Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

City
of
Milwaukee

Department of Employee Relations

December 8, 2015

The Honorable
The Committee on Finance
    and Personnel
Common Council
City of Milwaukee

Dear Committee Members:

To implement the rates of pay contained in the 2015-2016 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Police Supervisors' Organization, we request your approval of amendments to Part I, Section 4 of the Salary Ordinance.

SALARY ORDINANCE AMENDMENTS
(Part I, Section 4, Milwaukee Police Supervisors' Organization)

1. **EFFECTIVE PAY PERIOD 1, 2015 (December 21, 2014)**

   Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

   Pay Range 831

Official Rate - Biweekly
   2,637.05   2,736.39   2,839.81   2,947.30   3,059.05   3,175.37

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,654.26, 2,753.62, 2,857.02, 2,964.52, 3,076.29, 3,192.60."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,675.80, 2,775.17, 2,878.55, 2,986.05, 3,097.83, 3,214.14."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the

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following biweekly rates: 2,684.42, 2,783.78, 2,887.17, 2,994.67, 3,106.44, 3,222.75."

Pay Range 835

Official Rate - Biweekly
2,846.01   2,955.90   3,070.26   3,189.08   3,312.72   3,441.11

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,862.97, 2,972.84, 3,087.18, 3,206.01, 3,329.66, 3,458.06."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,884.14, 2,994.01, 3,108.36, 3,227.20, 3,350.83, 3,479.24."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,892.61, 3,002.47, 3,116.82, 3,235.65, 3,359.31, 3,487.69."

Pay Range 836

Official Rate - Biweekly
2,955.90   3,070.26   3,189.08   3,312.72   3,441.11   3,574.83

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,972.84, 3,087.18, 3,206.01, 3,329.66, 3,458.06, 3,591.77."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,994.01, 3,108.36, 3,227.20, 3,350.83, 3,479.24, 3,612.94."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,002.47, 3,116.82, 3,235.65, 3,359.31, 3,487.69, 3,621.42."

Pay Range 839

Official Rate - Biweekly
3,312.72   3,441.11   3,574.83   3,713.84   3,858.48   4,008.82

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,329.66, 3,458.06, 3,591.77, 3,730.77, 3,875.43, 4,025.76."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015,

an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,350.83, 3,479.24, 3,612.94, 3,751.95, 3,896.59, 4,046.93."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,359.31, 3,487.69, 3,621.42, 3,760.41, 3,905.06, 4,055.41."

Pay Range 842

Official Rate - Biweekly
   3,713.84   3,858.48   4,008.82   4,165.24   4,327.89   4,497.04

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,730.77, 3,875.43, 4,025.76, 4,182.17, 4,344.82, 4,513.98."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,751.95, 3,896.59, 4,046.93, 4,203.36, 4,366.00, 4,535.14."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,760.41, 3,905.06, 4,055.41, 4,211.81, 4,374.47, 4,543.62."

2.   **EFFECTIVE PAY PERIOD 14, 2015 (JUNE 21, 2015)**

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 831

Official Rate - Biweekly
   2,650.24   2,750.07   2,854.01   2,962.04   3,074.35   3,191.25

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,667.53, 2,767.39, 2,871.31, 2,979.34, 3,091.67, 3,208.56."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,689.18, 2,789.05, 2,892.94, 3,000.98, 3,113.32, 3,230.21."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,697.84, 2,797.70, 2,901.61, 3,009.64, 3,121.97, 3,238.86."

Pay Range 835

Official Rate - Biweekly
   2,860.24   2,970.68   3,085.61   3,205.03   3,329.28   3,458.32

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,877.28, 2,987.70, 3,102.62, 3,222.04, 3,346.31, 3,475.35."

Replace footnote designation "2/" with the following: "2/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,898.56, 3,008.98, 3,123.90, 3,243.34, 3,367.58, 3,496.64."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,907.07, 3,017.48, 3,132.40, 3,251.83, 3,376.11, 3,505.13."

Pay Range 836

Official Rate - Biweekly
   2,970.68   3,085.61   3,205.03   3,329.28   3,458.32   3,592.70

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,987.70, 3,102.62, 3,222.04, 3,346.31, 3,475.35, 3,609.73."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,008.98, 3,123.90, 3,243.34, 3,367.58, 3,496.64, 3,631.00."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,017.48, 3,132.40, 3,251.83, 3,376.11, 3,505.13, 3,639.53."

Pay Range 839

Official Rate - Biweekly
   3,329.28   3,458.32   3,592.70   3,732.41   3,877.77   4,028.86

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,346.31, 3,475.35, 3,609.73, 3,749.42, 3,894.81, 4,045.89."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following

biweekly rates: 3,367.58, 3,496.64, 3,631.00, 3,770.71, 3,916.07, 4,067.16."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,376.11, 3,505.13, 3,639.53, 3,779.21, 3,924.59, 4,075.69."

Pay Range 842

Official Rate - Biweekly
3,732.41   3,877.77   4,028.86   4,186.07   4,349.53   4,519.53

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,749.42, 3,894.81, 4,045.89, 4,203.08, 4,366.54, 4,536.55."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,770.71, 3,916.07, 4,067.16, 4,224.38, 4,387.83, 4,557.82."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,779.21, 3,924.59, 4,075.69, 4,232.87, 4,396.34, 4,566.34."

3.   EFFECTIVE PAY PERIOD 1, 2016 (December 20, 2015)

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for those employees hired prior to October 3, 2011:

Pay Range 831

Official Rate - Biweekly
2,860.03   2,967.76   3,079.93   3,196.51   3,317.72   3,443.87

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,878.69, 2,986.46, 3,098.61, 3,215.19, 3,336.40, 3,462.55."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,902.05, 3,009.83, 3,121.95, 3,238.54, 3,359.77, 3,485.91."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,911.40, 3,019.16, 3,131.30, 3,247.88, 3,369.11, 3,495.25."

Pay Range 835

Official Rate - Biweekly
   3,086.65   3,205.84   3,329.86   3,458.74   3,592.83   3,732.08

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,105.05, 3,224.20, 3,348.22, 3,477.10, 3,611.21, 3,750.46."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,128.01, 3,247.17, 3,371.19, 3,500.09, 3,634.16, 3,773.43."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,137.19, 3,256.34, 3,380.36, 3,509.25, 3,643.36, 3,782.59."

Pay Range 836

Official Rate - Biweekly
   3,205.84   3,329.86   3,458.74   3,592.83   3,732.08   3,877.09

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,224.20, 3,348.22, 3,477.10, 3,611.21, 3,750.46, 3,895.47."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,247.17, 3,371.19, 3,500.09, 3,634.16, 3,773.43, 3,918.43."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,256.34, 3,380.36, 3,509.25, 3,643.36, 3,782.59, 3,927.63."

Pay Range 839

Official Rate - Biweekly
   3,592.83   3,732.08   3,877.09   4,027.87   4,184.74   4,347.79

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,611.21, 3,750.46, 3,895.47, 4,046.23, 4,203.13, 4,366.16."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following

biweekly rates: 3,634.16, 3,773.43, 3,918.43, 4,069.19, 4,226.06, 4,389.11."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,643.36, 3,782.59, 3,927.63, 4,078.37, 4,235.26, 4,398.32."

Pay Range 842

Official Rate - Biweekly
4,027.87   4,184.74   4,347.79   4,517.44   4,693.84   4,877.30

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 4,046.23, 4,203.13, 4,366.16, 4,535.79, 4,712.19, 4,895.66."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 4,069.19, 4,226.06, 4,389.11, 4,558.78, 4,735.17, 4,918.62."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 4,078.37, 4,235.26, 4,398.32, 4,567.95, 4,744.36, 4,927.81."

4.   **EFFECTIVE PAY PERIOD 14, 2016 (JUNE 19, 2016)**

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for those employees hired prior to October 3, 2011:

Pay Range 831

Official Rate - Biweekly
2,874.33   2,982.60   3,095.33   3,212.49   3,334.31   3,461.09

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,893.08, 3,001.39, 3,114.10, 3,231.27, 3,353.08, 3,479.86."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,916.56, 3,024.88, 3,137.56, 3,254.73, 3,376.57, 3,503.34."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,925.96, 3,034.26, 3,146.96, 3,264.12, 3,385.96, 3,512.73."

Pay Range 835

Official Rate - Biweekly
3,102.08   3,221.87   3,346.51   3,476.03   3,610.79   3,750.74

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,120.58, 3,240.32, 3,364.96, 3,494.49, 3,629.27, 3,769.21."

Replace footnote designation "2/" with the following: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,143.65, 3,263.41, 3,388.05, 3,517.59, 3,652.33, 3,792.30."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,152.88, 3,272.62, 3,397.26, 3,526.80, 3,661.58, 3,801.50."

Pay Range 836

Official Rate - Biweekly
3,221.87   3,346.51   3,476.03   3,610.79   3,750.74   3,896.48

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,240.32, 3,364.96, 3,494.49, 3,629.27, 3,769.21, 3,914.95."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,263.41, 3,388.05, 3,517.59, 3,652.33, 3,792.30, 3,938.02."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2016 an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,272.62, 3,397.26, 3,526.80, 3,661.58, 3,801.50, 3,947.27."

Pay Range 839

Official Rate - Biweekly
3,610.79   3,750.74   3,896.48   4,048.01   4,205.66   4,369.53

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,629.27, 3,769.21, 3,914.95, 4,066.46, 4,224.15, 4,387.99."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following

biweekly rates: 3,652.33, 3,792.30, 3,938.02, 4,089.54, 4,247.19, 4,411.06."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,661.58, 3,801.50, 3,947.27, 4,098.76, 4,256.44, 4,420.31."

Pay Range 842

Official Rate - Biweekly
4,048.01   4,205.66   4,369.53   4,540.03   4,717.31   4,901.69

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 4,066.46, 4,224.15, 4,387.99, 4,558.47, 4,735.75, 4,920.14."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 4,089.54, 4,247.19, 4,411.06, 4,581.57, 4,758.85, 4,943.21."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 4,098.76, 4,256.44, 4,420.31, 4,590.79, 4,768.08, 4,952.45."

5.   **EFFECTIVE PAY PERIOD 25, 2016 (November 20, 2016)**

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for those employees hired prior to October 3, 2011*:

Pay Range 831

Official Rate - Biweekly
2,888.70   2,997.51   3,110.81   3,228.55   3,350.98   3,478.40

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,907.55, 3,016.40, 3,129.67, 3,247.43, 3,369.85, 3,497.26."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,931.14, 3,040.00, 3,153.25, 3,271.00, 3,393.45, 3,520.86."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,940.59, 3,049.43, 3,162.69, 3,280.44, 3,402.89, 3,530.29."

Pay Range 835

Official Rate - Biweekly
   3,117.59   3,237.98   3,363.24   3,493.41   3,628.84   3,769.49

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,136.18, 3,256.52, 3,381.78, 3,511.96, 3,647.42, 3,788.06."

Replace footnote designation "2/" with the following: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,159.37, 3,279.73, 3,404.99, 3,535.18, 3,670.59, 3,811.26."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,168.64, 3,288.98, 3,414.25, 3,544.43, 3,679.89, 3,820.51."

Pay Range 836

Official Rate - Biweekly
   3,237.98   3,363.24   3,493.41   3,628.84   3,769.49   3,915.96

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,256.52, 3,381.78, 3,511.96, 3,647.42, 3,788.06, 3,934.52."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,279.73, 3,404.99, 3,535.18, 3,670.59, 3,811.26, 3,957.71."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,288.98, 3,414.25, 3,544.43, 3,679.89, 3,820.51, 3,967.01."

Pay Range 839

Official Rate - Biweekly
   3,628.84   3,769.49   3,915.96   4,068.25   4,226.69   4,391.38

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,647.42, 3,788.06, 3,934.52, 4,086.79, 4,245.27, 4,409.93."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following

biweekly rates: 3,670.59, 3,811.26, 3,957.71, 4,109.99, 4,268.43, 4,433.12."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,679.89, 3,820.51, 3,967.01, 4,119.25, 4,277.72, 4,442.41."

Pay Range 842

Official Rate - Biweekly
4,068.25   4,226.69   4,391.38   4,562.73   4,740.90   4,926.20

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 4,086.79, 4,245.27, 4,409.93, 4,581.26, 4,759.43, 4,944.74."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 4,109.99, 4,268.43, 4,433.12, 4,604.48, 4,782.64, 4,967.93."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 4,119.25, 4,277.72, 4,442.41, 4,613.74, 4,791.92, 4,977.21."

*Pursuant to the Negotiation Note dated December 4, 2015

6.   **EFFECTIVE PAY PERIOD 1, 2016 (December 20, 2015)**

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for those employees hired prior on or afer October 3, 2011:

Pay Range 831

Official Rate - Biweekly
2,703.24   2,805.07   2,911.09   3,021.28   3,135.84   3,255.08

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,720.88, 2,822.74, 2,928.74, 3,038.93, 3,153.50, 3,272.73."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,742.96, 2,844.83, 2,950.80, 3,061.00, 3,175.59, 3,294.81."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 1, 2016, an

employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,751.80, 2,853.65, 2,959.64, 3,069.83, 3,184.41, 3,303.64."

Pay Range 835

Official Rate - Biweekly
  2,917.44   3,030.09   3,147.32   3,269.13   3,395.87   3,527.49

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,934.83, 3,047.45, 3,164.67, 3,286.48, 3,413.24, 3,544.86."

Replace footnote designation "2/" with the following: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,956.53, 3,069.16, 3,186.38, 3,308.21, 3,434.93, 3,566.57."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,965.21, 3,077.83, 3,195.05, 3,316.87, 3,443.63, 3,575.23."

Pay Range 836

Official Rate - Biweekly
  3,030.09   3,147.32   3,269.13   3,395.87   3,527.49   3,664.55

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,047.45, 3,164.67, 3,286.48, 3,413.24, 3,544.86, 3,681.92."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,069.16, 3,186.38, 3,308.21, 3,434.93, 3,566.57, 3,703.62."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,077.83, 3,195.05, 3,316.87, 3,443.63, 3,575.23, 3,712.32."

Pay Range 839

Official Rate - Biweekly
  3,395.87   3,527.49   3,664.55   3,807.06   3,955.33   4,109.44

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,413.24, 3,544.86, 3,681.92, 3,824.41, 3,972.71, 4,126.81."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,434.93, 3,566.57, 3,703.62, 3,846.12, 3,994.39, 4,148.50"

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,443.63, 3,575.23, 3,712.32, 3,854.79, 4,003.08, 4,157.20."

Pay Range 842

Official Rate - Biweekly
3,807.06   3,955.33   4,109.44   4,269.79   4,436.52   4,609.92

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,824.41, 3,972.71, 4,126.81, 4,287.14, 4,453.87, 4,627.28."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,846.12, 3,994.39, 4,148.50, 4,308.87, 4,475.59, 4,648.98."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 1, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,854.79, 4,003.08, 4,157.20, 4,317.53, 4,484.27, 4,657.67

7.   **EFFECTIVE PAY PERIOD 14, 2016 (JUNE 19, 2016)**

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for those employees hired on or after October 3, 2011:

Pay Range 831

Official Rate - Biweekly
2,716.76   2,819.10   2,925.65   3,036.39   3,151.52   3,271.36

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,734.48, 2,836.85, 2,943.38, 3,054.12, 3,169.27, 3,289.09."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,756.67, 2,859.05, 2,965.55, 3,076.31, 3,191.47, 3,311.28."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2016, an

employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,765.56, 2,867.92, 2,974.44, 3,085.18, 3,200.33, 3,320.16."

Pay Range 835

Official Rate - Biweekly
2,932.03   3,045.24   3,163.06   3,285.48   3,412.85   3,545.13

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,949.50, 3,062.69, 3,180.49, 3,302.91, 3,430.31, 3,562.58."

Replace footnote designation "2/" with the following: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,971.31, 3,084.51, 3,202.31, 3,324.75, 3,452.10, 3,584.40."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,980.04, 3,093.22, 3,211.03, 3,333.45, 3,460.85, 3,593.11."

Pay Range 836

Official Rate - Biweekly
3,045.24   3,163.06   3,285.48   3,412.85   3,545.13   3,682.87

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,062.69, 3,180.49, 3,302.91, 3,430.31, 3,562.58, 3,700.33."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,084.51, 3,202.31, 3,324.75, 3,452.10, 3,584.40, 3,722.14."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,093.22, 3,211.03, 3,333.45, 3,460.85, 3,593.11, 3,730.88."

Pay Range 839

Official Rate - Biweekly
3,412.85   3,545.13   3,682.87   3,826.10   3,975.11   4,129.99

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,430.31, 3,562.58, 3,700.33, 3,843.53, 3,992.57, 4,147.44."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,452.10, 3,584.40, 3,722.14, 3,865.35, 4,014.36, 4,169.24."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,460.85, 3,593.11, 3,730.88, 3,874.06, 4,023.10, 4,177.99."

Pay Range 842

Official Rate - Biweekly
 3,826.10   3,975.11   4,129.99   4,291.14   4,458.70   4,632.97

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,843.53, 3,992.57, 4,147.44, 4,308.58, 4,476.14, 4,650.42."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,865.35, 4,014.36, 4,169.24, 4,330.41, 4,497.97, 4,672.22."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,874.06, 4,023.10, 4,177.99, 4,339.12, 4,506.69, 4,680.96."

8.   EFFECTIVE PAY PERIOD 25, 2016 (November 20, 2016)

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for those employees hired on or after October 3, 2011*:

Pay Range 831

Official Rate - Biweekly
 2,730.34   2,833.20   2,940.28   3,051.57   3,167.28   3,287.72

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,748.15, 2,851.03, 2,958.10, 3,069.39, 3,185.12, 3,305.54."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,770.45, 2,873.35, 2,980.38, 3,091.69, 3,207.43, 3,327.84."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 25,

2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,779.39, 2,882.26, 2,989.31, 3,100.61, 3,216.33, 3,336.76."

Pay Range 835

Official Rate - Biweekly
2,946.69   3,060.47   3,178.88   3,301.91   3,429.91   3,562.86

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,964.25, 3,078.00, 3,196.39, 3,319.42, 3,447.46, 3,580.39."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,986.17, 3,099.93, 3,218.32, 3,341.37, 3,469.36, 3,602.32."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,994.94, 3,108.69, 3,227.09, 3,350.12, 3,478.15, 3,611.08."

Pay Range 836

Official Rate - Biweekly
3,060.47   3,178.88   3,301.91   3,429.91   3,562.86   3,701.28

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,078.00, 3,196.39, 3,319.42, 3,447.46, 3,580.39, 3,718.83."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,099.93, 3,218.32, 3,341.37, 3,469.36, 3,602.32, 3,740.75."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,108.69, 3,227.09, 3,350.12, 3,478.15, 3,611.08, 3,749.53."

Pay Range 839

Official Rate - Biweekly
3,429.91   3,562.86   3,701.28   3,845.23   3,994.99   4,150.64

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,447.46, 3,580.39, 3,718.83, 3,862.75, 4,012.53, 4,168.18."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,469.36, 3,602.32, 3,740.75, 3,884.68, 4,034.43, 4,190.09."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,478.15, 3,611.08, 3,749.53, 3,893.43, 4,043.22, 4,198.88."

Pay Range 842

Official Rate - Biweekly
   3,845.23   3,994.99   4,150.64   4,312.60   4,480.99   4,656.13

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 25, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,862.75, 4,012.53, 4,168.18, 4,330.12, 4,498.52, 4,673.67."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 25, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,884.68, 4,034.43, 4,190.09, 4,352.06, 4,520.46, 4,695.58."
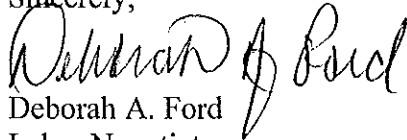
Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 25, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,893.43, 4,043.22, 4,198.88, 4,360.82, 4,529.22, 4,704.36."

*Pursuant to the Negotiation Note dated December 4, 2015

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the Memorandum of Understanding, Common Council File Number 150312.

We recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,

Deborah A. Ford
Labor Negotiator

cc: Cynthia Ratliff
       Melody Johnson
       Faranda Wragg
       Michelle Stein
       Renee Keinert

NMF
150504_Sal Ord Ltr
Labr/MPSO/2015 Negotiations/Implementation