

CC # 220434 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1BX

Official Rate Biweekly

ADMINISTRATIVE SERVICES SUPERVISOR
BRIDGE OPERATOR SUPERVISOR
BUILDING MAINTENANCE SUPERVISOR II (4) (8)
COURT SERVICES SUPERVISOR
CUSTOMER SERVICE SPECIALIST
FIELD OPERATIONS INSPECTION SPECIALIST (1) (5)
MECHANICAL MAINTENANCE SUPERVISOR (1) (5)
POLICE FLEET SUPERVISOR
PRINTING, STORES, AND BUILDING SERVICES SUPERVISOR
SEWER MAINTENANCE PROGRAM MANAGER (3) (7)
SEWER OPERATIONS SUPERVISOR (3) (7)
STREET OPERATIONS SUPERVISOR (1) (5)
WATER FIELD SUPERVISOR (2) (3) (6) (7)

Wage Rate:

Hourly	23.87	33.16
Biweekly	1,909.36	2,652.61
Annual	49,643.36	68,967.86

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (3) Recruitment is at:

Biweekly	2,418.59
Annual	62,883.34

- (4) Recruitment is at:

Biweekly	2,652.61
Annual	68,967.86

Resident Wage Incentive:

Hourly	24.58	34.15
Biweekly	1,966.64	2,732.19

Annual	51,132.64	71,036.94
--------	-----------	-----------

- (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 result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (6) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (7) Recruitment is at:

Biweekly	2,491.16
Annual	64,770.16

- (8) Recruitment is at:

Biweekly	2,732.19
Annual	71,036.94

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
ELECTRICAL COMMUNICATIONS SUPERVISOR (6) (14)
ELECTRONIC TECHNICIAN SUPERVISOR (1) (9)
FAMILY AND COMMUNITY WELLNESS MANAGER
FIRE PERSONNEL OFFICER
FLEET REPAIR SUPERVISOR (2) (6) (10) (14)
HEALTH CUSTOMER SERVICE MANAGER (1) (4) (9) (12)
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 (1) (2) (5) (9) (10) (13)
SANITATION DISTRICT MANAGER (2) (10)
WATER COLLECTIONS SUPERVISOR

WATER SYSTEMS AND PROJECT MANAGER
--

Wage Rate:

Hourly	26.90	37.66
Biweekly	2,152.38	3,013.16
Annual	55,961.88	78,342.16

- (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
Biweekly	2,216.96	3,103.55
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
Annual	62,251.28

(16) Recruitment is at:

Biweekly	2,867.48
Annual	74,554.48

Pay Range 1EX

Official Rate Biweekly

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

TELECOMMUNICATIONS SUPERVISOR (4) (19)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (9) (24)
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (8) (23)
WIC PROGRAM MANAGER (12) (14) (27) (29)
WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (12) (15) (27) (30)

Wage Rate:

Hourly	28.67	40.14
Biweekly	2,293.52	3,210.82
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	2,427.46
Annual	63,113.96

(10) Recruitment is at:

Biweekly	2,699.18
Annual	70,178.68

(11) Recruitment is at:

Biweekly	2,664.43
Annual	69,275.18

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

(13) Recruitment is at:

Biweekly	2,476.99
Annual	64,401.74

(14) Recruitment is at:

Biweekly	2,735.92
Annual	71,133.92

(15) Recruitment is at:

Biweekly	2,968.54
Annual	77,182.04

Resident Wage Incentive:

Hourly	29.53	41.34
Biweekly	2,362.33	3,307.15
Annual	61,420.58	85,985.90

(16) Recruitment is at:

Biweekly	2,578.42
Annual	67,038.92

(17) 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.

(18) 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.

(19) Recruitment is at:

Biweekly	2,867.62
Annual	74,558.12

(20) Recruitment is at:

Biweekly	3,086.16
Annual	80,240.16

(21) Recruitment is at:

Biweekly	2,830.71
Annual	73,598.46

(22) Recruitment is at:

Biweekly	2,748.57
Annual	71,462.82

(23) Recruitment is at:

Biweekly	2,578.29
Annual	67,035.54

(24) Recruitment is at:

Biweekly	2,500.29
Annual	65,007.54

(25) Recruitment is at:

Biweekly	2,780.15
Annual	72,283.90

(26) Recruitment is at:

Biweekly	2,744.37
Annual	71,353.62

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

(28) Recruitment is at:

Biweekly	2,551.30
Annual	66,333.80

(29) Recruitment is at:

Biweekly	2,817.99
Annual	73,267.74

(30) Recruitment is at:

Biweekly	3,057.60
Annual	79,497.60

Pay Range 1FX

Official Rate Biweekly

BUSINESS FINANCE MANAGER (10) (12) (22) (24)
BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES
COMMUNICATIONS SYSTEMS MANAGER (2) (4) (14) (16)
COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (1) (2) (13) (14)
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME AND INTELLIGENCE MANAGER
ELECTION OPERATIONS AND TRAINING MANAGER (7) (10) (19) (22)
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9) (10) (21) (22)
FLEET REPAIR SUPERVISOR - SENIOR (4) (7) (16) (19)
FORESTRY SHOP AND MAINTENANCE MANAGER (4) (10) (11) (16) (22) (23)
HUMAN RESOURCES OFFICER (2) (14)
IN REM PROPERTY DISPOSITION MANAGER
LIBRARY BUSINESS MANAGER (1) (10) (13) (22)
LICENSE DIVISION ASSISTANT MANAGER
OPERATIONS SERVICES MANAGER (4) (16)
PROPERTY CONTROL MANAGER (3) (15)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER (4) (10) (11) (16) (22) (23)
PUBLIC INFORMATION MANAGER (1) (2) (13) (14)
SEWER SERVICES DISTRICT MANAGER (8) (10) (20) (22)
SPECIAL ENFORCEMENT SUPERVISOR (10) (22)
STREET REPAIR DISTRICT MANAGER (4) (8) (10) (16) (20) (22)
TOW LOT MANAGER
UCC OPERATIONS MANAGER
URBAN FORESTRY MANAGER (4) (10) (11) (16) (22) (23)
WATER BILLING AND COLLECTIONS MANAGER
WATER DISTRIBUTION SCHEDULING MANAGER
WATER INFORMATION TECHNOLOGY SUPERVISOR
WATER PLANT AUTOMATION SUPERVISOR (5) (17)
WATER PLANT OPERATIONS SUPERVISOR (6) (18)
WATER PLANTS MAINTENANCE SUPERVISOR (8) (10) (20) (22)

Wage Rate:

Hourly	30.57	42.80
Biweekly	2,445.58	3,423.68
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	3,224.04
Annual	83,825.04

(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

(12) Recruitment is at:

Biweekly	2,653.85
Annual	69,000.10

Resident Wage Incentive:

Hourly	31.49	44.08
Biweekly	2,518.95	3,526.40
Annual	65,492.70	91,686.40

(13) Recruitment is at:

Biweekly	2,770.80
Annual	72,040.80

(14) 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.

(15) Recruitment is at:

Biweekly	3,206.42
Annual	83,366.92

(16) 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.

(17) Recruitment is at:

Biweekly	2,680.00
Annual	69,680.00

(18) Recruitment is at:

Biweekly	2,911.90
Annual	75,709.40

(19) Recruitment is at:

Biweekly	2,832.00
Annual	73,632.00

(20) Recruitment is at:

Biweekly	3,320.76
Annual	86,339.76

(21) Recruitment is at:

Biweekly	2,958.90
Annual	76,931.40

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

(23) Recruitment is at:

Biweekly	3,023.29
Annual	78,605.46

(24) Recruitment is at:

Biweekly	2,733.47
Annual	71,070.22

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

Wage Rate:

Hourly	32.58	45.61
Biweekly	2,606.28	3,648.85
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
Annual	75,817.56

- (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	2,940.66
Annual	76,457.16

(11) Recruitment is at:

Biweekly	3,016.33
Annual	78,424.58

(12) Recruitment is at:

Biweekly	3,077.85
Annual	80,024.10

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

(14) Recruitment is at:

Biweekly	3,111.31
Annual	80,894.06

(15) Recruitment is at:

Biweekly	3,032.65
Annual	78,848.90

(16) Recruitment is at:

Biweekly	3,133.65
Annual	81,474.90

(17) Recruitment is at:

Biweekly	2,872.73
Annual	74,690.98

Resident Wage Incentive:

Hourly	33.56	46.98
Biweekly	2,684.48	3,758.31
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 | 3,028.88 |
| Annual | 78,750.88 |
- (28) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 3,106.83 |
| Annual | 80,777.58 |
- (29) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 3,170.19 |
| Annual | 82,424.94 |
- (30) An employee possessing an AICP certification to be paid an additional 3%.
- (31) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 3,204.65 |
| Annual | 83,320.88 |
- (32) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 3,123.63 |
| Annual | 81,214.38 |
- (33) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 3,227.66 |
| Annual | 83,919.16 |
- (34) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 2,958.91 |
| Annual | 76,931.66 |

Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER (1) (10)
ASSOCIATE DIRECTOR (1) (10)
BUDGET AND MANAGEMENT REPORTING MANAGER (1) (10)
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (4) (8) (13) (17)
BUSINESS SYSTEMS MANAGER (1) (2) (10) (11)
DATABASE ADMINISTRATOR (1) (10)
ELECTRICAL SERVICES MANAGER – SENIOR (4) (6) (8) (13) (15) (17)
EMERGENCY COMMUNICATIONS FINANCE MANAGER (8) (9) (17) (18)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ADMINISTRATOR (8) (9) (17) (18)
FACILITIES MANAGER (4) (8) (13) (17)
FIRE AND POLICE COMMISSION CHIEF OF STAFF (1) (10)

FIRE INFORMATION SYSTEMS MANAGER (1) (10)
FLEET OPERATIONS MANAGER (1) (10)
FLEET REPAIRS MANAGER (1) (10)
GIS DEVELOPER – PROJECT LEADER (1) (10)
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (10)
HUMAN RESOURCES ADMINISTRATOR (1) (10)
IT PROJECT MANAGER (1) (10)
LEGISLATIVE REFERENCE BUREAU MANAGER (1) (5) (10) (14)
LIBRARY FACILITIES MANAGER (4) (6) (8) (13) (15) (17)
LIBRARY PUBLIC SERVICES AREA MANAGER (1) (7) (10) (16)
LICENSE DIVISION MANAGER (1) (10)
POLICE BUDGET AND ADMINISTRATION MANAGER (1) (10)
REAL ESTATE DEVELOPMENT SERVICES MANAGER (1) (10)
SANITATION AREA MANAGER (1) (10)
TAX BILLING AND COLLECTION MANAGER (1) (10)
URBAN FORESTRY DISTRICT MANAGER (3) (8) (12) (17)
WATER PLANT AUTOMATION MANAGER (1) (3) (10) (12)

Wage Rate:

Hourly	34.73	48.62
Biweekly	2,778.60	3,889.90
Annual	72,243.60	101,137.40

(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	3,381.26
Annual	87,912.76

(3) Recruitment is at:

Biweekly	3,275.03
Annual	85,150.78

(4) Recruitment is at:

Biweekly	3,546.42
Annual	92,206.92

(5) Recruitment is at:

Biweekly	3,295.39
Annual	85,680.14

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

(7) Recruitment is at:

Biweekly	3,234.74
Annual	84,103.24

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

(9) Recruitment is at:

Biweekly	3,056.42
Annual	79,466.92

Resident Wage Incentive:

Hourly	35.77	50.08
Biweekly	2,861.96	4,006.60
Annual	74,401.96	104,171.60

(10) 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.

(11) Recruitment is at:

Biweekly	3,482.70
Annual	90,550.20

(12) Recruitment is at:

Biweekly	3,373.27
Annual	87,705.02

(13) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

(14) Recruitment is at:

Biweekly	3,394.24
Annual	88,250.24

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

(16) Recruitment is at:

Biweekly	3,331.78
Annual	86,626.28

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

(18) Recruitment is at:

Biweekly	3,148.11
Annual	81,850.86

Pay Range 1IX

Official Rate Biweekly

ACCOUNTING MANAGER (1) (10)
ARCHITECTURAL PROJECT MANAGER (1) (2) (10) (11)
AUDIT MANAGER (3) (12)
BRIDGE MAINTENANCE MANAGER (1) (2) (10) (11)
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (1) (10)
CHIEF EQUITY OFFICER (1) (6) (10) (15)
CITY PAYROLL MANAGER (3) (12)
CITY PLANNING MANAGER (1) (5) (8) (10) (14) (17)
CONSTRUCTION MANAGEMENT ENGINEER (1) (2) (10) (11)
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (1) (10)
COURT IT MANAGER (3) (12)
DEPUTY COURT ADMINISTRATOR (3) (12)
DEVELOPMENT PROJECTS MANAGER (1) (10)
ELECTION COMMISSION – DEPUTY DIRECTOR (1) (9) (10) (18)
ELECTRICAL ENGINEER – SENIOR (1) (2) (10) (11)
EMERGENCY COMMUNICATIONS MANAGER (3) (6) (12) (15)

EMERGENCY COMMUNICATIONS PROJECT MANAGER (3) (6) (12) (15)
ENTERPRISE RESOURCE PLANNING MANAGER (1) (10)
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (3) (12)
ERS APPLICATIONS DEVELOPMENT MANAGER (3) (12)
ERS CHIEF FINANCIAL OFFICER (1) (10)
ERS SYSTEMS MANAGER (3) (12)
FINANCE AND ADMINISTRATION MANAGER (1) (10)
FIRE AND POLICE COMMISSION AUDIT MANAGER (1) (10)
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (1) (10)
FIRE INFORMATION TECHNOLOGY MANAGER (1) (10)
FUNCTIONAL APPLICATIONS MANAGER (3) (12)
GRANTS FISCAL MANAGER (1) (10)
HOME ENVIRONMENTAL HEALTH DIRECTOR (1) (10)
HOMELAND SECURITY DIRECTOR (1) (10)
HUMAN RESOURCES MANAGER (1) (10)
INFORMATION SERVICES MANAGER (1) (10)
INFORMATION SERVICES MANAGER–MILWAUKEE POLICE DEPARTMENT (1) (10)
MANAGEMENT CIVIL ENGINEER – SENIOR (1) (2) (10) (11)
MANAGEMENT ENGINEER (1) (2) (10) (11)
MATERNAL AND CHILD HEALTH DIRECTOR (1) (9) (10) (18)
MECHANICAL ENGINEER IV (1) (2) (10) (11)
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER (1) (10)
PERMIT AND DEVELOPMENT CENTER MANAGER (1) (10)
POLICE FORENSIC SERVICES DIRECTOR (1) (10)
PORT OPERATIONS MANAGER (1) (10)
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING DIRECTOR (1) (10)
PUBLIC HEALTH NURSING DIRECTOR (1) (10)
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (1) (4) (10) (13)
REVENUE AND FINANCIAL SERVICES MANAGER (1) (10)
SEWER SERVICES MANAGER (1) (2) (10) (11)
SPECIAL ENFORCEMENT MANAGER (1) (10)
STREETCAR SYSTEM MANAGER (1) (2) (10) (11)
STRUCTURAL DESIGN MANAGER (1) (2) (10) (11)
SYSTEMS INTEGRATION MANAGER (1) (10)
TRAFFIC CONTROL ENGINEER IV (1) (10)
TRAFFIC ENGINEER – SENIOR (1) (2) (10) (11)
TRANSPORTATION ENGINEERING PLANNER (1) (2) (10) (11)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (1) (10)
WATER DISTRIBUTION MANAGER (1) (10)
WATER FINANCIAL MANAGER (1) (10)
WATER INFORMATION TECHNOLOGY MANAGER (1) (10)
WATER PLANTS OPERATIONS MANAGER (2) (3) (7) (11) (12) (16)
WORKER’S COMPENSATION AND SAFETY MANAGER (1) (10)

Wage Rate:

Hourly	37.01	51.82
Biweekly	2,961.07	4,145.48
Annual	76,987.82	107,782.48

(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	3,546.42
Annual	92,206.92

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

(4) Recruitment is at:

Biweekly	3,400.81
Annual	88,421.06

(5) Recruitment is at:

Biweekly	3,544.07
Annual	92,145.82

(6) Recruitment is at:

Biweekly	3,588.33
Annual	93,296.58

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

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

(9) Recruitment is at:

Biweekly	3,273.57
Annual	85,112.82

Resident Wage Incentive:

Hourly	38.12	53.37
Biweekly	3,049.90	4,269.85
Annual	79,297.40	111,016.10

(10) 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.

(11) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

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

(13) Recruitment is at:

Biweekly	3,502.83
Annual	91,073.58

(14) Recruitment is at:

Biweekly	3,650.40
Annual	94,910.40

(15) Recruitment is at:

Biweekly	3,695.98
Annual	96,095.48

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

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

(18) Recruitment is at:

Biweekly	3,371.77
Annual	87,666.02

Pay Range 1KX

Official Rate Biweekly

ACCOUNTS DIRECTOR (1) (6)
CHIEF COURT ADMINISTRATOR (1) (6)
EMPLOYEE BENEFITS DIRECTOR (1) (6)
ENGINEER IN CHARGE (1) (3) (6) (8)
FINANCIAL SERVICES DIRECTOR (1) (6)
INVESTMENTS AND FINANCIAL SERVICES DIRECTOR (1) (6)
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
Biweekly	3,364.32	4,710.20
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
Biweekly	3,465.25	4,851.51
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

Pay Range 1LX

Official Rate Biweekly

ASSISTANT DIRECTOR – REDEVELOPMENT AUTHORITY (3) (6)
BLOCK GRANT DIRECTOR (3) (6)
BUDGET AND FISCAL POLICY OPERATIONS MANAGER (1) (3) (4) (6)
CHIEF ASSESSOR (3) (6)
CITY PURCHASING DIRECTOR (3) (6)
DEPUTY CHIEF INVESTMENT OFFICER (3) (6)
DEPUTY CITY TREASURER (3) (6)
DEPUTY COMPTROLLER (3) (6)
DEPUTY LIBRARY DIRECTOR (2) (3) (5) (6)
ELECTION COMMISSION – EXECUTIVE DIRECTOR (1) (3) (4) (6)
EMERGENCY COMMUNICATIONS DEPUTY DIRECTOR (1) (3) (4) (6)
EMPLOYEE RETIREMENT SYSTEM – DEPUTY DIRECTOR (3) (6)
NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR (3) (6)
PUBLIC HEALTH CLINIC OPERATIONS DIRECTOR (3) (6)
PUBLIC HEALTH LABORATORIES DIRECTOR (3) (6)

Wage Rate:

Hourly	44.82	62.75
Biweekly	3,585.84	5,020.04
Annual	93,231.84	130,521.04

(1) Recruitment is at:

Biweekly	3,944.38
Annual	102,553.88

(2) Recruitment is at:

Biweekly	3,914.02
Annual	101,764.52

(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.

Resident Wage Incentive:

Hourly	46.17	64.63
Biweekly	3,693.42	5,170.65
Annual	96,028.92	134,436.90

(4) Recruitment is at:

Biweekly	4,062.71
Annual	105,630.46

(5) Recruitment is at:

Biweekly	4,031.44
Annual	104,817.44

(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.

SECTION 2: PROFESSIONALS

Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (25)
ADMINISTRATIVE SUPPORT SPECIALIST (15) (34)
ANTI-GRAFFITI PROGRAM COORDINATOR
BENEFIT SERVICES COORDINATOR (15) (18) (34) (37)
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (27)
CITY PAYROLL SPECIALIST (6) (15) (25) (34)
DISEASE INTERVENTION SPECIALIST 1 (1) (15) (20) (34)
ELECTION SERVICES COORDINATOR (15) (16) (34) (35)
EMERGENCY COMMUNICATIONS ADMINISTRATIVE SUPPORT SPECIALIST (15) (17) (34) (36)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (15) (24) (34)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (1) (15) (20) (34)
GEOGRAPHIC INFORMATION SPECIALIST (7) (26)
HEALTH AND SAFETY SPECIALIST
HRIS COMPENSATION AUDIT SPECIALIST (15) (18) (19) (34) (37) (38)
HUMAN RESOURCES ANALYST (15) (18) (34) (37)
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (15) (16) (34) (35)
PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER 1 (9) (13) (28) (32)
PROPERTY APPRAISER 2 (10) (13) (29) (32)
PROPERTY APPRAISER 3 (11) (13) (30) (32)
PROPERTY APPRAISER 4 (12) (13) (31) (32)
PROPERTY MANAGER (8) (27)
PUBLIC HEALTH NURSE 1 (3) (4) (15) (22) (23) (34)
PUBLIC HEALTH SOCIAL WORKER 1 (1) (15) (20) (34)
PURCHASING AGENT (15) (34)
REAL ESTATE COORDINATOR II (8) (27)
RENT ASSISTANCE SPECIALIST III (2) (8) (21) (27)

SAFETY SPECIALIST (14) (15) (33) (34)

TEST ADMINISTRATION COORDINATOR (15) (18) (34) (37)

Wage Rate:

Hourly	20.84	29.18
Biweekly	1,667.31	2,334.15
Annual	43,350.06	60,687.90

- (1) Recruitment is at:

Biweekly	2,081.27
Annual	54,113.02

- (2) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,227.19
Annual	57,906.94

shall advance to:

Biweekly	2,249.46
Annual	58,485.96

- (3) Recruitment is at:

Biweekly	2,080.96
Annual	54,104.96

- (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) Recruitment is at:

Biweekly	1,866.74
Annual	48,535.24

For one position of Environmental and Disease Control Specialist in the Home Environmental Health Section, recruitment is at:

Biweekly	1,935.81
Annual	50,331.06

- (6) Recruitment is at:

Biweekly	1,847.57
Annual	48,036.82

- (7) Recruitment is at:

Biweekly	1,874.42
Annual	48,734.92

- (8) Recruitment is at:

Biweekly	1,818.24
Annual	47,274.24

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

Biweekly	1,944.59	2,063.61
Annual	50,559.34	53,653.86

- (10) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this

title.

Biweekly	2,066.62	2,193.11
Annual	53,732.12	57,020.86

- (11) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,196.32	2,330.75
Annual	57,104.32	60,599.50

- (12) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,334.15	2,477.02
Annual	60,687.90	64,402.52

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

- (14) Recruitment is at:

Biweekly	1,777.38
Annual	46,211.88

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

- (16) Recruitment is at:

Biweekly	1,998.85
Annual	51,970.10

- (17) Recruitment is at:

Biweekly	2,032.85
Annual	52,854.10

- (18) Recruitment is at:

Biweekly	2,218.88
Annual	57,690.88

- (19) To be paid rates consistent with a promotion to HRIS Analyst in Pay Range 2GX when assigned to perform the work of a HRIS Analyst.

Resident Wage Incentive:

Hourly	21.47	30.05
Biweekly	1,717.33	2,404.17
Annual	44,650.58	62,508.42

- (20) Recruitment is at:

Biweekly	2,143.71
Annual	55,736.46

- (21) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,294.01
Annual	59,644.26

shall advance to:

Biweekly	2,316.94
Annual	60,240.44

(22) Recruitment is at:

Biweekly	2,143.39
Annual	55,728.14

(23) 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.

(24) Recruitment is at:

Biweekly	1,922.74
Annual	49,991.24

For one position of Environmental and Disease Control Specialist in the Home Environmental Health Section, recruitment is at:

Biweekly	1,933.88
Annual	51,840.88

(25) Recruitment is at:

Biweekly	1,903.00
Annual	49,478.00

(26) Recruitment is at:

Biweekly	1,930.65
Annual	50,196.90

(27) Recruitment is at:

Biweekly	1,872.79
Annual	48,692.54

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

Biweekly	2,002.93	2,125.52
Annual	52,076.18	55,263.52

(29) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,128.62	2,258.90
Annual	55,344.12	58,731.40

(30) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,262.21	2,400.67
Annual	58,817.46	62,417.42

(31) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,404.17	2,551.33
Annual	62,508.42	66,334.58

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

(33) Recruitment is at:

Biweekly	1,830.70
----------	----------

Annual	47,598.20
--------	-----------

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

(35) Recruitment is at:

Biweekly	2,058.82
Annual	53,529.32

(36) Recruitment is at:

Biweekly	2,093.84
Annual	54,439.84

(37) Recruitment is at:

Biweekly	2,285.45
Annual	59,421.70

(38) To be paid rates consistent with a promotion to HRIS Analyst in Pay Range 2GX when assigned to perform the work of a HRIS Analyst.

Pay Range 2EN

Official Rate Biweekly

ABSENTEE SERVICES COORDINATOR (13) (14) (30) (31)
ARCHITECTURAL DESIGNER I (1) (13) (15) (18) (30) (32)
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
ELECTION ADMINISTRATIVE SERVICES COORDINATOR (13) (14) (30) (31)
ELECTION SERVICES FIELD COORDINATOR (13) (14) (30) (31)
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
Biweekly	1,777.38	2,488.27
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
Annual	57,293.34	68,170.70

(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
Biweekly	1,830.70	2,562.92
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
Annual	52,586.04	67,594.54

(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 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (3) (4) (5) (9) (10) (11)
ASSOCIATE TRANSPORTATION PLANNER (2) (3) (5) (8) (9) (11)
BUSINESS ANALYST – SENIOR
CLAIMS ADJUSTER – SENIOR
COMMUNITY OUTREACH LIAISON
CONTINUUM OF CARE SPECIALIST
DEFERRED COMPENSATION PLAN COORDINATOR
DISABILITY SPECIALIST – SENIOR
ENVIRONMENTAL PROJECT COORDINATOR
EQUAL RIGHTS SPECIALIST
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1) (6) (7) (12)
NETWORK COORDINATOR ASSOCIATE
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3) (9)
TELECOMMUNICATIONS ANALYST – ASSISTANT

Wage Rate:

Hourly	23.87	31.10
Biweekly	1,909.36	2,488.27
Annual	49,643.36	64,695.02

(1) Incumbents are limited to the minimum recruitment rate.

(2) Recruitment is at:

Biweekly	2,014.81
Annual	52,385.06

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

(4) Recruitment is at:

Biweekly	2,216.31
Annual	57,624.06

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

(6) Recruitment is at:

Biweekly	2,218.88
Annual	57,690.88

Resident Wage Incentive:

Hourly	24.58	32.04
Biweekly	1,966.64	2,562.92
Annual	51,132.64	66,635.92

(7) Incumbents are limited to the minimum recruitment rate.

(8) Recruitment is at:

Biweekly	2,075.25
Annual	53,956.50

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

(10) Recruitment is at:

Biweekly	2,282.80
Annual	59,352.80

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

(12) Recruitment is at:

Biweekly	2,285.45
Annual	59,421.70

Pay Range 2FX

Official Rate Biweekly

ASSOCIATE AUDITOR (4) (9)
BUDGET AND MANAGEMENT ANALYST – SENIOR
BUSINESS OPERATIONS ASSOCIATE (4) (5) (9) (10)
CERTIFICATION AND COMMUNICATIONS COORDINATOR
COMMUNITY OUTREACH PROJECT LIAISON
COMPLIANCE PROGRAMS COORDINATOR
CREATIVE DESIGN AND BRAND SPECIALIST
DIVERSITY RECRUITER (4) (5) (9) (10)
DPW OPERATIONS BUSINESS ANALYST
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ANALYST – SENIOR (4) (5) (9) (10)
EVENTS AND OUTREACH COORDINATOR
FINANCE SPECIALIST
FIRE AND POLICE COMMISSION AUDITOR (4) (9)
HUMAN RESOURCES ANALYST – SENIOR (4) (5) (9) (10)
INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR
LABOR RELATIONS ANALYST – SENIOR
LEAD PROJECT COORDINATOR (CDBG)
MARKETING AND COMMUNICATIONS COORDINATOR (4) (9)
PERMITS AND COMMUNICATIONS SPECIALIST
PERSONNEL ANALYST – SENIOR
PURCHASING AGENT - SENIOR (4) (9)
RESEARCH AND POLICY ANALYST
RECRUITER (4) (5) (9) (10)
SAFETY SPECIALIST – SENIOR (1) (2) (3) (4) (6) (7) (8) (9)

SANITATION PROJECT ANALYST (1) (6)
VOTER OUTREACH AND EDUCATION COORDINATOR (4) (5) (9) (10)
WATER CLAIMS SPECIALIST
WORKER'S COMPENSATION ANALYST (4) (5) (9) (10)
WORKFORCE GRANT SPECIALIST (4) (9)
WORKFORCE OUTREACH SPECIALIST

Wage Rate:

Hourly	23.87	33.16
Biweekly	1,909.36	2,652.61
Annual	49,643.36	68,967.86

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (2) Recruitment is at:

Biweekly	2,019.16
Annual	52,498.16

- (3) Additional 5% when assigned lead or supervisory assignments.
 (4) Appointment may be at any rate in the pay range with the approval of DER.
 (5) Recruitment is at:

Biweekly	2,451.12
Annual	63,729.12

Resident Wage Incentive:

Hourly	24.58	34.15
Biweekly	1,966.64	2,732.19
Annual	51,132.64	71,036.94

- (6) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (7) Recruitment is at:

Biweekly	2,079.73
Annual	54,072.98

- (8) Additional 5% when assigned lead or supervisory assignments.
 (9) Appointment may be at any rate in the pay range with the approval of DER.
 (10) Recruitment is at:

Biweekly	2,524.65
Annual	65,640.90

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 (17) (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
Biweekly	2,019.16	2,827.08
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	2,827.08
Annual	73,504.08

Resident Wage Incentive:

Hourly	26.00	36.40
Biweekly	2,079.73	2,911.89
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
Annual	59,079.54	75,709.14

(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	2,911.89
Annual	75,709.14

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 (9) (11) (24) (26)
FACILITIES MAINTENANCE COORDINATOR (9) (11) (24) (26)

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
Biweekly	2,152.38	3,013.16
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:

Biweekly	3,013.16
Annual	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
Biweekly	2,216.95	3,103.55
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:

Biweekly	3,103.55
Annual	80,692.30

(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 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (8)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BUSINESS FINANCE OFFICER (1) (5) (8) (12)
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
COMMUNITY ANALYTICS ANALYST

COMMUNITY OUTREACH COORDINATOR (1) (8)
DATA AND EVALUATION COORDINATOR (1) (6) (8) (13)
DATA COMMUNICATIONS SPECIALIST
DISABILITY SPECIALIST – LEAD (1) (7) (8) (14)
FAMILY INJURY AND VIOLENCE PREVENTION MANAGER
FIRE AND POLICE COMMISSION COMPLIANCE AUDITOR (1) (8)
FIRE AND POLICE COMMISSION INVESTIGATOR (1) (8)
FIRE COMPLIANCE OFFICER (1) (8)
FUNCTIONAL APPLICATIONS ANALYST (1) (8)
HUMAN RESOURCES REPRESENTATIVE (1) (7) (8) (14)
INFRASTRUCTURE SERVICES PERSONNEL OFFICER (4) (11)
IT AUDITOR (1) (8)
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (1) (7) (8) (14)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
OPERATIONS PERSONNEL OFFICER (1) (4) (8) (11)
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR (1) (8)
RECAST PROGRAM MANAGER (2) (9)
RESEARCH AND POLICY COORDINATOR (1) (6) (8) (13)
SENIOR AUDITOR (1) (8)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
TECHNICAL WRITER (1) (3) (8) (10)
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (8)
WATER WORKS PERSONNEL OFFICER
WORKER’S COMPENSATION SPECIALIST (1) (7) (8) (14)

Wage Rate:

Hourly	26.90	37.66
Biweekly	2,152.38	3,013.16
Annual	55,961.88	78,342.16

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

Biweekly	2,407.05
Annual	62,583.30

- (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	2,522.85
Annual	65,594.10

(6) Recruitment is at:

Biweekly	2,259.12
Annual	58,737.12

(7) Recruitment is at:

Biweekly	2,783.96
Annual	72,382.96

Resident Wage Incentive:

Hourly	27.71	38.79
Biweekly	2,216.95	3,103.55
Annual	57,640.70	80,692.30

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

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

(10) Recruitment is at:

Biweekly	2,479.26
Annual	64,460.76

(11) 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.

(12) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

(13) Recruitment is at:

Biweekly	2,326.89
Annual	60,499.14

(14) Recruitment is at:

Biweekly	2,867.48
Annual	74,554.48

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (12)
BUDGET AND FISCAL POLICY ANALYST I (1) (4) (11) (14)
BUSINESS SYSTEMS COORDINATOR
COMPTROLLER NETWORK ADMINISTRATOR
EMERGENCY COMMUNICATIONS BUSINESS INTELLIGENCE ANALYST (1) (4) (11) (14)
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (4) (10) (14) (20)
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FIRE HEALTH AND SAFETY MANAGER
FINANCIAL ANALYST (4) (14)
FISCAL PLANNING SPECIALIST
GIS DEVELOPER – SENIOR
INSPECTOR GENERAL (5) (15)

INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (14)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (13)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST (4) (9) (14) (19)
PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (5) (15)
SENIOR PLANNER (4) (6) (7) (8) (14) (16) (17) (18)
SENIOR PLANNER – URBAN DESIGN (4) (6) (7) (15) (16) (17)
STAFF ASSISTANT – SENIOR
SYSTEMS ANALYST – SENIOR (4) (14)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TRADE DEVELOPMENT REPRESENTATIVE (4) (14)
WATER SYSTEMS ANALYST – SENIOR
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

Hourly	28.67	40.14
Biweekly	2,293.52	3,210.82
Annual	59,631.52	83,481.32

(1) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

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

(3) Recruitment is at:

Biweekly	2,503.31
Annual	65,086.06

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

(5) 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.

(6) Recruitment is at:

Biweekly	2,798.05
Annual	72,749.30

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

(8) An employee who is an APT Recognized Professional shall be paid an additional 3%.

(9) Recruitment is at:

Biweekly	2,434.69
Annual	63,301.94

(10) Recruitment is at:

Biweekly	2,968.54
Annual	77,182.04

Resident Wage Incentive:

Hourly	29.53	41.34
Biweekly	2,362.33	3,307.14
Annual	61,420.58	85,985.64

(11) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

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

(13) Recruitment is at:

Biweekly	2,578.41
Annual	67,038.66

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

(15) 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.

(16) Recruitment is at:

Biweekly	2,881.99
Annual	74,931.74

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

(18) An employee who is an APT Recognized Professional shall be paid an additional 3%.

(19) Recruitment is at:

Biweekly	2,507.73
Annual	65,200.98

(20) Recruitment is at:

Biweekly	3,057.60
Annual	79,497.60

Pay Range 2JN

Official Rate Biweekly

BIOINFORMATICIAN (2) (5)
FIRE PROTECTION ENGINEER III (2) (3) (5) (6)
MECHANICAL PLAN EXAMINER III (1) (2) (4) (5)
MICROBIOLOGIST – LEAD (2) (5)
PLAN EXAMINER III (1) (2) (4) (5)

Wage Rate:

Hourly	30.57	42.80
Biweekly	2,445.58	3,423.68
Annual	63,585.08	89,015.68

(1) Recruitment is at:

Biweekly	2,759.25
Annual	71,740.50

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

(3) Recruitment is at:

Biweekly	3,224.04
----------	----------

Annual	83,825.04
--------	-----------

Resident Wage Incentive:

Hourly	31.49	44.08
Biweekly	2,518.95	3,526.39
Annual	65,492.70	91,686.14

(4) Recruitment is at:

Biweekly	2,842.03
Annual	73,892.78

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

(6) Recruitment is at:

Biweekly	3,320.76
Annual	86,339.76

SECTION 3: TECHNICIANS

Pay Range 3BN

Official Rate Biweekly

GEOGRAPHIC INFORMATION TECHNICIAN I
SANITATION INSPECTOR (1) (2) (3) (4)

Wage Rate:

Hourly	16.72	20.19
Biweekly	1,337.57	1,615.09
Annual	34,776.82	41,992.34

(1) Recruitment is at:

Biweekly	1,422.20
Annual	36,977.20

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

Resident Wage Incentive:

Hourly	16.72	20.19
Biweekly	1,337.57	1,615.09
Annual	34,776.82	41,992.34

(3) Recruitment is at:

Biweekly	1,464.86
Annual	38,086.36

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

Pay Range 3SN

Official Rate Biweekly

COMMUNICATIONS FACILITIES COORDINATOR (1) (3)
FACILITIES CONTROL SPECIALIST (2) (4)

Wage Rate:

Hourly	30.43	39.17
Biweekly	2,434.65	3,133.51
Annual	63,300.90	81,471.26

(1) Recruitment is at:

Biweekly	2,601.96
Annual	67,650.96

(2) Recruitment is at:

Biweekly	3,133.51
Annual	81,471.26

Resident Wage Incentive:

Hourly	31.35	40.34
Biweekly	2,507.69	3,227.51
Annual	65,199.94	83,915.26

(3) Recruitment is at:

Biweekly	2,680.02
Annual	69,680.52

(4) Recruitment is at:

Biweekly	3,227.51
Annual	83,915.26

SECTION 5: PARAPROFESSIONALS

Pay Range 5EN

Official Rate Biweekly

ACCOUNTING ASSISTANT III
COMMUNITY SERVICE OFFICER (5) (11)
LEAD PARKING ENFORCEMENT OFFICER
LIBRARY AUDIO MACHINE TECHNICIAN
LICENSE SPECIALIST II (1) (7)
OFFICE COORDINATOR
OFFICE COORDINATOR II (3) (9)
PERSONNEL PAYROLL ASSISTANT III (2) (8)

POLICE SERVICES SPECIALIST – INVESTIGATOR (4) (5) (10) (11)
POLICE RECORDS SPECIALIST III (1) (7)
PROGRAM ASSISTANT I (6) (12)
TOW LOT ASSISTANT IV

Wage Rate:

Hourly	19.86	22.91
Biweekly	1,588.87	1,833.00
Annual	41,310.62	47,658.00

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

Biweekly	1,668.83	1,877.21
Annual	43,389.58	48,807.46

- (2) The employee in this title in the Department of Public Works to be paid in the following range:

Biweekly	1,588.87	1,834.11
Annual	41,310.62	47,686.86

- (3) Recruitment is at:

Biweekly	1,627.56
Annual	42,316.56

- (4) Employees shall receive an additional (\$.65) per hour when they are designated to act as a lead worker. This additional pay shall not be included in base salary for determining fringe benefits.

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

Biweekly	1,550.31	1,821.84
Annual	40,308.06	47,367.84

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

Resident Wage Rate:

Hourly	20.46	23.60
Biweekly	1,636.54	1,887.99
Annual	42,550.04	49,087.74

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

Biweekly	1,718.89	1,933.52
Annual	44,691.14	50,271.52

- (8) The employee in this title in the Department of Public Works to be paid in the following range:

Biweekly	1,636.54	1,889.13
Annual	42,550.04	49,117.38

- (9) Recruitment is at:

Biweekly	1,676.39
Annual	43,586.14

- (10) Employees shall receive an additional (\$.65) per hour when they are designated to act as a lead worker. This additional pay shall not be included in base salary for determining fringe benefits.

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

Biweekly	1,596.82	1,876.49
Annual	41,517.32	48,788.74

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

Pay Range 5FN

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT III (2) (6)
CLAIMS REPRESENTATIVE
CLINIC OFFICE COORDINATOR (2) (6)
CUSTOMER SERVICES REPRESENTATIVE – LEAD (2) (6)
EMERGENCY COMMUNICATIONS ADMINISTRATIVE ASSISTANT III (2) (3) (6) (7)
HEALTH ACCESS ASSISTANT (2) (6)
HEALTH PROJECT ASSISTANT (2) (6)
INTERNET ANALYST – SENIOR
LEAD PROJECT ASSISTANT (4) (8)
PROGRAM ASSISTANT II (1) (2) (3) (5) (6) (7)

Wage Rate:

Hourly	19.87	23.66
Biweekly	1,589.47	1,892.81
Annual	41,326.22	49,213.06

- (1) Terri Grote is authorized at the following rate:

Biweekly	2,573.43
Annual	66,909.18

- (2) Recruitment is at:

Biweekly	1,668.83
Annual	43,389.58

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

- (4) Recruitment is at:

Biweekly	1,699.69
Annual	44,191.94

Resident Wage Incentive:

Hourly	20.46	24.37
Biweekly	1,637.15	1,949.60
Annual	42,565.90	50,689.60

- (5) Terri Grote is authorized at the following rate:

Biweekly	2,650.63
Annual	68,916.38

- (6) Recruitment is at:

Biweekly	1,718.89
Annual	44,691.14

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

- (8) Recruitment is at:

Biweekly	1,750.68
Annual	45,517.68

Pay Range 5HN

Official Rate Biweekly

CERTIFICATION SERVICES SPECIALIST
LICENSE SPECIALIST III
WATER BILLING SPECIALIST

Wage Rate:

Hourly	22.07	25.21
Biweekly	1,765.89	2,016.77
Annual	45,913.14	52,436.02

Resident Wage Incentive:

Hourly	22.74	25.97
Biweekly	1,818.86	2,077.28
Annual	47,290.36	54,009.28

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)
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
Biweekly	1,818.24	2,144.72
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
Biweekly	1,872.79	2,209.07
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

Pay Range 5JN

Official Rate Biweekly

ADMINISTRATIVE SERVICES COORDINATOR (1) (3)
PARALEGAL

Wage Rate:

Hourly	23.09	28.02
Biweekly	1,847.57	2,241.80
Annual	48,036.82	58,286.80

(1) Recruitment is at:

Biweekly	1,935.79
Annual	50,330.54

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

Resident Wage Incentive:

Hourly	23.79	28.86
Biweekly	1,902.99	2,309.06
Annual	49,477.74	60,035.56

(3) Recruitment is at:

Biweekly	1,993.86
Annual	51,840.36

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

SECTION 7: SKILLED CRAFT

Pay Range 7CN

Official Rate Biweekly

EQUIPMENT MECHANIC II
MAINTENANCE ASSISTANT
URBAN FORESTRY ARBORIST APPRENTICE (1) (2) (3) (4) (5) (6)

Wage Rate:

Hourly	19.69	22.26
Biweekly	1,575.50	1,780.71
Annual	40,963.00	46,298.46

(1) Recruitment is at step one of the following range. An employee will advance to step 2 upon passing probation. An employee will advance to step 3 and step 4 following 2080 hours of successful performance at the previous steps.

Biweekly	1,487.88	1,655.08	1,791.50	1,882.50
Annual	38,684.88	43,032.08	46,579.00	48,945.00

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

(3) An employee appointed as an Urban Forestry Arborist 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.

Resident Wage Incentive:

Hourly	20.28	22.93
Biweekly	1,622.77	1,834.12
Annual	42,192.02	47,687.12

- (4) Recruitment is at step 1 of the following range. An employee will advance to step 2 upon passing probation. An employee will advance to step 3 and step 4 following 2080 hours of successful performance at the previous steps.

Biweekly	1,532.52	1,704.73	1,845.25	1,938.98
Annual	39,845.52	44,322.98	47,976.50	50,413.48

- (5) Incentives for attaining and maintain specific certifications with DER approval.
- (6) An employee appointed as an Urban Forestry Arborist 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.

Pay Range 7NN

Official Rate Biweekly

FIRE HVAC MAINTENANCE TECHNICIAN (1) (4) (5) (8)
HVAC MAINTENANCE TECHNICIAN (1) (2) (3) (5) (6) (7)

Wage Rate:

Hourly	21.96	30.99
Biweekly	1,757.00	2,479.46
Annual	45,682.00	64,465.96

- (1) Recruitment is at:

Biweekly	2,479.46
Annual	64,465.96

- (2) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (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) Employees will receive an additional 5% when performing special assignments.

Resident Wage Incentive:

Hourly	22.62	31.92
Biweekly	1,809.71	2,553.84
Annual	47,052.46	66,399.84

- (5) Recruitment is at:

Biweekly	2,553.84
----------	----------

Annual	66,399.84
--------	-----------

- (6) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (7) 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.
- (8) Employees will receive an additional 5% when performing special assignments.

Pay Range 7ON

Official Rate Biweekly

AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (3) (7) (16) (20)
CARPENTER SUPERVISOR (1) (14)
FIRE EQUIPMENT MACHINIST (3) (5) (7) (16) (18) (20)
FIRE EQUIPMENT WELDER (3) (5) (7) (16) (18) (20)
FIRE MECHANIC (3) (5) (7) (16) (18) (20)
FLEET SERVICES WELDER (3) (6) (7) (16) (17) (20)
HVAC MAINTENANCE TECHNICIAN – SENIOR (2) (15)
IRONWORKER SUPERVISOR (1) (2) (14) (15)
NURSERY CREW LEADER (7) (8) (10) (11) (12) (20) (21) (23) (24) (25)
URBAN FORESTRY CREW LEADER (6) (7) (8) (11) (12) (13) (19) (20) (21) (24) (25) (26)
URBAN FORESTRY TECHNICIAN (7) (8) (9) (11) (20) (21) (22) (24)
VEHICLE SERVICES TECHNICIAN (3) (4) (7) (16) (17) (20)

Wage Rate:

Hourly	32.25	32.29
Biweekly	2,579.62	2,582.92
Annual	67,070.12	67,155.92

- (1) 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.

- (2) Recruitment is at:

Biweekly	2,582.92
Annual	67,155.92

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

Biweekly	2,006.15	2,616.77
Annual	52,159.90	68,036.02

- (4) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.
- (5) Employees will receive an additional 5% when performing special assignments.
- (6) Employees will receive an additional 5% incentive for lead work.
- (7) Appointment may be at any rate in the pay range with the approval of DER.
- (8) Recruitment is at:

Biweekly	2,090.85
Annual	54,362.10

- (9) Additional 5% biweekly when performing contract administration duties.
- (10) Additional 5% biweekly when performing greenhouse oversight duties.
- (11) Incentives for attaining and maintaining specific certifications with DER approval.

- (12) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
- (13) Additional 3% biweekly when assigned to operate the Grapple Saw.

Resident Wage Incentive:

Hourly	33.21	33.26
Biweekly	2,657.01	2,660.41
Annual	69,082.26	69,170.66

- (14) 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.

- (15) Recruitment is at:

Biweekly	2,660.41
Annual	69,170.66

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

Biweekly	2,066.33	2,695.27
Annual	53,724.58	70,077.02

- (17) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.
- (18) Employees will receive an additional 5% when performing special assignments.
- (19) Employees will receive an additional 5% incentive for lead work.
- (20) Appointment may be at any rate in the pay range with the approval of DER.
- (21) Recruitment is at:

Biweekly	2,153.58
Annual	55,993.08

- (22) Additional 5% biweekly when performing contract administration duties.
- (23) Additional 5% biweekly when performing greenhouse oversight duties.
- (24) Incentives for attaining and maintaining specific certifications with DER approval.
- (25) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
Additional 3% biweekly when assigned to operate the Grapple Saw.

Pay Range 7RN

Official Rate Biweekly

LANDSCAPE AND IRRIGATION SPECIALIST (1) (2) (3) (4)
WATER PLANT STEAMFITTER (1) (2) (3) (4)
WATER PLANT STEAMFITTER – HVACR MECHANIC (1) (2) (3) (4)

Wage Rate:

Hourly	32.53	40.73
Biweekly	2,602.05	3,258.27
Annual	67,653.30	84,715.02

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

Biweekly	3,224.02
Annual	83,824.52

Resident Wage Incentive:

Hourly	33.50	41.95
Biweekly	2,680.11	3,356.02
Annual	69,682.86	87,256.52

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

(4) Recruitment is at:

Biweekly	3,320.74
Annual	86,339.24