



Department of Employee Relations

Cavalier Johnson  
Mayor

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Director

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Labor Negotiator

**SALARY ORDINANCE AMENDMENTS**  
**(Part I, Section 4, Milwaukee Fire Department Sworn Non-Represented Management Employees)**

**Pay Range 4SN**

Official Rate Biweekly

BATTALION CHIEF, FIRE (1) (2) (3)

**Wage Rate:**

Hourly	60.42	81.43
<b>Biweekly</b>	<b>4,833.92</b>	<b>6,514.60</b>
Annual	125,681.92	169,379.60

- (1) Effective Pay Period 8, 2026, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary.
- (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.

**Pay Range 4TN**

Official Rate Biweekly

DEPUTY CHIEF, FIRE (1) (2) (3)

**Wage Rate:**

Hourly	66.46	86.79
<b>Biweekly</b>	<b>5,317.31</b>	<b>6,943.59</b>
Annual	138,250.06	180,533.34

- (1) Effective Pay Period 8, 2026, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary.
- (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.

**Pay Range 4XX**

Official Rate Biweekly

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

**Wage Rate:**

Hourly	75.99	109.58
<b>Biweekly</b>	<b>6,079.35</b>	<b>8,766.12</b>
Annual	158,063.10	227,919.12

- (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	5,327.89	5,487.71	5,650.72	5,817.48	5,933.83
Annual	138,525.14	142,680.46	146,918.72	151,254.48	154,279.58

- (2) Effective Pay Period 8, 2026, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary.
- (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.
- (5) 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

The costs of these amendments to the Salary Ordinance are included in the Fiscal Impact Statement included with file #231617.