

# CC # 210321 – Actual Salary Ordinance Changes

## TABLE OF CONTENTS

<b>PART I</b>	<b>RATES OF PAY</b>	<b>2</b>
Section 1	Officials and Administrators	2
Section 2	Professionals	26
Section 3	Technicians	67
Section 4	Protective Services	80
Section 5	Paraprofessionals	101
Section 6	Administrative Support	111
Section 7	Skilled Craft	120
Section 8	Service and Maintenance	140
Section 9	Hourly, Part-time, Intermittent	152
Section 10	Boards and Commissions	164
Section 11	Elected Officials	165
<b>PART II</b>	<b>ADMINISTRATION</b>	<b>167</b>
Section 1	Organization	167
Section 2	Rates of Pay	168
Section 3	Salary at Time of Appointment	168
Section 4	Salary Advancement and Salary Anniversary Dates	169
Section 5	Salary Adjustments	169
Section 6	Demotions	173
Section 7	Hours of Work and Work Schedules	174
Section 8	Holiday Pay	174
Section 9	Supplemental Pay Practices	175
Section 10	Rates of Pay for Police Liaison and Fire Contract Administrator	177
<b>PART III</b>	<b>BOARDS AND COMMISSIONS: COMPENSATION AND REIMBURSEMENT</b>	<b>178</b>
<b>PART IV</b>	<b>ELECTED OFFICIALS</b>	<b>179</b>
<b>PART V</b>		<b>180</b>

## PART I

### SECTION 1: OFFICIALS AND ADMINISTRATORS

#### Pay Range 1FX

Official Rate Biweekly

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

**Wage Rate:**

Hourly	29.97	41.96
<b>Biweekly</b>	<b>2,397.63</b>	<b>3,356.55</b>
Annual	62,338.38	87,270.30

- (1) One position of Librarian V which functions as Circulation Manager for the Milwaukee Public Library System and the Milwaukee County Federated Library system to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library system.
- (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	3,051.99
Annual	79,351.74

- (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	2,550.92
Annual	66,323.92

(6) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

(7) Recruitment is at:

Biweekly	2,695.60
Annual	70,085.60

(8) Recruitment is at:

Biweekly	2,689.32
Annual	69,922.32

(9) Recruitment is at:

Biweekly	2,625.92
Annual	68,273.92

(10) Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER.

### **Resident Wage Incentive:**

Hourly	30.87	43.22
<b>Biweekly</b>	<b>2,469.56</b>	<b>3,457.25</b>
Annual	64,208.56	89,888.50

(11) One position of Librarian V which functions as Circulation Manager for the Milwaukee Public Library System and the Milwaukee County Federated Library system to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library system.

(12) 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.

(13) Recruitment is at:

Biweekly	3,143.55
Annual	81,732.30

(14) 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.

(15) Recruitment is at:

Biweekly	2,627.45
Annual	68,313.70

(16) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(17) Recruitment is at:

Biweekly	2,776.47
Annual	72,188.22

(18) Recruitment is at:

Biweekly	2,770.00
Annual	72,020.00

(19) Recruitment is at:

Biweekly	2,704.70
Annual	70,322.20

(20) Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER.

## SECTION 2: PROFESSIONALS

### Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (26)
ADMINISTRATIVE SUPPORT SPECIALIST (20) (40)
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (28)
CITY PAYROLL SPECIALIST (19) (39)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (25)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (1) (21)
GEOGRAPHIC INFORMATION SPECIALIST (7) (27)
HEALTH AND SAFETY SPECIALIST
HUMAN RESOURCES ANALYST
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD PROGRAM INFORMATION SPECIALIST (7) (27)
LEAD RISK ASSESSOR III (7) (27)
LIBRARIAN I (15) (35)
LIBRARY EDUCATION OUTREACH SPECIALIST (9) (29)
LIBRARY VOLUNTEER COORDINATOR
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (18) (38)
PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER 1 (10) (14) (30) (34)
PROPERTY APPRAISER 2 (11) (14) (31) (34)
PROPERTY APPRAISER 3 (12) (14) (32) (34)
PROPERTY APPRAISER 4 (13) (14) (33) (34)
PROPERTY MANAGER (8) (28)
PUBLIC HEALTH NURSE 1 (3) (4) (23) (24)
PUBLIC HEALTH SOCIAL WORKER 1 (1) (21)
PURCHASING AGENT (17) (37)
REAL ESTATE COORDINATOR II (8) (28)

RENT ASSISTANCE SPECIALIST III (2) (8) (22) (28)
SAFETY SPECIALIST (16) (36)
TEST ADMINISTRATION COORDINATOR

**Wage Rate:**

Hourly	20.43	28.60
<b>Biweekly</b>	<b>1,634.62</b>	<b>2,288.38</b>
Annual	42,500.12	59,497.88

- (1) Recruitment is at the following rate and may be at any point in the range based on experience and credentials with the approval of DER.

Biweekly	2,040.46
Annual	53,051.96

- (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	2,183.52
Annual	56,771.52

shall advance to:

Biweekly	2,205.35
Annual	57,339.10

- (3) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,040.16
Annual	53,044.16

- (4) **Career Ladder Position.** 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	1,830.14
Annual	47,583.64

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

Biweekly	1,969.04
Annual	51,195.04

- (6) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

- (7) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

- (8) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

- (9) Recruitment is at:

Biweekly	1,940.44
Annual	50,451.44

(10) To be paid in the following range:

Biweekly	1,906.46	2,023.15
Annual	49,567.96	52,601.92

(11) 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	2,026.10	2,150.11
Annual	52,678.60	55,902.86

(12) 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	2,153.25	2,285.05
Annual	55,984.50	59,411.30

(13) 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	2,288.38	2,428.45
Annual	59,497.88	63,139.70

(14) 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.

(15) Recruitment is at:

Biweekly	1,765.39
Annual	45,900.14

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

Biweekly	1,896.12
Annual	49,299.12

(16) Recruitment is at:

Biweekly	1,742.53
Annual	45,305.78

(17) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(18) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

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

Biweekly	1,950.62
Annual	50,716.12

(19) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

and may be at any point in the range based on experience and credentials with approval of DER.

(20) Recruitment may be at any point in the range based on experience and credentials with the approval of DER.

**Resident Wage Incentive:**

Hourly	21.05	29.46
<b>Biweekly</b>	<b>1,683.66</b>	<b>2,357.03</b>

Annual	43,775.16	61,282.78
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- (21) Recruitment is at the following rate and may be at any point in the range based on experience and credentials with the approval of DER.

Biweekly	2,101.67
Annual	54,643.42

- (22) 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	2,249.03
Annual	58,474.78

shall advance to:

Biweekly	2,271.51
Annual	59,059.26

- (23) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,101.36
Annual	54,635.36

- (24) **Career Ladder Position.** 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	1,885.04
Annual	49,011.04

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

Biweekly	2,028.11
Annual	52,730.86

- (26) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

- (27) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

- (28) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

- (29) Recruitment is at:

Biweekly	1,998.65
Annual	51,964.90

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

Biweekly	1,963.65	2,083.84
Annual	51,054.90	54,179.84

- (31) 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	2,086.88	2,214.61
Annual	54,258.88	57,579.86

(32) 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	2,217.85	2,353.60
Annual	57,664.10	61,193.60

(33) 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	2,357.03	2,501.30
Annual	61,282.78	65,033.80

(34) 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.

(35) Recruitment is at:

Biweekly	1,818.35
Annual	47,277.10

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

Biweekly	1,953.00
Annual	50,778.00

(36) Recruitment is at:

Biweekly	1,794.81
Annual	46,665.06

(37) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(38) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

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

Biweekly	2,009.14
Annual	52,237.64

(39) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

and may be at any point in the range based on experience and credentials with approval of DER.

(40) Recruitment may be at any point in the range based on experience and credentials with the approval of DER.

## Pay Range 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (2) (5)
ASSOCIATE TRANSPORTATION PLANNER (2) (5)
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
HRIS ANALYST (3) (6)
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1) (4)
NETWORK COORDINATOR ASSOCIATE
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3) (6)
TELECOMMUNICATIONS ANALYST – ASSISTANT

**Wage Rate:**

Hourly	23.40	30.49
<b>Biweekly</b>	<b>1,871.92</b>	<b>2,439.48</b>
Annual	48,669.92	63,426.48

- (1) Incumbents are limited to the minimum of the pay range.
- (2) Recruitment is at:

Biweekly	1,975.30
Annual	51,357.80

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

Biweekly	2,245.10
Annual	58,372.60

- (3) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

**Resident Wage Incentive:**

Hourly	24.10	31.41
<b>Biweekly</b>	<b>1,928.08</b>	<b>2,512.66</b>
Annual	50,130.08	65,329.16

- (4) Incumbents are limited to the minimum of the pay range.
- (5) Recruitment is at:

Biweekly	2,034.56
Annual	52,898.56

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

Biweekly	2,312.45
Annual	60,123.70

- (6) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

**SECTION 3: TECHNICIANS**

**Pay Range 3AN**

Official Rate Biweekly

CODE ENFORCEMENT INTERN

**Wage Rate:**

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

**Resident Wage Incentive:**

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

**SECTION 5: PARAPROFESSIONALS**

**Pay Range 5AN**

Official Rate Biweekly

PUBLIC HEALTH AIDE

**Wage Rate:**

Hourly	15.00	17.26
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,380.85</b>
Annual	31,200.00	35,902.10

**Resident Wage Incentive:**

Hourly	15.45	17.78
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,422.28</b>
Annual	32,136.00	36,979.28

**Pay Range 5BN**

Official Rate Biweekly

CLINIC ASSISTANT  
COMMUNITY EDUCATION ASSISTANT

**Wage Rate:**

Hourly	15.00	18.01
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,440.63</b>
Annual	31,200.00	37,456.38

**Resident Wage Incentive:**

Hourly	15.45	18.55
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,483.85</b>
Annual	32,136.00	38,580.10

**SECTION 6: ADMINISTRATIVE SUPPORT**

**Pay Range 6AN**

Official Rate Biweekly

POLICE SERVICES SPECIALIST
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**Wage Rate:**

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

**Resident Wage Incentive:**

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

**Pay Range 6BN**

Official Rate Biweekly

FIRE CADET
POLICE AIDE

**Wage Rate:**

Hourly	15.00	15.57
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,245.43</b>
Annual	31,200.00	32,381.18

**Resident Wage Incentive:**

Hourly	15.45	16.03
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,282.79</b>
Annual	32,136.00	33,352.54

**Pay Range 6CN**

Official Rate Biweekly

COURT SERVICES ASSISTANT I
OFFICE ASSISTANT I

RECORDS TECHNICIAN I
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**Wage Rate:**

Hourly	15.00	15.82
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,265.78</b>
Annual	31,200.00	32,910.28

**Resident Wage Incentive:**

Hourly	15.45	16.30
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,303.75</b>
Annual	32,136.00	33,897.50

**Pay Range 6EN**

Official Rate Biweekly

COURT SERVICES ASSISTANT II
HEALTH SERVICES ASSISTANT I
OFFICE ASSISTANT II
OFFICE CLERK II
RECORDS TECHNICIAN II

**Wage Rate:**

Hourly	15.00	17.27
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,381.63</b>
Annual	31,200.00	35,922.38

**Resident Wage Incentive:**

Hourly	15.45	17.79
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,423.08</b>
Annual	32,136.00	37,000.08

**Pay Range 6FN**

Official Rate Biweekly

COMMUNICATIONS ASSISTANT I (2) (6)
COURT SERVICES ASSISTANT III (3) (7)
CUSTOMER SERVICE REPRESENTATIVE I (3) (7)
DUPLICATING EQUIPMENT OPERATOR I
HEALTH SERVICES ASSISTANT II (3) (7)
MAIL PROCESSOR
OFFICE ASSISTANT III (3) (7)
POLICE RECORDS SPECIALIST I (4) (8)
TOW LOT ASSISTANT I (2) (6)
TRANSCRIPTIONIST III (1) (5)
UCC CUSTOMER SERVICE REPRESENTATIVE I (2) (6)

**Wage Rate:**

Hourly	15.00	18.46
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,477.16</b>
Annual	31,200.00	38,406.16

- (1) To be paid the following biweekly rates:

Biweekly	1,276.46	1,482.77
Annual	33,187.96	38,552.02

- (2) Recruitment is at:

Biweekly	1,233.69
Annual	32,075.94

- (3) Recruitment is at:

Biweekly	1,335.26
Annual	34,716.76

- (4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,335.26	1,422.05	1,514.48	1,612.93
Annual	34,716.76	36,973.30	39,376.48	41,936.18

**Resident Wage Incentive:**

Hourly	15.45	19.02
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,521.47</b>
Annual	32,136.00	39,558.22

- (5) To be paid the following biweekly rates:

Biweekly	1,314.75	1,527.25
Annual	34,183.50	39,708.50

- (6) Recruitment is at:

Biweekly	1,270.70
Annual	33,038.20

- (7) Recruitment is at:

Biweekly	1,375.32
Annual	35,758.32

- (8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,375.32	1,464.71	1,559.91	1,661.32
Annual	35,758.32	38,082.46	40,557.66	43,194.32

**SECTION 7: SKILLED CRAFT**

**Pay Range 7ON**

Official Rate Biweekly

AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (6) (14)
CARPENTER SUPERVISOR (1) (9)
FIRE EQUIPMENT MACHINIST (4) (12)
FIRE EQUIPMENT WELDER (4) (12)
FIRE MECHANIC (4) (12)
FLEET SERVICE WELDER (6) (8) (14) (16)
HVAC MAINTENANCE TECHNICIAN – SENIOR (3) (11)
IRONWORKER SUPERVISOR (1) (2) (9) (10)
VEHICLE SERVICES TECHNICIAN (5) (7) (13) (15)

**Wage Rate:**

Hourly	31.61	31.65
<b>Biweekly</b>	<b>2,529.04</b>	<b>2,532.27</b>
Annual	65,755.04	65,839.02

(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	2,532.27
Annual	65,839.02

(3) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,817.40	2,524.87
Annual	47,252.40	65,646.62

(4) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

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

(5) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

(6) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

(7) An employee who attains and maintains a CNG Inspector certification will receive an additional 5% of their base rate.

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

**Resident Wage Incentive:**

Hourly	32.56	32.60
<b>Biweekly</b>	<b>2,604.91</b>	<b>2,608.24</b>
Annual	67,727.66	67,814.24

(9) 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.

(10) Recruitment is at:

Biweekly	2,608.24
Annual	67,814.24

(11) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,871.92	2,600.62
Annual	48,669.92	67,616.12

(12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

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

(13) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

(14) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

(15) An employee who attains and maintains a CNG Inspector certification will receive an additional 5% of their base rate.

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

## SECTION 8: SERVICE AND MAINTENANCE

### Pay Range 8GN

Official Rate Biweekly

BRIDGE OPERATOR (1) (3) (4) (6)
SPECIAL LABORER (ELECTRICAL SERVICES) (2) (5)
TRAFFIC SIGN WORKER II (2) (5)
UTILITY WORKER (ELECTRICAL SERVICES) (2) (5)

### Wage Rate:

Hourly	18.82	21.35
<b>Biweekly</b>	<b>1,505.90</b>	<b>1,707.66</b>
Annual	39,153.40	44,399.16

- (1) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.
- (2) Recruitment is at:

Biweekly	1,544.61
Annual	40,159.86

- (3) Recruitment is at:

Biweekly	1,539.25
Annual	40,020.50

### Resident Wage Incentive:

Hourly	19.39	21.99
<b>Biweekly</b>	<b>1,551.08</b>	<b>1,758.89</b>
Annual	40,328.08	45,731.14

- (4) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.
- (5) Recruitment is at:

Biweekly	1,590.95
Annual	41,364.70

- (6) Recruitment is at:

Biweekly	1,585.43
Annual	41,221.18

## SECTION 9: HOURLY, PART-TIME, INTERMITTENT

### Pay Range 9FN

Official Rate Biweekly

TEMPORARY OFFICE ASSISTANT I (1) (2)

### Wage Rate:

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

- (1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

### Resident Wage Incentive:

Hourly	15.45
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<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- (2) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

## Pay Range 9GN

Official Rate Biweekly

LEGISLATIVE SERVICES AIDE
SCHOOL CROSSING GUARD (1) (2) (3) (4)
SCHOOL CROSSING GUARD DISPATCHER (1) (2) (3) (4)
SCHOOL CROSSING GUARD OPERATOR (2) (4)

## Wage Rate:

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

- (1) Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for more than 190 days or more than one year shall receive:

Biweekly	1,248.00
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- (2) Any School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher, assigned to train another School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher shall receive fifty (.50) cents per hour in addition to their base rate as a School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator, or School Crossing Guard Dispatcher while performing such training assignment.

## Resident Wage Incentive:

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- (3) Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for more than 190 days or more than one year shall receive:

Biweekly	1,285.44
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- (4) Any School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher, assigned to train another School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher shall receive fifty (.50) cents per hour in addition to their base rate as a School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator, or School Crossing Guard Dispatcher while performing such training assignment.

## Pay Range 9IN

Official Rate Biweekly

COLLEGE INTERN (1) (2)
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**Wage Rate:**

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

- (1) With the approval of the Employee Relations Director, bona fide graduate students performing Graduate Intern work may be paid at rates consistent with those paid to Graduate Interns.

**Resident Wage Incentive:**

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- (2) With the approval of the Employee Relations Director, bona fide graduate students performing Graduate Intern work may be paid at rates consistent with those paid to Graduate Interns.

**Pay Range 9KN**

Official Rate Biweekly

TEMPORARY COMMUNITY EDUCATION ASSISTANT (2) (4)
TEMPORARY OFFICE ASSISTANT II (1) (3)

**Wage Rate:**

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

- (1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.
- (2) Employees to be paid in the following range. Recruitment at any point in range with DER approval.

<b>Biweekly</b>	<b>1,200.00</b>	<b>1,440.63</b>
Annual	31,200.00	37,456.38

**Resident Wage Incentive:**

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- (3) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.
- (4) Employees to be paid in the following range. Recruitment at any point in range with DER approval.

<b>Biweekly</b>	<b>1,236.00</b>	<b>1,483.85</b>
Annual	32,136.00	38,580.10

**Pay Range 9LN**

Official Rate Biweekly

TEMPORARY ELECTION LABORER
TEMPORARY LANDSCAPE LABORER

**Wage Rate:**

<b>Hourly</b>	<b>15.10</b>
Biweekly	1,208.00
Annual	31,408.00

**Resident Wage Incentive:**

<b>Hourly</b>	<b>15.55</b>
Biweekly	1,244.24
Annual	32,350.24

**Pay Range 9MN**

Official Rate Biweekly

CONSTRUCTION LABORER INTERN
LIBRARY CIRCULATION AIDE
LIBRARY TEEN OUTREACH INTERN
YOUTH APPRENTICE

**Wage Rate:**

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

**Resident Wage Incentive:**

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

**Pay Range 9NN**

Official Rate Biweekly

ENGINEERING INSPECTION ASSISTANT (1) (2)
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**Wage Rate:**

Hourly	15.00	15.63
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,250.40</b>
Annual	31,200.00	32,510.40

(1) Sophomores, juniors, and seniors may be appointed up to:

Biweekly	1,250.40
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### Resident Wage Incentive:

Hourly	15.45	16.10
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,287.91</b>
Annual	32,136.00	33,485.66

(2) Sophomores, juniors, and seniors may be appointed up to:

Biweekly	1,287.91
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### Pay Range 9PN

Official Rate Biweekly

ENGINEERING INTERN (1) (3)
GRADUATE INTERN (2) (4)
TRAFFIC OPERATIONS ASSISTANT (1) (3)

### Wage Rate:

Hourly	15.00	17.96
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,436.80</b>
Annual	31,200.00	37,356.80

(1) Recruitment is at:

Biweekly	1,436.80
Annual	37,356.80

(2) Graduate Interns attending law school may be hired up to:

Biweekly	1,264.80
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### Resident Wage Incentive:

Hourly	15.45	18.50
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,479.90</b>
Annual	32,136.00	38,477.40

(3) Recruitment is at:

Biweekly	1,479.90
Annual	38,477.40

(4) Graduate Interns attending law school may be hired up to:

Biweekly	1,302.74
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