

# CC # 212029 – Actual Salary Ordinance Changes

## PART I

### SECTION 1: OFFICIALS AND ADMINISTRATORS

#### Pay Range 1CX

Official Rate Biweekly

BOZA ADMINISTRATIVE COORDINATOR
BUILDING SERVICES MANAGER (1) (5)
EQUIPMENT INVENTORY MANAGER (1) (5)
FLEET OPERATIONS AND TRAINING SUPERVISOR (1) (3) (5) (7)
HEALTH AND SAFETY OFFICER
HEALTH PROJECT SUPERVISOR – WIC (3) (4) (7) (8)
INVENTORY SERVICES MANAGER
LEAD PENSION SPECIALIST
LEGISLATIVE LIBRARY MANAGER (2) (3) (6) (7)
LICENSE COORDINATOR
PARKING ENFORCEMENT ASSISTANT MANAGER
POLICE RECORDS ASSISTANT MANAGER
PUBLIC RELATIONS SUPERVISOR
TOW LOT ASSISTANT MANAGER
WATER CUSTOMER SERVICE SUPERVISOR

#### Wage Rate:

Hourly	25.24	35.34
<b>Biweekly</b>	<b>2,019.16</b>	<b>2,827.08</b>
Annual	52,498.16	73,504.08

- (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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (2) Recruitment is at:

Biweekly	2,180.76
Annual	56,699.76

- (3) Appointment may be at any rate in the pay range with the approval of DER.

- (4) Recruitment is at:

Biweekly	2,175.15
Annual	56,553.90

#### Resident Wage Incentive:

Hourly	26.00	36.40
<b>Biweekly</b>	<b>2,079.74</b>	<b>2,911.90</b>

Annual	54,073.24	75,709.40
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(5) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(6) Recruitment is at:

Biweekly	2,202.14
Annual	57,255.64

(7) Appointment may be at any rate in the pay range with the approval of DER.

(8) Recruitment is at:

Biweekly	2,240.41
Annual	58,250.66

## Pay Range 1DX

Official Rate Biweekly

CITY CHANNEL MANAGER (1) (7) (9) (15)
CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (3) (4) (11) (12)
COURT BUSINESS MANAGER
CUSTOMER SERVICES MANAGER
DNS PERSONNEL OFFICER
DOCUMENT SERVICES MANAGER
ELECTRONIC TECHNICIAN SUPERVISOR (1) (9)
FAMILY AND COMMUNITY WELLNESS MANAGER
FIRE PERSONNEL OFFICER
FLEET REPAIR SUPERVISOR (2) (6) (10) (14)
HEALTH PROJECT SUPERVISOR – EMPOWERING FAMILIES OF MILWAUKEE (1) (4) (9) (12)
HEALTH PROJECT SUPERVISOR - DADS (1) (4) (9) (12)
HOUSING POLICY AND COMPLIANCE MANAGER
LIBRARY SECURITY MANAGER (1) (7) (9) (15)
PARKING SERVICES SUPERVISOR (2) (10)
PERSONNEL OFFICER
PLANT AND EQUIPMENT REPAIR SUPERVISOR
POLICE FLEET MANAGER
POLICE PAYROLL SUPERVISOR (1) (8) (9) (16)
POLICE RECORDS MANAGER (3) (11)
PROPERTY MANAGEMENT PROGRAM COORDINATOR
REVENUE COLLECTION MANAGER
SAFETY SUPERVISOR (2) (5) (10) (13)
SANITATION DISTRICT MANAGER (2) (10)
VITAL STATISTICS AND FIMR MANAGER
WATER COLLECTIONS SUPERVISOR
WATER SYSTEMS AND PROJECT MANAGER

## Wage Rate:

Hourly	26.90	37.66
<b>Biweekly</b>	<b>2,152.38</b>	<b>3,013.16</b>

Annual	55,961.88	78,342.16
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- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (2) 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.
- (3) 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.
- (4) Recruitment is at:

Biweekly	2,432.31
Annual	63,240.06

- (5) Recruitment is at:

Biweekly	2,293.52
Annual	59,631.52

- (6) Recruitment is at:

Biweekly	2,593.88
Annual	67,440.88

- (7) Recruitment is at:

Biweekly	2,324.54
Annual	60,438.04

- (8) Recruitment is at:

Biweekly	2,783.96
Annual	72,382.96

**Resident Wage Incentive:**

Hourly	27.71	38.79
<b>Biweekly</b>	<b>2,216.96</b>	<b>3,103.55</b>
Annual	57,640.96	80,692.30

- (9) Appointment may be at any rate in the pay range with the approval of DER.
- (10) 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.
- (11) 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.
- (12) Recruitment is at:

Biweekly	2,505.28
Annual	65,137.28

- (13) Recruitment is at:

Biweekly	2,362.33
Annual	61,420.58

- (14) Recruitment is at:

Biweekly	2,671.70
Annual	69,464.20

- (15) Recruitment is at:

Biweekly	2,394.28
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Annual	62,251.28
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(16) Recruitment is at:

Biweekly	2,867.48
Annual	74,554.48

## Pay Range 1EX

Official Rate Biweekly

BENEFITS AND WELLNESS SUPERVISOR (13) (17) (30) (34)
BUSINESS OPERATIONS MANAGER
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (13) (15) (30) (32)
DISTRICT CODE ENFORCEMENT SUPERVISOR (1) (2) (18) (19)
DOULA PROGRAM MANAGER (13) (15) (30) (32)
DPW INVENTORY AND PURCHASING MANAGER
ELECTION SERVICES BUSINESS SYSTEMS COORDINATOR (13) (16) (30) (33)
ENVIRONMENTAL HEALTH SERVICES MANAGER (8) (25)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (3) (12) (20) (29)
FIRE DISPATCH ASSISTANT MANAGER (5) (13) (22) (30)
FIRE EQUIPMENT REPAIRS MANAGER (12) (29)
FIRE FLEET AND EQUIPMENT MANAGER (12) (29)
FLEET ACQUISITION MANAGER (3) (20)
FLEET OPERATIONS AND TRAINING MANAGER (3) (13) (20) (30)
HEALTHCARE ACCESS PROGRAM MANAGER (13) (15) (30) (32)
HOUSING REHABILITATION MANAGER (11) (28)
HUMAN RESOURCES SUPERVISOR (13) (17) (30) (34)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY CIRCULATION MANAGER (13) (14) (30) (31)
LIBRARY SERVICES ASSISTANT MANAGER (6) (13) (23) (30)
MEN'S HEALTH MANAGER (8) (25)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (2) (19)
PAY SERVICES SUPERVISOR (13) (17) (30) (34)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (9) (26)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (30)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (13) (30)
PUBLIC HEALTH NURSE SUPERVISOR (7) (13) (24) (30)
STRONG BABY PROGRAM MANAGER (13) (15) (30) (32)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (4) (21)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (10) (27)
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER

WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (8) (25)
WIC PROGRAM MANAGER (13) (15) (30) (32)
WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (13) (17) (30) (34)

**Wage Rate:**

Hourly	28.67	40.14
<b>Biweekly</b>	<b>2,293.52</b>	<b>3,210.82</b>
Annual	59,631.52	83,481.32

(1) Recruitment is at:

Biweekly	2,503.31
Annual	65,086.06

(2) 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.

(3) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(4) Recruitment is at:

Biweekly	2,784.09
Annual	72,386.34

(5) Recruitment is at:

Biweekly	2,996.27
Annual	77,903.02

(6) Recruitment is at:

Biweekly	2,748.27
Annual	71,455.02

(7) Recruitment is at:

Biweekly	2,668.51
Annual	69,381.26

(8) Recruitment is at:

Biweekly	2,503.20
Annual	65,083.20

(9) Recruitment is at:

Biweekly	2,744.37
Annual	71,353.62

(10) Recruitment is at:

Biweekly	2,427.46
Annual	63,113.96

(11) Recruitment is at:

Biweekly	2,699.18
Annual	70,178.68

(12) Recruitment is at:

Biweekly	2,664.43
Annual	69,275.18

(13) Appointment may be at any rate in the pay range with the approval of DER.

(14) Recruitment is at:

Biweekly	2,476.99
Annual	64,401.74

(15) Recruitment is at:

Biweekly	2,735.92
Annual	71,133.92

(16) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

(17) Recruitment is at:

Biweekly	2,968.54
Annual	77,182.04

### Resident Wage Incentive:

Hourly	29.53	41.34
<b>Biweekly</b>	<b>2,362.33</b>	<b>3,307.15</b>
Annual	61,420.58	85,985.90

(18) Recruitment is at:

Biweekly	2,578.42
Annual	67,038.92

(19) 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.

(20) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(21) Recruitment is at:

Biweekly	2,867.62
Annual	74,558.12

(22) Recruitment is at:

Biweekly	3,086.16
Annual	80,240.16

(23) Recruitment is at:

Biweekly	2,830.71
Annual	73,598.46

(24) Recruitment is at:

Biweekly	2,748.57
Annual	71,462.82

(25) Recruitment is at:

Biweekly	2,578.29
Annual	67,035.54

(26) Recruitment is at:

Biweekly	2,826.71
Annual	73,494.46

(27) Recruitment is at:

Biweekly	2,500.29
Annual	65,007.54

(28) Recruitment is at:

Biweekly	2,780.15
Annual	72,283.90

(29) Recruitment is at:

Biweekly	2,744.37
Annual	71,353.62

(30) Appointment may be at any rate in the pay range with the approval of DER.

(31) Recruitment is at:

Biweekly	2,551.30
Annual	66,333.80

(32) Recruitment is at:

Biweekly	2,817.99
Annual	73,267.74

(33) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

(34) Recruitment is at:

Biweekly	3,057.60
Annual	79,497.60

### Pay Range 1FX

Official Rate Biweekly

BUSINESS FINANCE MANAGER
BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES
COMMUNICATIONS SYSTEMS MANAGER (2) (4) (13) (15)
COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (1) (2) (12) (13)
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME AND INTELLIGENCE MANAGER
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9) (10) (20) (21)
FLEET REPAIR SUPERVISOR - SENIOR (4) (7) (15) (18)
FORESTRY SHOP AND MAINTENANCE MANAGER (4) (10) (11) (15) (21) (22)
HOME ENVIRONMENTAL HEALTH MANAGER (2) (13)
HUMAN RESOURCES OFFICER (2) (13)
IN REM PROPERTY DISPOSITION MANAGER
LIBRARY BUSINESS MANAGER (1) (10) (12) (21)
LICENSE DIVISION ASSISTANT MANAGER
OPERATIONS SERVICES MANAGER (4) (15)
PROPERTY CONTROL MANAGER (3) (14)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER (4) (10) (11) (15) (21) (22)
PUBLIC INFORMATION MANAGER (1) (2) (12) (13)
SEWER SERVICES DISTRICT MANAGER
SPECIAL ENFORCEMENT SUPERVISOR (2) (13)
STREET REPAIR DISTRICT MANAGER (4) (15)
TOW LOT MANAGER
UCC OPERATIONS MANAGER

URBAN FORESTRY MANAGER (4) (10) (11) (15) (21) (22)
WATER BILLING AND COLLECTIONS MANAGER
WATER DISTRIBUTION SCHEDULING MANAGER
WATER INFORMATION TECHNOLOGY SUPERVISOR
WATER PLANT AUTOMATION SUPERVISOR (5) (16)
WATER PLANT OPERATIONS SUPERVISOR (6) (17)
WATER PLANTS MAINTENANCE SUPERVISOR (8) (19)

**Wage Rate:**

Hourly	30.57	42.80
<b>Biweekly</b>	<b>2,445.58</b>	<b>3,423.68</b>
Annual	63,585.08	89,015.68

(1) Recruitment is at:

Biweekly	2,690.10
Annual	69,942.60

(2) 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.

(3) Recruitment is at:

Biweekly	3,113.03
Annual	80,938.78

(4) 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.

(5) Recruitment is at:

Biweekly	2,601.94
Annual	67,650.44

(6) Recruitment is at:

Biweekly	2,827.08
Annual	73,504.08

(7) Recruitment is at:

Biweekly	2,749.51
Annual	71,487.26

(8) Recruitment is at:

Biweekly	2,743.11
Annual	71,320.86

(9) Recruitment is at:

Biweekly	2,872.72
Annual	74,690.72

(10) Appointment may be at any rate in the pay range with the approval of DER.

(11) Recruitment is at:

Biweekly	2,935.23
Annual	76,315.98

**Resident Wage Incentive:**

Hourly	31.49	44.08
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<b>Biweekly</b>	<b>2,518.95</b>	<b>3,526.40</b>
Annual	65,492.70	91,686.40

(12) Recruitment is at:

Biweekly	2,770.80
Annual	72,040.80

(13) 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.

(14) Recruitment is at:

Biweekly	3,206.42
Annual	83,366.92

(15) 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.

(16) Recruitment is at:

Biweekly	2,680.00
Annual	69,680.00

(17) Recruitment is at:

Biweekly	2,911.90
Annual	75,709.40

(18) Recruitment is at:

Biweekly	2,832.00
Annual	73,632.00

(19) Recruitment is at:

Biweekly	2,825.40
Annual	73,460.40

(20) Recruitment is at:

Biweekly	2,958.90
Annual	76,931.40

(21) Appointment may be at any rate in the pay range with the approval of DER.

(22) Recruitment is at:

Biweekly	3,023.29
Annual	78,605.46

## Pay Range 1GX

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3) (20)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT CITY PAYROLL MANAGER (8) (25)
ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2) (19)
BUILDING CODES ENFORCEMENT MANAGER (2) (19)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (19)
DATA SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR (2) (19)

ELECTRICAL SERVICES MANAGER (1) (4) (8) (18) (21) (25)
EMERGENCY COMMUNICATIONS SUPERVISOR (3) (8) (20) (25)
EMERGENCY COMMUNICATIONS SUPERVISOR – TRAINING (3) (8) (20) (25)
EMERGENCY COMMUNICATIONS SUPERVISOR – QUALITY ASSURANCE (3) (8) (20) (25)
FIRE DISPATCH MANAGER (5) (8) (22) (25)
FIRE PROTECTION ENGINEER SUPERVISOR (2) (19)
GREENHOUSE AND NURSERY MANAGER (8) (15) (25) (32)
HEALTH DATA AND EVALUATION DIRECTOR (8) (16) (25) (33)
HEALTH STRATEGY DIRECTOR (8) (16) (25) (33)
HOUSING PROGRAMS MANAGER (6) (23)
INFECTIOUS DISEASE PROGRAM MANAGER (9) (26)
IT SUPPORT SERVICES SUPERVISOR (8) (25)
LIBRARY FACILITIES MAINTENANCE SUPERVISOR (4) (8) (21) (25)
LIBRARY SERVICES MANAGER (8) (11) (25) (28)
LONG RANGE PLANNING MANAGER (2) (13) (14) (19) (30) (31)
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (19)
PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2) (19)
RETIREMENT PLAN MANAGER (2) (19)
SAFETY MANAGER (7) (24)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (8) (12) (25) (29)
WATER ACCOUNTING MANAGER (2) (19)
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (27)
WATER QUALITY OPERATIONS MANAGER (8) (17) (25) (34)

**Wage Rate:**

Hourly	32.58	45.61
<b>Biweekly</b>	<b>2,606.28</b>	<b>3,648.85</b>
Annual	67,763.28	94,870.10

- (1) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- (2) 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.
- (3) Recruitment is at:

Biweekly	3,381.26
Annual	87,912.76

- (4) Recruitment is at:

Biweekly	3,449.69
Annual	89,691.94

- (5) Recruitment is at:

Biweekly	3,353.58
Annual	87,193.08

- (6) Recruitment is at:

Biweekly	2,916.06
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Annual	75,817.56
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(7) Recruitment is at:

Biweekly	2,778.60
Annual	72,243.60

(8) Appointment may be at any rate in the pay range with the approval of DER.

(9) Recruitment is at:

Biweekly	2,935.37
Annual	76,319.62

(10) Recruitment is at:

Biweekly	2,827.08
Annual	73,504.08

(11) Recruitment is at:

Biweekly	2,940.66
Annual	76,457.16

(12) Recruitment is at:

Biweekly	3,016.33
Annual	78,424.58

(13) Recruitment is at:

Biweekly	3,077.85
Annual	80,024.10

(14) An employee possessing an AICP certification to be paid an additional 3%.

(15) Recruitment is at:

Biweekly	3,111.31
Annual	80,894.06

(16) Recruitment is at:

Biweekly	3,032.65
Annual	78,848.90

(17) Recruitment is at:

Biweekly	3,133.65
Annual	81,474.90

### Resident Wage Incentive:

Hourly	33.56	46.98
<b>Biweekly</b>	<b>2,684.48</b>	<b>3,758.31</b>
Annual	69,796.48	97,716.06

(18) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(19) 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.

(20) Recruitment is at:

Biweekly	3,482.70
Annual	90,550.20

(21) Recruitment is at:

Biweekly	3,553.18
Annual	92,382.68

(22) Recruitment is at:

- |          |           |
|----------|-----------|
| Biweekly | 3,454.19  |
| Annual   | 89,808.94 |
- (23) Recruitment is at:
- |          |           |
|----------|-----------|
| Biweekly | 3,003.54  |
| Annual   | 78,092.04 |
- (24) Recruitment is at:
- |          |           |
|----------|-----------|
| Biweekly | 2,861.96  |
| Annual   | 74,410.96 |
- (25) Appointment may be at any rate in the pay range with the approval of DER.
- (26) Recruitment is at:
- |          |           |
|----------|-----------|
| Biweekly | 3,023.42  |
| Annual   | 78,608.92 |
- (27) Recruitment is at:
- |          |           |
|----------|-----------|
| Biweekly | 2,911.90  |
| Annual   | 75,709.40 |
- (28) Recruitment is at:
- |          |           |
|----------|-----------|
| Biweekly | 3,028.88  |
| Annual   | 78,750.88 |
- (29) Recruitment is at:
- |          |           |
|----------|-----------|
| Biweekly | 3,106.83  |
| Annual   | 80,777.58 |
- (30) Recruitment is at:
- |          |           |
|----------|-----------|
| Biweekly | 3,170.19  |
| Annual   | 82,424.94 |
- (31) An employee possessing an AICP certification to be paid an additional 3%.
- (32) Recruitment is at:
- |          |           |
|----------|-----------|
| Biweekly | 3,204.65  |
| Annual   | 83,320.88 |
- (33) Recruitment is at:
- |          |           |
|----------|-----------|
| Biweekly | 3,123.63  |
| Annual   | 81,214.38 |
- (34) Recruitment is at:
- |          |           |
|----------|-----------|
| Biweekly | 3,227.66  |
| Annual   | 83,919.16 |

## Pay Range 1KX

Official Rate Biweekly

ACCOUNTS DIRECTOR
CHIEF COURT ADMINISTRATOR
ELECTION COMMISSION – EXECUTIVE DIRECTOR
EMPLOYEE BENEFITS DIRECTOR
ENGINEER IN CHARGE (1) (3) (6) (8)
FINANCIAL SERVICES DIRECTOR
INVESTMENTS AND FINANCIAL SERVICES DIRECTOR
LABOR NEGOTIATOR (1) (6)
PUBLIC WORKS COORDINATION MANAGER (1) (3) (6) (8)

WATER PLANTS MANAGER (2) (3) (4) (7) (8) (9)
WATER QUALITY MANAGER (1) (5) (6) (10)

**Wage Rate:**

Hourly	42.05	58.88
<b>Biweekly</b>	<b>3,364.32</b>	<b>4,710.20</b>
Annual	87,472.32	122,465.20

- (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) Appointment may be at any rate in the pay range with the approval of DER.
- (3) Recruitment is at:

Biweekly	3,546.42
Annual	92,206.92

- (4) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- (5) Recruitment is at:

Biweekly	3,752.08
Annual	97,554.08

**Resident Wage Incentive:**

Hourly	43.32	60.64
<b>Biweekly</b>	<b>3,465.25</b>	<b>4,851.51</b>
Annual	90,096.50	126,139.26

- (6) 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.
- (7) Appointment may be at any rate in the pay range with the approval of DER.
- (8) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

- (9) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- (10) Recruitment is at:

Biweekly	3,864.64
Annual	100,480.64

**SECTION 2: PROFESSIONALS**

**Pay Range 2EN**

Official Rate Biweekly

ARCHITECTURAL DESIGNER I (1) (13) (15) (18) (30) (32)
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ATHLETIC TRAINER
CIVIL ENGINEER I (1) (9) (13) (18) (26) (30)
COMMUNITY OUTREACH SPECIALIST (12) (29)
DISEASE INTERVENTION SPECIALIST 2 (13) (14) (30) (31)
DOULA
ELECTRICAL ENGINEER I (1) (9) (13) (18) (26) (30)
FATHERHOOD INVOLVEMENT SPECIALIST 2 (13) (14) (30) (31)
FIRE PROTECTION ENGINEER I (13) (30)
HOUSING PROGRAMS SPECIALIST (10) (13) (27) (30)
INVESTIGATOR/ADJUSTER (2) (19)
IT SUPPORT SPECIALIST (3) (13) (20) (30)
LABORATORY DATA SPECIALIST (3) (20)
LACTATION COUNSELOR (12) (29)
LEAD PROJECT SPECIALIST
LIBRARIAN I (8) (13) (25) (30)
LIBRARY CIRCULATION SERVICES COORDINATOR (3) (13) (20) (30)
LIBRARY MARKETING SPECIALIST
LIBRARY SECURITY INVESTIGATOR (13) (17) (30) (34)
LIBRARY SERVICES COORDINATOR (3) (13) (16) (20) (30) (33)
LIBRARY TECHNICAL SERVICES COORDINATOR (3) (13) (20) (30)
LIBRARY VOLUNTEER COORDINATOR (13) (17) (30) (34)
MECHANICAL ENGINEER I (1) (9) (13) (18) (26) (30)
MEDIA PRODUCER (4) (21)
PLAN EXAMINER SPECIALIST (5) (13) (22) (30)
PUBLIC HEALTH NURSE 2 (6) (7) (13) (23) (24) (30)
PUBLIC HEALTH SOCIAL WORKER 2 (13) (14) (30) (31)
WATER TREATMENT PLANT OPERATOR (11) (13) (28) (30)

**Wage Rate:**

Hourly	22.22	31.10
<b>Biweekly</b>	<b>1,777.38</b>	<b>2,488.27</b>
Annual	46,211.88	64,695.02

(1) Recruitment is at:

Biweekly	2,312.42
Annual	60,122.92

(2) Recruitment is at:

Biweekly	2,069.41
Annual	53,804.66

(3) Recruitment is at:

Biweekly	1,989.63
Annual	51,730.38

(4) Recruitment is at the minimum of the following range:

Biweekly	1,963.63	2,524.07
Annual	51,054.38	65,625.82

(5) Recruitment is at the minimum of the following range:

Biweekly	2,203.59	2,621.95
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Annual	57,293.34	68,170.70
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(6) Recruitment is at the minimum of the following range:

Biweekly	2,184.99	2,488.27
Annual	56,809.74	64,695.02

(7) 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.

(8) Recruitment is at:

Biweekly	2,243.41
Annual	58,328.66

(9) An employee possessing a Professional Engineer License to be paid an additional 3%.

(10) Recruitment is at the minimum of the following range:

Biweekly	2,083.47	2,488.27
Annual	54,170.22	64,695.02

(11) Recruitment is at:

Biweekly	1,798.07
Annual	46,749.82

(12) Recruitment is at:

Biweekly	2,080.95
Annual	54,104.70

(13) Appointment may be at any rate in the pay range with the approval of DER.

(14) Recruitment is at:

Biweekly	2,185.33
Annual	56,818.58

(15) An employee possessing a Registered Architect License to be paid an additional 3%.

(16) Additional one-time \$400 incentive for completing reference coursework.

(17) Recruitment is at:

Biweekly	1,990.65
Annual	51,756.90

### Resident Wage Incentive:

Hourly	22.88	32.04
<b>Biweekly</b>	<b>1,830.70</b>	<b>2,562.92</b>
Annual	47,598.20	66,635.92

(18) Recruitment is at:

Biweekly	2,381.79
Annual	61,926.54

(19) Recruitment is at:

Biweekly	2,131.49
Annual	55,418.74

(20) Recruitment is at:

Biweekly	2,049.32
Annual	53,282.32

(21) Recruitment is at the minimum of the following range:

Biweekly	2,022.54	2,599.79
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Annual	52,586.04	67,594.54
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(22) Recruitment is at the minimum of the following range:

Biweekly	2,269.70	2,700.61
Annual	59,012.20	70,215.86

(23) Recruitment is at the minimum of the following range:

Biweekly	2,250.54	2,562.92
Annual	58,514.04	66,635.92

(24) 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.

(25) Recruitment is at:

Biweekly	2,310.71
Annual	60,078.46

(26) An employee possessing a Professional Engineer License to be paid an additional 3%.

(27) Recruitment is at the minimum of the following range:

Biweekly	2,145.97	2,562.92
Annual	55,795.22	66,635.92

(28) Recruitment is at:

Biweekly	1,852.01
Annual	48,152.26

(29) Recruitment is at:

Biweekly	2,143.38
Annual	55,727.88

(30) Appointment may be at any rate in the pay range with the approval of DER.

(31) Recruitment is at:

Biweekly	2,250.89
Annual	58,523.14

(32) An employee possessing a Registered Architect License to be paid an additional 3%.

(33) Additional one-time \$400 incentive for completing reference coursework.

(34) Recruitment is at:

Biweekly	2,050.37
Annual	53,309.62

## Pay Range 2FN

Official Rate Biweekly

CHEMIST (5) (17)
DISEASE INTERVENTION SPECIALIST 3 (5) (9) (17) (21)
ENVIRONMENTAL HEALTH COORDINATOR (8) (20)
ENVIRONMENTAL RISK OFFICER (1) (13)
FATHERHOOD INVOLVEMENT SPECIALIST 3 (5) (9) (17) (21)
HEALTH PROJECT COORDINATOR (5) (11) (17) (23)
HEALTHCARE ACCESS PROGRAM COORDINATOR (5) (11) (17) (23)
FIRE DISPATCHER – SENIOR (6) (18)
LIBRARIAN II (5) (7) (17) (19)
LIBRARY EDUCATION OUTREACH COORDINATOR (5) (10) (17) (22)

MECHANICAL PLAN EXAMINER II (2) (5) (14) (17)
MICROBIOLOGIST (5) (17)
PLAN EXAMINER II (2) (5) (14) (17)
PUBLIC HEALTH NURSE 3 (3) (4) (15) (16)
PUBLIC HEALTH SOCIAL WORKER 3 (5) (9) (17) (21)
VIROLOGIST (5) (17)
WATER CHEMIST (5) (12) (17) (24)
WATER MICROBIOLOGIST (5) (12) (17) (24)

**Wage Rate:**

Hourly	23.68	33.16
<b>Biweekly</b>	<b>1,894.62</b>	<b>2,652.61</b>
Annual	49,260.12	68,967.86

(1) Recruitment is at the minimum of the following range:

Biweekly	2,080.57	2,652.59
Annual	54,094.82	68,967.34

(2) Recruitment is at the minimum of the following range:

Biweekly	2,605.82	2,813.04
Annual	67,751.32	73,139.04

(3) Recruitment is at the minimum of the following range:

Biweekly	2,434.66	2,652.61
Annual	63,301.16	68,967.86

(4) 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.

(5) Appointment may be at any rate in the pay range with the approval of DER.

(6) Recruitment is at:

Biweekly	2,638.96
Annual	68,612.96

And appointment may be at any rate in the following pay range with the approval of DER:

Biweekly	2,638.96	3,245.62
Annual	68,612.96	84,386.12

(7) Recruitment is at:

Biweekly	2,400.45
Annual	62,411.70

(8) Recruitment is at:

Biweekly	2,332.27
Annual	60,639.02

(9) Recruitment is at:

Biweekly	2,294.59
Annual	59,659.34

(10) Recruitment is at:

Biweekly	2,471.54
Annual	64,260.04

(11) Recruitment is at:

Biweekly	2,071.57
Annual	53,860.82

(12) Recruitment is at:

Biweekly	2,270.19
Annual	59,024.94

**Resident Wage Incentive:**

Hourly	24.39	34.15
<b>Biweekly</b>	<b>1,951.46</b>	<b>2,732.19</b>
Annual	50,737.96	71,036.94

(13) Recruitment is at the minimum of the following range:

Biweekly	2,142.99	2,732.17
Annual	55,717.74	71,036.42

(14) Recruitment is at the minimum of the following range:

Biweekly	2,683.99	2,897.43
Annual	69,783.74	75,333.18

(15) Recruitment is at minimum of the following range:

Biweekly	2,507.70	2,732.19
Annual	65,200.20	71,036.94

(16) 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.

(17) Appointment may be at any rate in the pay range with the approval of DER.

(18) Recruitment is at:

Biweekly	2,718.13
Annual	70,671.38

And appointment may be at any rate in the following pay range with the approval of DER:

Biweekly	2,718.13	3,342.99
Annual	70,671.38	86,917.74

(19) Recruitment is at:

Biweekly	2,472.46
Annual	64,283.96

(20) Recruitment is at:

Biweekly	2,402.24
Annual	62,458.24

(21) Recruitment is at:

Biweekly	2,363.43
Annual	61,449.18

(22) Recruitment is at:

Biweekly	2,545.69
Annual	66,187.94

(23) Recruitment is at:

Biweekly	2,133.72
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(24) Recruitment is at:	Annual	55,476.72
	Biweekly	2,338.30
	Annual	60,795.80

### Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (12) (15) (21) (29) (32)
CIVIL ENGINEER II (4) (5) (15) (21) (22) (32)
CRIME ANALYST (1) (11) (18) (28)
DISEASE INTERVENTION SPECIALIST COORDINATOR (14) (15) (31) (32)
DOULA PROGRAM COORDINATOR (15) (16) (32) (33)
ELECTRICAL ENGINEER II (4) (5) (15) (21) (22) (32)
FIRE PROTECTION ENGINEER II (15) (17) (32) (34)
GIS ANALYST (3) (20)
HOUSING REHABILITATION SPECIALIST (6) (15) (23) (32)
INTELLIGENCE ANALYST (1) (11) (18) (28)
IT SUPPORT SPECIALIST – SENIOR (3) (11) (20) (28)
LEAD PROGRAM INFORMATION SPECIALIST (15) (32)
LIBRARIAN III (13) (15) (30) (32)
MECHANICAL ENGINEER II (4) (5) (15) (21) (22) (32)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (23)
PROGRAMMER ANALYST (3) (11) (20) (28)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (19) (25)
SENIOR WATER TREATMENT PLANT OPERATOR (10) (15) (27) (32)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (23) (24)
WATER QUALITY ANALYST (9) (15) (26) (32)

### Wage Rate:

Hourly	25.24	35.34
<b>Biweekly</b>	<b>2,019.16</b>	<b>2,827.08</b>
Annual	52,498.16	73,504.08

(1) Recruitment is at:

Biweekly	2,128.31
Annual	55,336.06

(2) Recruitment is at the minimum of the following range:

Biweekly	2,206.11	2,827.08
Annual	57,358.86	73,504.08

(3) Recruitment is at:

Biweekly	2,227.01
Annual	57,902.26

(4) Recruitment is at:

Biweekly	2,543.69
Annual	66,135.94

- (5) An employee possessing a Professional Engineer License to be paid an additional 3%.  
 (6) Recruitment is at the minimum of the following range:

Biweekly	2,438.27	2,900.33
Annual	63,395.02	75,408.58

- (7) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.  
 (8) 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:

Biweekly	2,391.65
Annual	62,182.90

- (10) Recruitment is at:

Biweekly	2,246.74
Annual	58,415.24

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. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

- (11) 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.  
 (12) An employee possessing a Registered Architect License to be paid an additional 3%.  
 (13) Recruitment is at:

Biweekly	2,568.48
Annual	66,780.48

- (14) Recruitment is at:

Biweekly	2,455.22
Annual	63,835.72

- (15) Appointment may be at any rate in the pay range with the approval of DER.  
 (16) Recruitment is at:

Biweekly	2,175.15
Annual	56,553.90

- (17) Recruitment is at:

Biweekly	2,290.02
Annual	59,540.52

**Resident Wage Incentive:**

Hourly	26.00	36.40
<b>Biweekly</b>	<b>2,079.73</b>	<b>2,911.89</b>
Annual	54,072.98	75,709.14

- (18) Recruitment is at:

Biweekly	2,192.16
Annual	56,996.16

- (19) Recruitment is at the minimum of the following range:

Biweekly	2,272.29	2,911.89
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Annual	59,079.54	75,709.14
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(20) Recruitment is at:

Biweekly	2,293.82
Annual	59,639.32

(21) Recruitment is at:

Biweekly	2,619.99
Annual	68,119.74

(22) An employee possessing a Professional Engineer License to be paid an additional 3%.

(23) Recruitment is at the minimum of the following range:

Biweekly	2,511.42	2,987.34
Annual	65,296.92	77,670.84

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

(25) 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.

(26) Recruitment is at:

Biweekly	2,463.40
Annual	64,048.40

(27) Recruitment is at:

Biweekly	2,314.14
Annual	60,167.64

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. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

(28) 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.

(29) An employee possessing a Registered Architect License to be paid an additional 3%.

(30) Recruitment is at:

Biweekly	2,645.53
Annual	68,783.78

(31) Recruitment is at:

Biweekly	2,528.88
Annual	65,750.88

(32) Appointment may be at any rate in the pay range with the approval of DER.

(33) Recruitment is at:

Biweekly	2,240.40
Annual	58,250.40

(34) Recruitment is at:

Biweekly	2,358.72
Annual	61,326.72

## Pay Range 2HN

Official Rate Biweekly

BOILER INSPECTOR (11) (26)
BUILDING CONSTRUCTION INSPECTOR (11) (26)
CHEMIST – SENIOR (12) (15) (27) (30)
ELECTRICAL INSPECTOR (11) (26)
ELEVATOR INSPECTOR (11) (26)
FACILITIES CONSTRUCTION PROJECT COORDINATOR (8) (9) (15) (23) (24) (30)
FACILITIES MAINTENANCE COORDINATOR (8) (9) (15) (23) (24) (30)
FORENSIC BALLISTICS SPECIALIST (12) (15) (27) (30)
IT SUPPORT SPECIALIST – LEAD (1) (16)
LABORATORY INFORMATION SYSTEMS SPECIALIST (10) (25)
LABORATORY QUALITY ASSURANCE SPECIALIST (12) (15) (27) (30)
MICROBIOLOGIST – SENIOR (12) (15) (27) (30)
NETWORK ANALYST – SENIOR (1) (14) (16) (29)
PLUMBING INSPECTOR (11) (26)
SENIOR PROPERTY APPRAISER 1 (2) (6) (7) (17) (21) (22)
SENIOR PROPERTY APPRAISER 2 (3) (6) (7) (18) (21) (22)
SENIOR PROPERTY APPRAISER 3 (4) (6) (7) (19) (21) (22)
SENIOR PROPERTY APPRAISER 4 (5) (6) (7) (20) (21) (22)
SPRINKLER CONSTRUCTION INSPECTOR (11) (26)
VIROLOGIST – SENIOR (12) (15) (27) (30)
WATER CHEMIST – SENIOR (13) (15) (28) (30)
WATER MICROBIOLOGIST – SENIOR (13) (15) (28) (30)
WATER QUALITY ASSURANCE SPECIALIST (13) (15) (28) (30)

**Wage Rate:**

Hourly	26.90	37.66
<b>Biweekly</b>	<b>2,152.38</b>	<b>3,013.16</b>
Annual	55,961.88	78,342.16

- (1) Recruitment is at:

Biweekly	2,493.86
Annual	64,840.36

- (2) Recruitment is at the minimum of the following range:

Biweekly	2,480.63	2,632.47
Annual	64,496.38	68,444.22

Senior Property Appraiser 1 is a promotional opportunity for Property Appraiser 4. The promotional increase shall be to the minimum rate of pay for this title.

- (3) To be paid in the following range:

Biweekly	2,636.30	2,953.09
Annual	68,543.80	76,780.34

Senior Property Appraiser 2 is a promotional opportunity for Senior Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

- (4) To be paid in the following range:

Biweekly	2,801.75	2,953.09
Annual	72,845.50	76,780.34

Senior Property Appraiser 3 is a promotional opportunity for Senior Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

- (5) To be paid in the following range:

Biweekly	2,977.56	3,159.82
Annual	77,416.56	82,155.32

Senior Property Appraiser 4 is a promotional opportunity for all Senior Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

- (6) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% while performing those duties.  
 (7) An employee, when assigned as a 'Lead Property Appraiser' to be paid in the following rates upon certification by the Commissioner of Assessments of having attained and maintained the required credentials and job performance:

Biweekly	3,126.45	3,282.78
Annual	81,287.70	85,352.28

- (8) Recruitment is at:

Biweekly	2,568.91
Annual	66,791.66

- (9) An employee possessing a Professional Engineer License to be paid an additional 3%.

- (10) Recruitment is at:

Biweekly	2,407.05
Annual	62,583.30

- (11) Recruitment is at the minimum the following range:

Biweekly	2,493.86	3,013.16
Annual	64,840.36	78,342.16

- (12) Recruitment is at:

Biweekly	2,155.42
Annual	56,040.92

- (13) Recruitment is at:

Biweekly	2,468.12
Annual	64,171.12

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

- (15) Appointment may be at any rate in the pay range with the approval of DER.

**Resident Wage Incentive:**

Hourly	27.71	38.79
<b>Biweekly</b>	<b>2,216.95</b>	<b>3,103.55</b>
Annual	57,640.76	80,692.30

- (16) Recruitment is at:

Biweekly	2,568.68
Annual	66,785.68

- (17) Recruitment is at the minimum of the following range:

Biweekly	2,555.05	2,711.44
Annual	66,431.30	70,497.44

Senior Property Appraiser 1 is a promotional opportunity for Property Appraiser 4. The promotional increase shall be to the minimum rate of pay for this title.

(18) To be paid in the following range:

Biweekly	2,715.39	2,881.59
Annual	70,600.14	74,921.34

Senior Property Appraiser 2 is a promotional opportunity for Senior Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

(19) To be paid in the following range:

Biweekly	2,885.80	3,041.68
Annual	75,030.80	79,083.69

Senior Property Appraiser 3 is a promotional opportunity for Senior Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

(20) To be paid in the following range:

Biweekly	3,066.89	3,254.61
Annual	79,739.14	84,619.86

Senior Property Appraiser 4 is a promotional opportunity for all Senior Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

(21) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% while performing those duties.

(22) An employee, when assigned as a 'Lead Property Appraiser' to be paid in the following rates upon certification by the Commissioner of Assessments of having attained and maintained the required credentials and job performance:

Biweekly	3,220.24	3,381.26
Annual	83,726.24	87,912.76

(23) Recruitment is at:

Biweekly	2,645.98
Annual	68,795.48

(24) An employee possessing a Professional Engineer License to be paid an additional 3%.

(25) Recruitment is at:

Biweekly	2,479.26
Annual	64,460.76

(26) Recruitment is at the minimum the following range:

Biweekly	2,568.68	3,103.55
Annual	66,785.68	80,692.40

(27) Recruitment is at:

Biweekly	2,220.08
Annual	57,722.08

(28) Recruitment is at:

Biweekly	2,542.16
Annual	66,096.16

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

(30) Appointment may be at any rate in the pay range with the approval of DER.

## Pay Range 2IN

Official Rate Biweekly

ARCHITECT III (3) (5) (9) (15) (17) (21)
CIVIL ENGINEER III (3) (7) (9) (15) (19) (21)
ELECTRICAL ENGINEER III (3) (7) (9) (15) (19) (21)
EMERGENCY COMMUNICATIONS OFFICER IV (9) (11) (21) (23)
EMERGENCY COMMUNICATIONS OFFICER IV – TRAINING (9) (11) (21) (23)
EMERGENCY COMMUNICATIONS OFFICER IV – QUALITY ASSURANCE (9) (11) (21) (23)
ENGINEERING TECHNICIAN VI (1) (13)
FACILITIES PROJECT COORDINATOR (3) (7) (9) (15) (19) (21)
LAND SURVEYOR (2) (8) (14) (20)
LANDSCAPE ARCHITECT (3) (9) (10) (15) (21) (22)
MECHANICAL ENGINEER III (3) (7) (9) (15) (19) (21)
SENIOR TRANSPORTATION PLANNER (3) (6) (9) (15) (18) (21)
WATER CHEMIST PROJECT LEADER (9) (12) (21) (24)
WATER PLANT AUTOMATION CONTROLS ENGINEER (4) (9) (16) (21)

**Wage Rate:**

Hourly	28.67	40.14
<b>Biweekly</b>	<b>2,293.52</b>	<b>3,210.82</b>
Annual	59,631.52	83,481.32

(1) Recruitment is at:

Biweekly	2,651.87
Annual	68,948.62

(2) Recruitment is at:

Biweekly	2,601.96
Annual	67,650.96

(3) Recruitment is at:

Biweekly	2,798.05
Annual	72,749.30

(4) Recruitment is at the minimum of the following range:

Biweekly	2,476.68	3,210.82
Annual	64,393.68	83,481.32

(5) An employee possessing a Registered Architect License to be paid an additional 3%.

(6) An employee possessing an AICP certification to be paid an additional 3%.

(7) An employee possessing a Professional Engineer License to be paid an additional 3%.

(8) 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.

(9) Appointment may be at any rate in the pay range with the approval of DER.

(10) Incentives for attaining and maintaining specific certifications with DER approval.

(11) Recruitment is at:

Biweekly	2,638.96
Annual	68,612.96

(12) Recruitment is at:

Biweekly	2,607.81
Annual	67,803.06

**Resident Wage Incentive:**

Hourly	29.53	41.34
<b>Biweekly</b>	<b>2,362.33</b>	<b>3,307.14</b>
Annual	61,420.58	85,985.64

(13) Recruitment is at:

Biweekly	2,731.43
Annual	71,017.18

(14) Recruitment is at:

Biweekly	2,680.02
Annual	69,680.52

(15) Recruitment is at:

Biweekly	2,881.99
Annual	74,931.74

(16) Recruitment is at the minimum of the following range:

Biweekly	2,550.98	3,307.14
Annual	66,325.48	85,985.64

(17) An employee possessing a Registered Architect License to be paid an additional 3%.

(18) An employee possessing an AICP certification to be paid an additional 3%.

(19) An employee possessing a Professional Engineer License to be paid an additional 3%.

(20) 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.

(21) Appointment may be at any rate in the pay range with the approval of DER.

(22) Incentives for attaining and maintaining specific certifications with DER approval.

(23) Recruitment is at:

Biweekly	2,718.13
Annual	70,671.38

(24) Recruitment is at:

Biweekly	2,686.04
Annual	69,837.04

## SECTION 3: TECHNICIANS

### Pay Range 3FN

Official Rate Biweekly

ENGINEERING DRAFTING TECHNICIAN II (2) (5)
ENGINEERING TECHNICIAN II (2) (5)
GEOGRAPHIC INFORMATION TECHNICIAN II
HELPDESK SPECIALIST I (1) (4)
PROPERTY ASSESSMENT TECHNICIAN I
WATER LABORATORY TECHNICIAN (3) (6)

### Wage Rate:

Hourly	18.88	23.13
<b>Biweekly</b>	<b>1,510.70</b>	<b>1,850.54</b>
Annual	39,278.20	48,114.04

(1) Recruitment is at:

Biweekly	1,627.56
Annual	42,316.56

(2) Recruitment is at:

Biweekly	1,648.87
Annual	42,870.62

(3) Recruitment is at:

Biweekly	1,627.12
Annual	42,305.12

**Resident Wage Incentive:**

Hourly	19.45	23.83
<b>Biweekly</b>	<b>1,556.02</b>	<b>1,906.05</b>
Annual	40,456.52	49,557.30

(4) Recruitment is at:

Biweekly	1,676.39
Annual	43,586.14

(5) Recruitment is at:

Biweekly	1,698.34
Annual	44,156.84

(6) Recruitment is at:

Biweekly	1,675.93
Annual	43,574.18

**SECTION 4: PROTECTIVE SERVICES**

**Pay Range 4MX**

Official Rate Biweekly

BATTALION CHIEF, FIRE (1) (2) (3) (4) (5) (6)
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**Wage Rate:**

Hourly	55.25	56.36	57.48	58.63
<b>Biweekly</b>	<b>4,420.05</b>	<b>4,508.44</b>	<b>4,598.62</b>	<b>4,690.58</b>
Annual	114,921.30	117,219.44	119,564.12	121,955.08

(1) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, non-pensionable premium payment.

This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.

- (2) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (3) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay. An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

**Resident Wage Incentive:**

Hourly	56.91	58.05	59.21	60.39
<b>Biweekly</b>	<b>4,552.65</b>	<b>4,643.69</b>	<b>4,736.58</b>	<b>4,831.30</b>
Annual	118,368.90	120,735.94	123,151.08	125,613.80

- (4) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (5) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (6) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay. An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

**Pay Range 4OX**

Official Rate Biweekly

DEPUTY CHIEF, FIRE (1) (2) (3) (4) (5) (6)
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**Wage Rate:**

Hourly	59.13	60.31	61.52	62.75
<b>Biweekly</b>	<b>4,730.48</b>	<b>4,825.08</b>	<b>4,921.58</b>	<b>5,020.01</b>
Annual	122,992.48	125,452.08	127,961.08	130,520.26

- (1) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, non-pensionable premium payment.

This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.

- (2) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (3) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay.

**Resident Wage Incentive:**

Hourly	60.90	62.12	63.37	64.63
<b>Biweekly</b>	<b>4,872.39</b>	<b>4,969.83</b>	<b>5,069.23</b>	<b>5,170.61</b>
Annual	126,682.14	129,215.58	131,799.98	134,435.86

- (4) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT- II) license shall receive a 5% biweekly non-base building, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (5) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (6) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay.

**Pay Range 4RX**

Official Rate Biweekly

ASSISTANT FIRE CHIEF (1) (2) (3) (5) (6) (7)
ASSISTANT CHIEF OF POLICE (4) (8)

**Wage Rate:**

Hourly	50.92	71.29
<b>Biweekly</b>	<b>4,073.77</b>	<b>5,703.41</b>
Annual	105,918.02	148,288.66

- (1) An employee appointed to this title will be paid at the step that is higher than the employee’s previous rate of pay. An Assistant Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance:

Biweekly	5,121.00	5,274.62	5,431.29	5,591.58	5,703.41
Annual	133,146.00	137,140.12	141,213.54	145,381.08	148,288.66

- (2) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, non-pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. The first \$1,500 of this amount shall be included in an employee's final average salary solely for the purposes of computing pension benefits.
- (3) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (4) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

**Resident Wage Incentive:**

Hourly	52.45	73.43
<b>Biweekly</b>	<b>4,195.98</b>	<b>5,874.51</b>
Annual	109,095.48	152,737.26

- (5) An employee appointed to this title will be paid at the step that is higher than the employee's previous rate of pay. An Assistant Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance:

Biweekly	5,274.63	5,432.86	5,594.23	5,759.33	5,874.51
Annual	137,140.38	141,254.36	145,449.98	149,742.58	152,737.26

- (6) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, non-pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. The first \$1,500 of this amount shall be included in an employee's final average salary solely for the purposes of computing pension benefits.
- (7) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (8) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

**SECTION 5: PARAPROFESSIONALS**

**Pay Range 5DN**

Official Rate Biweekly

FORENSIC IDENTIFICATION PROCESSOR (3) (7)
INTERNET ANALYST (1) (5)
LIBRARY CIRCULATION SERVICES REPRESENTATIVE (4) (8)
LIBRARY TECHNICAL SERVICES SPECIALIST (4) (8)
LICENSE SPECIALIST I (2) (6)

POLICE RECORDS SPECIALIST II (3) (7)
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**Wage Rate:**

Hourly	17.78	21.05
<b>Biweekly</b>	<b>1,422.20</b>	<b>1,683.62</b>
Annual	36,977.20	43,774.12

(1) Recruitment is at:

Biweekly	1,517.27
Annual	39,449.02

(2) Recruitment is at:

Biweekly	1,552.21
Annual	40,357.46

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

Biweekly	1,833.00
Annual	47,658.00

(3) Recruitment is at the minimum of the following range:

Biweekly	1,552.21	1,747.56
Annual	40,357.46	45,436.56

(4) Recruitment is at:

Biweekly	1,482.21
Annual	38,537.46

**Resident Wage Incentive:**

Hourly	18.31	21.68
<b>Biweekly</b>	<b>1,464.86</b>	<b>1,734.13</b>
Annual	38,086.36	45,087.38

(5) Recruitment is at:

Biweekly	1,562.79
Annual	40,632.54

(6) Recruitment is at:

Biweekly	1,598.77
Annual	41,568.02

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

Biweekly	1,887.99
Annual	49,087.74

(7) Recruitment is at the minimum of the following range:

Biweekly	1,598.77	1,799.98
Annual	41,568.02	46,799.48

(8) Recruitment is at:

Biweekly	1,526.67
Annual	39,693.42

**Pay Range 5IN**

Official Rate Biweekly

911 DISPATCHER (4) (10)
911 TELECOMMUNICATOR (3) (9)
ADMINISTRATIVE ASSISTANT IV (1) (7)
BENEFITS SERVICES SPECIALIST (2) (6) (8) (12)
EMERGENCY COMMUNICATIONS ADMINISTRATIVE ASSISTANT IV (2) (6) (8) (12)
EMERGENCY COMMUNICATIONS FINANCIAL SERVICES ASSISTANT (2) (6) (8) (12)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ASSISTANT (2) (6) (8) (12)
HUMAN RESOURCES ASSISTANT (2) (6) (8) (12)
LIBRARY CIRCULATION SERVICES REPRESENTATIVE – LEAD (1) (7)
LIBRARY COMMUNICATIONS ASSISTANT (1) (7)
LIBRARY TECHNICAL SERVICES SPECIALIST – LEAD (1) (7)
PROGRAM ASSISTANT III (1) (7)
REVENUE COLLECTION SPECIALIST (1) (7)
WATER PLANT MAINTENANCE ASSISTANT (2) (5) (8) (11)

**Wage Rate:**

Hourly	22.73	26.81
<b>Biweekly</b>	<b>1,818.24</b>	<b>2,144.72</b>
Annual	47,274.24	55,762.72

- (1) Recruitment is at:

Biweekly	1,874.42
Annual	48,734.92

- (2) Appointment may be at any rate in the pay range with the approval of DER.  
 (3) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. Appointment may be at any rate in the following pay range.

Biweekly	2,144.65	2,637.65
Annual	55,760.90	68,578.90

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5%.

- (4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. Appointment may be at any rate in the following pay range.

Biweekly	2,466.35	3,033.27
Annual	64,125.10	78,865.02

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% or at least the minimum in the following range, whichever is greater. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,638.96	3,245.62
Annual	68,612.96	84,386.12

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,638.96
Annual	68,612.96

- (5) Recruitment is at the minimum of the following range:

Biweekly	1,874.40	2,144.70
Annual	48,734.40	55,762.20

- (6) Recruitment is at:

Biweekly	1,899.85
Annual	49,396.10

### Resident Wage Incentive:

Hourly	23.41	27.61
<b>Biweekly</b>	<b>1,872.79</b>	<b>2,209.07</b>
Annual	48,692.54	57,435.82

- (7) Recruitment is at:

Biweekly	1,930.66
Annual	50,197.16

- (8) Appointment may be at any rate in the pay range with the approval of DER.  
 (9) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. Appointment may be at any rate in the following pay range.

Biweekly	2,208.99	2,716.78
Annual	57,433.74	70,636.28

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5%.

- (10) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. Appointment may be at any rate in the following pay range.

Biweekly	2,540.34	3,124.27
Annual	66,048.84	81,231.02

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% or at least the minimum in the following range, whichever is greater. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,718.13	3,342.99
Annual	70,671.38	86,917.74

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,718.13
Annual	70,671.38

(11) Recruitment is at the minimum of the following range:

Biweekly	1,930.64	2,209.04
Annual	50,196.64	57,435.04

(12) Recruitment is at:

Biweekly	1,956.85
Annual	50,878.10

## SECTION 7: SKILLED CRAFT

### Pay Range 7QN

Official Rate Biweekly

BRICKLAYER, BUILDINGS (1) (5)
MUNICIPAL SERVICES ELECTRICIAN APPRENTICE (2) (6)
SEWER MASON (1) (5)
WATER PLANT MACHINE REPAIRPERSON (3) (4) (7) (8)

### Wage Rate:

Hourly	34.35	34.57
<b>Biweekly</b>	<b>2,747.75</b>	<b>2,765.88</b>
Annual	71,441.50	71,912.88

- Employees in this job classification 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.
- 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	1,612.01	1,934.41	2,418.01	2,901.61
Annual	41,912.26	50,294.66	62,868.26	75,441.86

(3) Recruitment is at the minimum of the following range:

Biweekly	2,197.80	2,770.46
Annual	57,142.80	72,031.96

(4) Appointment may be at any rate in the pay range with the approval of DER.

### Resident Wage Incentive:

Hourly	35.38	35.61
<b>Biweekly</b>	<b>2,830.18</b>	<b>2,848.86</b>
Annual	73,584.68	74,070.36

- (5) Employees in this job classification 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.
- (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	1,660.37	1,992.44	2,490.55	2,988.66
Annual	43,169.62	51,803.44	64,754.30	77,705.16

- (7) Recruitment is at the minimum of the following range:

Biweekly	2,263.73	2,853.57
Annual	58,856.98	74,192.82

- (8) Appointment may be at any rate in the pay range with the approval of DER.

**Pay Range 7SN**

Official Rate Biweekly

MUNICIPAL SERVICES ELECTRICIAN (1) (2) (3) (4)
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**Wage Rate:**

Hourly	40.30
<b>Biweekly</b>	<b>3,224.02</b>
Annual	83,824.52

- (1) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor License.
- (2) Additional \$1.50 per hour for performing lead work.

**Resident Wage Incentive:**

Hourly	41.51
<b>Biweekly</b>	<b>3,320.74</b>
Annual	86,339.24

- (3) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor License.
- (4) Additional \$1.50 per hour for performing lead work assignments.