Periods 1-13 for Residents.